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Retraining Staff for Digital Initiatives

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ILF District 1 Conference

Overview:

- Why retrain?
- One library's experience: Valparaiso University's Christopher Center
- ValpoScholar
- Getting the conversation started
- Considering workflow and experience
- Ways to retrain
- Projects facilitated via retraining
- The conversation continues

Why retrain?

- Libraries are changing
- Getting everything done
- Sustainable staffing?

Valparaiso University

- Private/comprehensive
- Lutheran identity
- 4,520 students (3,500 undergraduate, 1,220 graduate)
- 250 full time faculty

Christopher Center for Library and Information Resources

- Built 2004
- 105,000 sq. ft.
- 600,000+ items in collection
- One of two libraries on campus
- 22 total staff - 13 Librarians

Here comes...ValpoScholar

What digital projects can we do now?

- Campus conferences
- Campus publications
- Faculty scholarship
- Student scholarship
- University records
- Newsletters

...so _who_ is going to do it?

Getting the digital initiatives conversation going

- Creates a knowledge base
- Provides readings and discussion
- Facilitates opportunities for professional development

Determine digital initiative priorities

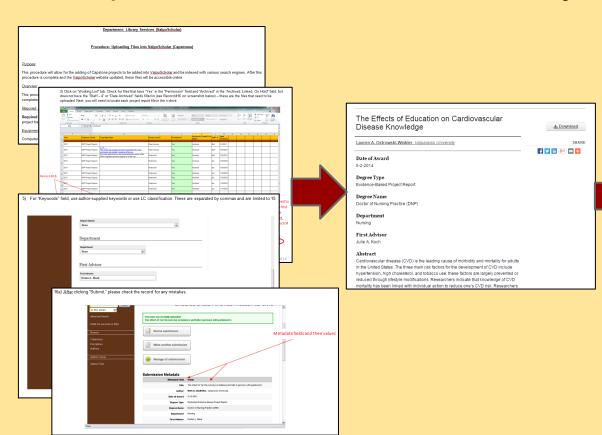- Who does (or should do) what?
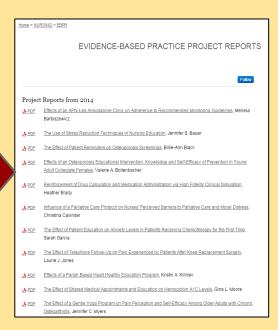- When and where in the workflow?

Workflow Efficiency

- Balancing traditional work with new initiatives
- Redeploy staff
- Sharing staff expertise
- Interns, if possible

Retraining via:

- Webinars
- In-service programs
- Sharing expertise
- Cross-training
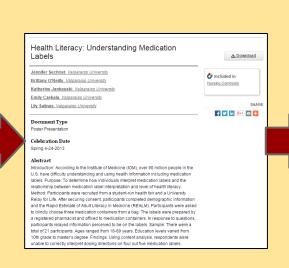
Example 1: DNP Evidence-Based Project Reports

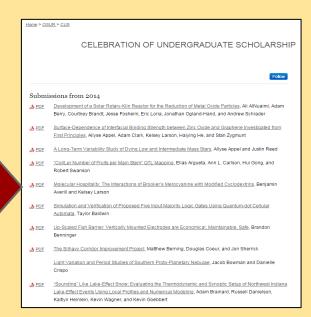**Since 2011...**
61 projects
13,680 downloads
140 last week

Example 2: Celebration of Undergraduate Scholarship

Since 2012…
393 presentations/projects
18,502 downloads
109 last week

Digitization Committee

- Prioritizes digital initiatives
- Sustains our knowledge base
- Shares information on retraining
- Provides (Encourages?) training opportunities

The Conversation and Retraining

- The conversation and knowledge base is more important than the project itself
- Staff remain current on new trends
- Skill sets increase
- Services expand
- Libraries do this best

Thank you!

Questions?

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