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Ladd Looking Forward - A Reading Group

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Ladd Looking Forward - A Reading Group

In the summer of 2017, the staff of Ladd Library and Muskie Archives at Bates College embarked upon a semester-long, bi weekly reading group. Facing the upcoming search for new leadership, we spent the Fall 2017 semester discussing a broad array of topics relevant to the profession as a whole and what we might consider for our own future. We asked all participants to engage with [a growth mindset](#), and set down rules to push the conversation beyond “this is the way we’ve always done it” as a justification against change.

If we were building our library for the first time today, what would it look like? In this series, we will be discussing a broad selection of topics related to the modern academic library. This nine session series will culminate in a better understanding of our forward thinking goals and recommendations for our new leadership. Readings are in ranked order, with the most relevant for our discussion listed first.

Session 1: A Broad View of the Future of Libraries. How Others See Us and How We See Ourselves from an Institutional Perspective.

Readings:

Najmabadi, Shannon. “What the 21st-Century Library Looks Like.” *The Chronicle of Higher Education* 63, no. 40 (July 2, 2017).

<http://www.chronicle.com/article/What-the-21st-Century-Library/240494>.

Jaggars, Damon E. “We Can Imagine the Future, But Are We Equipped to Create It?” *Libraries and the Academy* 14, no. 3 (July 10, 2014): 319–23. <https://muse.jhu.edu/article/549194>.

“Institute-Wide Task Force on the Future of Libraries: Executive Summary.” (October 24, 2016). <https://future-of-libraries.mit.edu/>.

Kim, Bohyun. “Academic Libraries and the EDUCAUSE 2017 Top 10 IT Issues.” *Educause Review*, (January/February 2017), 64–65.

<https://er.educause.edu/~media/files/articles/2017/1/erm1716.pdf>

Supplemental Reading:

“NMC Horizon Report 2017 Library Edition.” The New Media Consortium (2017).

<https://www.nmc.org/publication/nmc-horizon-report-2017-library-edition/>.

Questions:

1. From these readings, how do you think others perceive academic libraries today?
2. How are we thinking about libraries and librarianship in the future?
3. What is missing?
4. Given our responses to these first few questions, how do we see the library at the local level, assuming we are starting from scratch?
5. What about the services we don’t provide:

- a. How do we prepare for future needs?
- b. How do we approach speculative ideas rather than proven concepts?

Session 2: A Professional View of Librarianship.

Readings:

Douglas, Veronica Arellano. "You Are What Is Killing Librarianship." *ACRLog* (blog) (June 12, 2017). <http://acrlog.org/2017/06/12/you-are-what-is-killing-librarianship/>.

Schwarz, Deb. "Editorial Essay: A Librarian by Another Name." *Journal of New Librarianship* 1, no. 1 (December 31, 2016).
<http://www.newlibs.org/article/1217-editorial-essay-a-librarian-by-another-name>.

Drabinski, Emily. "Editorial Response: A Librarian by Another Name." *Journal of New Librarianship* 1, no. 1 (December 31, 2016).
<http://www.newlibs.org/article/1218-editorial-response-a-librarian-by-another-name>.

Messina, Chris. "The Full-Stack Employee." Chris Messina (blog) (April 7, 2015).
<https://medium.com/chris-messina/the-full-stack-employee-ed0db089f0a1>

Questions:

1. How do we conceive of the role of "Librarian" in our future vision of the library on the local level? What about within the larger community?
2. Let's talk about the stereotype both locally and in the larger context.
 - a. How do we add to our profession and defeat these stereotypes by reflecting both in action as well as on our actions?
 - i. Reflect-in-action: reflecting on the incident while it can still benefit the situation rather than reflecting later on. Engage in a process of continuous learning.
 - ii. Reflect-on-action: reflection on how practice can be developed after the event
3. Is the change discussed in the readings about change or the continuation of a constant?
 - a. Are we manufacturing a problem to solve or should we holistically be responding to change?
4. As we think about this concept of change as a natural state, how do we think about and respond to things that don't exist? (The "yet").
 - a. As we think about "yet" how do we advocate for our communities or patrons?

Session 3: We Need to Talk About Inclusivity, Diversity and Social Justice.

Readings:

Morales, Myrna, Em Claire Knowles, and Chris Bourg. "Diversity, Social Justice, and the Future of Libraries." *Portal: Libraries and the Academy* 14, no. 3 (July 2014): 439–51.
<https://muse.jhu.edu/article/549202>.

Gustina, Margo, and Eli Guinnee. "Why Social Justice in the Library?: Outreach + Inreach." *Library Journal* (June 8, 2017).
<http://lj.libraryjournal.com/2017/06/library-services/why-social-justice-in-the-library-outreach-inreach/>.

Fister, Barbara. "A Library for All." *Library Babel Fish* (blog) (October 20, 2016).
<https://www.insidehighered.com/blogs/library-babel-fish/library-all>.

Hathcock, April. "White Librarianship in Blackface: Diversity Initiatives in LIS." *In the Library with the Lead Pipe* (blog) (October 7, 2017).
<http://www.inthelibrarywiththeleadpipe.org/2015/lis-diversity/>.

Bourg, Chris. "The Unbearable Whiteness of Librarianship." *Feral Librarian* (blog) (March 4, 2014).
<https://chrisbourg.wordpress.com/2014/03/03/the-unbearable-whiteness-of-librarianship/>.

Additional Readings:

McKenzie, Lindsay. "The White Face of Library Leadership." *Inside Higher Ed* (August 30, 2017).
<https://www.insidehighered.com/news/2017/08/30/survey-reveals-overwhelmingly-white-face-leadership-research-libraries>.

Schonfeld, Roger C. and Liam Sweeney. "Inclusion, Diversity, and Equity: Members of the Association of Research Libraries: Employee Demographics and Director Perspectives." *Ithaka S+R* (August 30, 2017). <https://doi.org/10.18665/sr.304524>.

Questions:

1. Activities - "Give it a name" list modes of oppression that we see in our community and are working to change.
 - a. Discuss "tolerance" vs "inclusivity"
 - b. Discuss "equality" vs "equity"
 - c. Discuss micro vs macro aggressions
2. Where does inclusivity happen?
3. Are libraries neutral?
4. How do we as a library perpetuate inequality?
5. How do we change this?

Session 4: Who's the Boss: Leadership and Organizational Culture.

Readings:

Askey, Dale and Lisa Janicke Hinchliffe. "Finding a Way from the Margins to the Middle: Library Information Technology, Leadership, and Culture." *Ithaka S+R Report* (May 18, 2017).
<https://doi.org/10.18665/sr.303501>.

Shepstone, Carol and Lyn Currie. "Transforming the Academic Library: Creating an Organizational Culture that Fosters Staff Success." *The Journal of Academic Librarianship* 34 no. 4 (July 2008): 358-368. <https://doi.org/10.1016/j.acalib.2008.05.008>.

Holmgren, Richard and Gene Spencer. "The Changing Landscape of Library and Information Services: What Presidents, Provosts, and Finance Officers Need to Know." *Council on Library and Information Resources (CLIR) Report* (September 2014). <https://www.clir.org/pubs/reports/pub162>.

Buschman, John. "Conducting a Search for an Academic Library Leader: Politics and Pitfalls." *The Journal of Academic Librarianship* 39 no. 6 (November 2013): 603-605. <https://doi.org/10.1016/j.acalib.2013.08.015>.

Questions:

1. What kind of leadership is necessary to meet and create the future?
2. What about our organizational culture and sub-cultures encourage or disrupt our ability to change?
3. Are we impacted by "social desirability bias"?

Session 5: Not Just a Mausoleum: A Hybrid Model of Collections

Readings:

Staley, David J. "Futures Thinking for Academic Librarians: Scenarios for the Future of the Book." *ACRL Report: Executive Summary* (May 2012): 2-3. <http://www.ala.org/acrl/sites/ala.org.acrl/files/content/issues/value/scenarios2012.pdf>

Burns, Dylan. "More than a Mausoleum: The Library at the Forefront of Digital Pedagogy." *ACRLLog* (blog) (February 23, 2017). <http://acrl.org/2017/02/23/more-than-a-mausoleum-the-library-at-the-forefront-of-digital-pedagogy/>.

Durant, David M. and Tony Horava. "The Future of Reading and Academic Libraries." *Portal: Libraries and the Academy* 15, no. 1 (January 2015): 5-27. <https://doi.org/10.1353/pla.2015.0013>

Guedon, Jean-Claude. "Budapest Open Access Initiative | Open Access: Toward the Internet of the Mind." <http://www.budapestopenaccessinitiative.org/open-access-toward-the-internet-of-the-mind>.

Questions:

1. Which of these models of the future currently guides your strategic thinking and actions regarding printed books?
2. Which state of the system do you believe best describes the environment in which our library's strategic thinking and planning will unfold?

- a. Who are our future users? Will they expect to use printed books or text delivered in digital form? How do they consume info? (consider both faculty and students)
 - b. Outside forces - can we account for publishers changing the course? Cost of print books increasing? Print on demand becoming more prevalent? Spacing issues? Consortial commitments?
3. Is text interchangeable? What do we think of the bookless library described in the Durant/Horava reading? (2009 Cushing Academy)
4. Are journals and books equal?
5. What are some challenges for the digital medium for books?
6. Burns reading - Speaks about the transition from singular print collections to a digital realm. Also about the curation of digital collections beyond our traditional base of research monographs and journals.
 - a. How do we see our collection changing or evolving in this digital realm?
 - b. What is the role of library with increased publishing in Open Access?

Session 6: Advocacy and Outreach: Creating Partnerships Across Campus.

Readings:

Santiago, Ariana. "Musings on Outreach as Instruction." *ACRLog* (blog) (June 18, 2014).
<http://acrlog.org/2014/06/18/musings-on-outreach-as-instruction/>.

Block, Courtney. "Holistic Advocacy, or The Case of the Annoyingly-Optimistic Librarian" *ACRLog* (blog) May 29, 2017.
<http://acrlog.org/2017/05/29/holistic-advocacy-or-the-case-of-the-annoyingly-optimistic-librarian/>.

Oberlander, Cyril. "Why Mission-Critical Systems Are Critical to the Future of Academic Libraries." *Computers in Libraries* 32, no. 8 (October 2012): 14–18.
<http://www.infotoday.com/cilmag/oct12/index.shtml>

Hufford, Jon R. "Can the Library Contribute Value to the Campus Culture for Learning?" *The Journal of Academic Librarianship* 39, no. 3 (May 1, 2013): 288–96.
<http://www.sciencedirect.com/science/article/pii/S0099133313000335?via%3Dihub>.

Questions:

1. How can institutions of higher learning engage their disengaged students in a successful campus culture of learning?
2. If we removed the instructional and academic slant to our efforts, what outreach efforts would you like to pursue?
 - a. Let's brainstorm some ideas of what that could look like . . .
3. Is that what sets us apart from other departments on campus? What if we were to partner with other departments?

Session 7: Library Space: The Final Frontier. A Discussion on Space both Physical and Virtual.

Readings:

Buschman, John. "The Politics of Academic Librarianship: Space – And its Context." *The Journal of Academic Librarianship* 43 (2017): 87-88.

<https://doi.org/10.1016/j.acalib.2017.01.009>.

Carlin, Jane and Barb Macke. "Books? Or No Books? Envisioning the Academic Library of the Future." *Huffpost: The Blog* (April 2, 2014).

http://www.huffingtonpost.com/jane-carlin-and-barb-macke/academic-library-of-the-future_b_5078456.html.

Bell, Steven J. "Staying True to the Core: Designing the Future Academic Library Experience." *Portal: Libraries and the Academy* 14, no. 3 (July 2014): 369-382.

<https://muse.jhu.edu/article/549198>.

Oxford, Emma. "Reference Services in Liberal Arts Libraries." *Journal of New Librarianship* 1, no. 1 (2016): 3-27.

<http://www.newlibs.org/article/1189-reference-services-in-liberal-arts-libraries>

Questions:

1. What spaces can be used more effectively? Advertised better? Made more convenient? Made more efficient?
2. How well are we using our square footage? Offsite storage? Virtual space?
3. Would we (or would our students) benefit from cultivating more flexible spaces / consciously designed collaborative workspaces?
4. Where are areas in the library or other building spaces that create confusion for users? How can we attempt to eliminate confusion on our campus, and make UX great for everyone?
5. Collaboration, creation, and contemplation...Do we have physical and digital spaces for all three?

Session 8: Keeping Up with the Joneses: New Initiatives that Everyone Else Is Doing.

Readings:

Montoya, Robert D. "Boundary Objects/ Boundary Staff: Supporting Digital Scholarship in Academic Libraries." *The Journal of Academic Librarianship* 43 (2017): 216-223.

<https://doi.org/10.1016/j.acalib.2017.03.001>

American Library Association (ALA) "ACRL issues policy statement on open access to scholarship by academic librarians." *ALA News* (July 11, 2016).

<http://www.ala.org/news/press-releases/2016/07/acrl-issues-policy-statement-open-access-scholarship-academic-librarians>.

Hersh, Gemma. "Making Open Access / Open Data / Open Science a Reality: An International Overview." *Against the Grain* 29 no. 3 (June 23, 2017).

<http://www.against-the-grain.com/2017/06/v29-3-making-open-access-open-data-open-science-a-reality-an-international-overview/>

Supplemental Reading:

Anne, Kirk, Tara Carlisle, Quinn Dombrowski, Erin Glass, Tassie Gniady, Jason Jones, Joan Lippincott, et. al. "Building Capacity for Digital Humanities: A Framework for Institutional Planning." EDUCAUSE Center for Analysis and Research (ECAR) (May 30, 2017).

<https://library.educause.edu/resources/2017/5/building-capacity-for-digital-humanities-a-framework-for-institutional-planning>.

Questions:

1. Open Access - it's out there and happening, how are we interacting with it?
 - a. ACRL's policy - how do we stack up? Can we make improvements?
 - b. What is Green Open Access?
 - c. Can we advocate consortially for OA?
2. How do we think about non-textual material with OA? What about open data, open source code, etc?
3. The digital sphere - how do we participate in this area? How will we continue to participate in the future?
4. Notice the dates on the documents - how do we keep up with these changes and new initiatives?

Session 9: Final Thoughts: Develop a List of Goals and Recommends.

Supplemental reading:

Wolff, Christine. "US Library Survey 2016." *Ithaka S+R*. (April 3, 2017).

<http://www.sr.ithaka.org/publications/us-library-survey-2016/>.

Selingo, Jeffrey J. "2026 the Decade Ahead: The Seismic Shifts Transforming the Future of Higher Education." *The Chronicle of Higher Education* (2016).

[http://dental.pacific.edu/Documents/strategicplan/5-2026%20The%20Decade%20Ahead%20\(CHE\).pdf](http://dental.pacific.edu/Documents/strategicplan/5-2026%20The%20Decade%20Ahead%20(CHE).pdf)

Activity:

1. Direct participants to create lists, alone or in groups, of two categories:
 - a. Values: both current and aspirational
 - b. Actions: how do we enact our values? What is missing?
2. Combine lists and discuss as a group