Georgia Southern University
Digital Commons@Georgia Southern

Library Faculty Presentations | University Libraries Faculty Research and Publications

10-6-2023

Take a Joy Ride: Applying the Theory of Interdependence to Library Practice

Kay Coates
Georgia Southern University, kcoates@georgiasouthern.edu

Jessica Garner
Georgia Southern University, jgarner@georgiasouthern.edu

Follow this and additional works at: https://digitalcommons.georgiasouthern.edu/lib-facpresent

Part of the Library and Information Science Commons

Recommended Citation

Coates, Kay, Jessica Garner. 2023. "Take a Joy Ride: Applying the Theory of Interdependence to Library Practice." *Library Faculty Presentations*. Presentation 282.
https://digitalcommons.georgiasouthern.edu/lib-facpresent/282

This presentation is brought to you for free and open access by the University Libraries Faculty Research and Publications at Digital Commons@Georgia Southern. It has been accepted for inclusion in Library Faculty Presentations by an authorized administrator of Digital Commons@Georgia Southern. For more information, please contact digitalcommons@georgiasouthern.edu.

Take a Joy Ride

Applying the Theory of Interdependence to Library Practice

Kay Coates
Faculty
Kcoates@georgiasouthern.edu

GEORGIA SOUTHERN UNIVERSITY
UNIVERSITY LIBRARIES

Jessica Garner
Faculty
Jgarner@georgiasouthern.edu

Learning Objectives

1. Discuss the model of the library as a living collaborative laboratory

2. Explore the relationship between library practice and the Theory of Interdependence

3. Demonstrate the importance of reciprocal interchanges between library practitioners and patrons

Principles of Interdependence Theory

01 Principle of Structure

Purpose/Needs-driven
Supportive & Enabling

02 Principle of Transformation

User-Centered beyond physical point of contact

03 Principle of Interaction

Repeated Social Interactions,
Patron Service & Deliverables

04 Principle of Adaptation

Service-oriented; User-friendly
Servant Leadership

Interdependence Theory

Principle of Structure

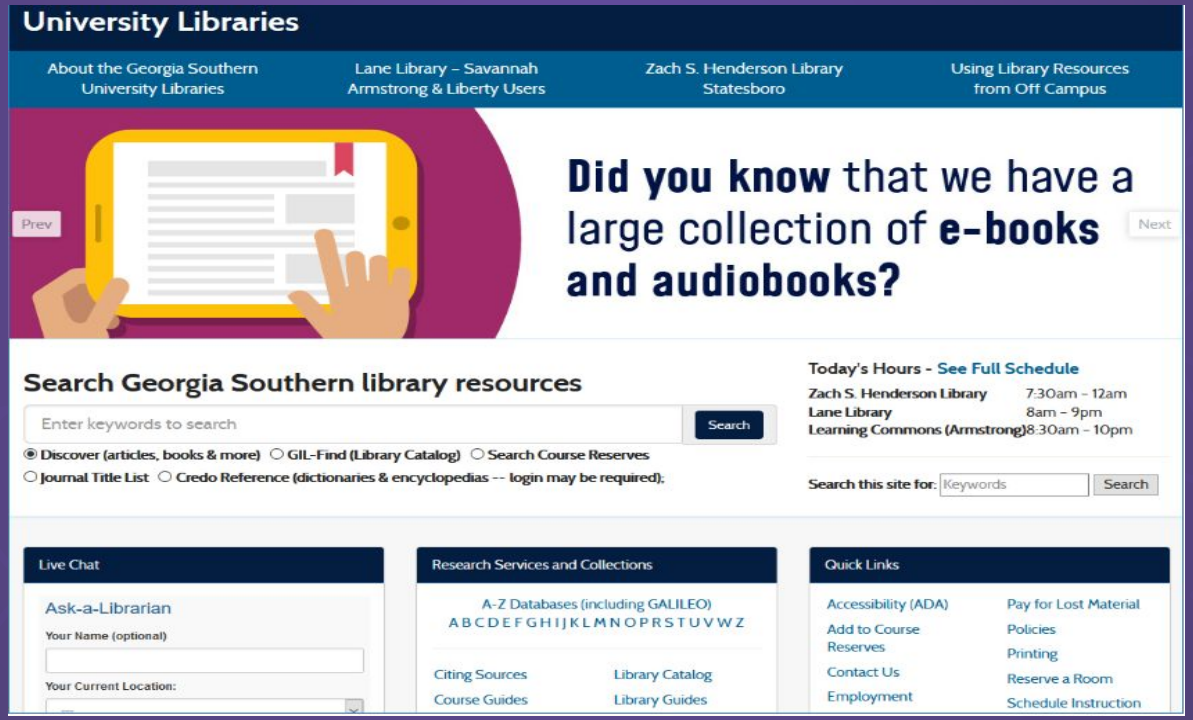
Digital & Open Access

- Equal access to collections, resources, and services
- Remove barriers: any physical, economic, technological constraints
- Address needs of underserved populations & promote inclusivity

Streamlined Processes

- Simplify & streamline processes involved in accessing resources/services
- Reduce unnecessary steps and bureaucracy
- Ease of access to locate and borrow resources

Principle of Structure



Principle of Transformation

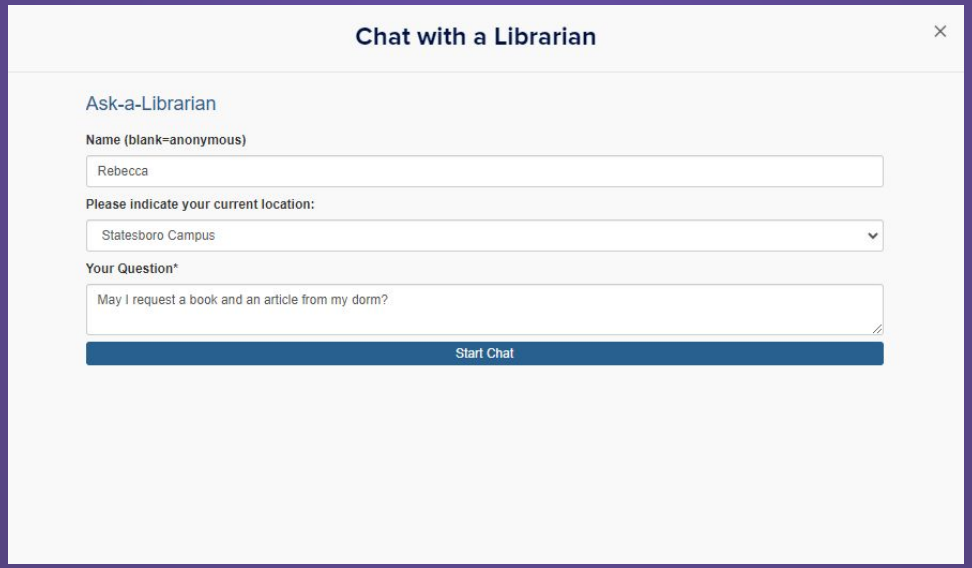
Digital Transformation

- Embrace digital technologies to transform services & provide digital access to information/resources
- Digitized collections: online databases, e-books & video content
- Virtual services: Reference assistance, Online Chat & virtual programs

User-Centered Design

- Adopt user-centered design standards to enhance the user experience
- Conduct user research/surveys & gather feedback
- Implementing intuitive search interfaces
- Design services & spaces to align with user preferences & expectations

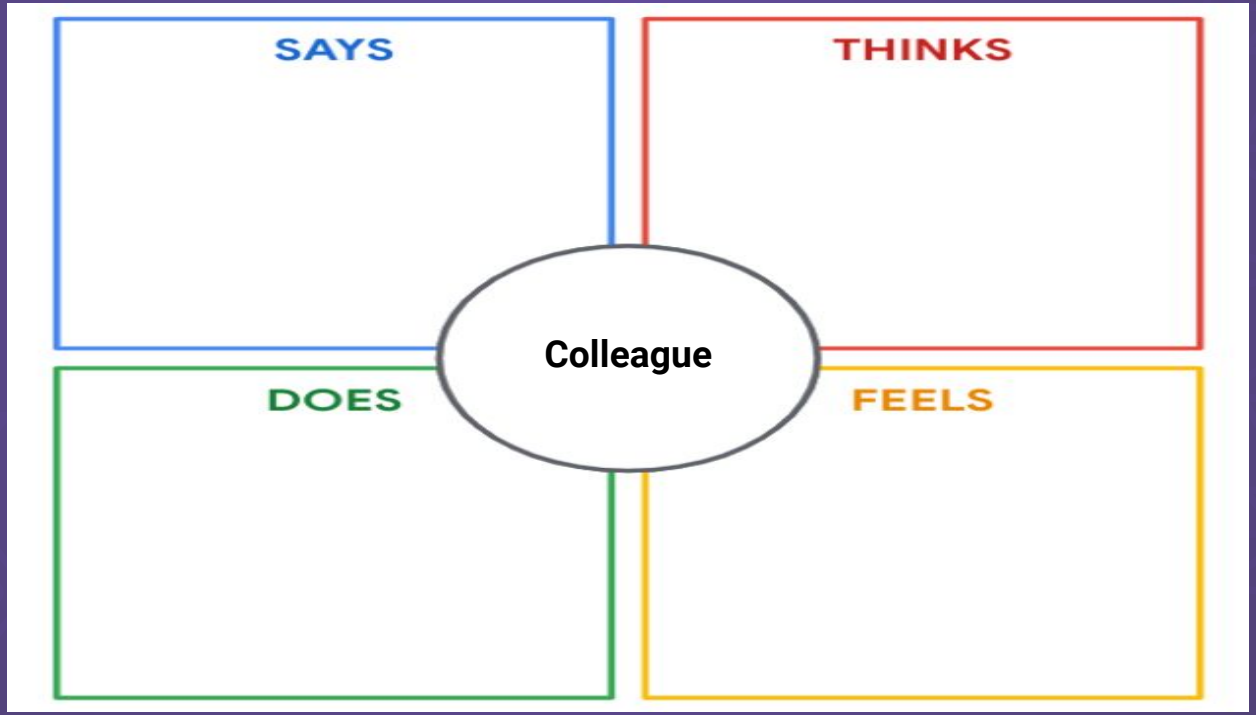
Principle of Transformation



Principle of Interaction

- Importance of teamwork with patron interaction
- Taking advantage of learning opportunities to enable employee growth and achievement to bring that sense of care and humanity to employee well-being, diversity, and inclusion.
- Leaders can ensure that through personal and social interactions, a system whereby team members can be recognized through merit and accomplishment and they actually feel like they're serving other people and they can see the faces of the people for whom they're creating value.

Principle of Interaction



Principle of Adaptation

Flexible Spaces

- Adapt/Modify physical spaces to be flexible & accommodating
- Create collaborative spaces, quiet study areas, & technology zones
- Adapted spaces - social distancing for pandemic protocols

Community Engagement

- Adapt physical spaces for flexibility to engage, accommodate and encourage fun fellowship and group interaction
- Form partnerships with other campus units and local organizations to provide services that address the specific needs of those communities

Principle of Adaptation

TECH AVAILABLE FOR BORROWING

GEORGIA SOUTHERN UNIVERSITY
UNIVERSITY LIBRARIES

Popular Equipment

Cables & Accessories

Calculators

Macbooks & Accessories

Photography

Tablets

Windows Laptops & Accessories

Dimensions of Situation Structure

Prosocial Motives - the desire to protect and promote the wellbeing of others

Self-Interest Motives Catering to all of our patron types

Dimensions of Situation Structure

Level of Dependence

Process and system mastery: library training and team bonding

Mutuality of Dependence

Partnerships, networks, & cooperative arrangements: RapidILL & Consortia agreements.

Dimensions of Situation Structure

Temporal Structure

A patterned organization of time, used by humans and institutions to help them manage, comprehend or coordinate their work.

Information Availability

In terms of structure: time, the roles, the culture, the procedures serve as a guide to the overall modus operandi of the library as an organization.

Interdependence Benefits

- Stimulates entrepreneurship, economic well-being technological advancement
- Promotes standardization, belonging, systemization and unity
- Regulates stewardship, dissemination and conservation of resources
- Helps optimize resources, enhance efficiency and decrease overhead costs
- Supports all 17 (SDGs) goals of the United Nations - Bridge towards a better world

References

American Library Association (ALA) Code of Conduct https://www.ala.org/online-code-of-conduct

Balliet, D., Tybur, J. M., & Van Lange, P. A. M. (2017). Functional Interdependence Theory: An Evolutionary Account of Social Situations. *Personality & Social Psychology Review (Sage Publications Inc.)*, *21*(4), 361–388. https://doi.org/10.1177/1088868316657965

Doyle, A. (2012). T*emporal Intelligence in Leadership: The Conceptualization and Evaluation of Temporal Individual Difference among Leaders* (Doctoral dissertation, University of Worcester).

Holmes, John G. (2002). Interpersonal expectations as the building blocks of social cognition: An interdependence theory perspective. *Personal Relationships, 9*(1), 1–26. https://doi.org/10.1111/1475-6811.00001

Johnson, D. W. (2003). Social Interdependence: Interrelationships Among Theory, Research, and Practice. *American Psychologist, 58*(11), 934–945. https://doi.org/10.1037/0003-066X.58.11.934

Mohammed, S., and Nadkarni, S. (2011). *Temporal diversity and team performance: The moderating role of team temporal leadership*. Academy of Management Journal, p. 492

Thank You!