Impact of Demographic Trends on Library Services

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Summary – The Median ARL Library

- In the past 10 years
  - Median total number of staff dropped from 269 to 242
  - Median number of students enrolled rose from 19,102 to 25,832
- Doing more with less
Summary – Diversity

- In 2007-08 – 14.1% of professional staff belong to one of the four non-Caucasian categories

- In 2010-11 - 14.2% of professional staff belong to one of the four non-Caucasian categories

- Challenge - diversifying professional staff with fewer positions available
Summary - Years of Experience

- In 2005-06 - 41% of professional staff had 20 or more years of experience
- In 2005-06 - 11% of professional staff had 0-3 years of experience

- In 2011-12 - 39% of professional staff had 20 or more years of experience
- In 2011-12 - 8% of professional staff had 0-3 years of experience
Summary - Disconnect between our workforce and our students

- Fewer positions, fewer retirements, fewer new hires
- The national population is changing faster than our workforce – do we reflect our student populations?
Our undergraduates

The changing nature of our undergraduates who will be our future work force
Academically Adrift: Limited Learning on College Campuses

• This study based on data from the Collegiate Learning Assessment test reports that “a significant portion of undergraduate students (45%) demonstrate no significant improvement in a range of skills including critical thinking, complex reasoning, and writing.”

• by Richard Arum and Josipa Roksa, University of Chicago Press, 2011.
• Students as consumers or clients
  - Seek the most benefit for the least amount of effort
  - Have limited interactions with faculty outside of class
  - Are not academically challenged – write less than 20 pages in most courses, read less than 40 pages per week

• Faculty are rewarded for research productivity
• Teaching is undervalued
Summary – The Challenge for Libraries

• Students may not have course work that requires research, and spend less time on academics
  – Limits their need for libraries. Use of traditional library services continues to decrease

• Our future workforce may not have the skills we need
  – Employers rated only 16% of new graduates excel at writing; 28% excel in critical thinking (2006)
Summary – The Opportunities

• Library as space – student centered gathering spaces, learning commons, student success centers

• 24/7 virtual access – connecting to students and faculty any where, any time

• Teaching information literacy skills - a key to student success

• Helping our staff move from a collection centered to a service centered perspective