New Roles, New Expertise, New Hiring Practices

ARL-ACRL Human Resources Symposium
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Supporting the Lifecycle of Knowledge

- **Discovery**: finding relevant publications, media, and data, keeping current in one’s discipline
- **Use**: acquiring, organizing, and exploiting content and data
- **Creation**: producing new intellectual goods, analyzing, writing, and reviewing
- **Dissemination**: teaching, discourse within disciplinary communities, collaboration, and publishing
Evolving Roles

- **Engagement**
- **Research Services**
  - Scholarly Communication
  - E-Science; E-Scholarship
- **Teaching and Learning Support**
  - Information Literacy
- **Content / Collection Development and Management**
  - Collection Development
- **Advanced Information or “Ask Us” Services**
  - Reference; On-demand “Ask Us” Services
System-wide Specialist Positions

- Copyright Librarian
- Teaching & Learning Strategist
- Instructional Designer
- Research Services Strategist
- Digital Humanities Librarian (.5)
- Diversity Librarian (.5, shared position)
- Media Services & Learning Spaces Librarian
- Grant Writer
- Translational Science Information Specialist (.5, shared position)
Important Qualities & Skills

- Leadership potential
- Emotional intelligence
- Flexibility and openness to change
- Communication and Interpersonal skills
- Enthusiasm
- Creativity
- Initiative
- Good judgment
- Technology skills
New Assignments for Staff

- Reassignment of existing staff
  - Identification of staff skills and interests
  - Employment rules and commitments can limit flexibility
- Invest heavily in professional and staff development
  - Supervisor Series
  - Individual Development Program
    - http://www.youtube.com/watch?v=JBN3Yq7Q_Zk
  - A plethora of other opportunities