CREATING EQUITABLE STAFFING MODELS

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TO BEGIN OUR DISCUSSIONS TODAY

• THE TOP SIX TOPICS FROM THE REGISTRANTS’ SURVEY
• HOW THE COVID CRISIS IS DRIVING UNPRECEDENTED RAPID SOCIETAL & ORGANIZATIONAL CHANGE
• THE IMPACT ON THE HIGHER EDUCATION SECTOR AND WORKFORCE ALIGNMENT RESEARCH LIBRARIES
• THE CONNECTION BETWEEN ORGANIZATIONAL CULTURE AND EQUITABLE STAFFING MODELS
• CONSIDERATIONS FOR CREATING AN EQUITABLE STAFFING MODEL
THE TOP SIX TOPICS FOR THE SMALL GROUP BREAKOUT SESSIONS

• ADDRESSING NEW FORMS OF PRIVILEGE AND EXCLUSION AMONG STAFF AS A RESULT OF COVID-19

• ALIGNING STAFFING MODELS WITH EVOLVING INSTITUTIONAL PRIORITIES

• HELPING TEAMS UNDERSTAND THE DIFFERENCE BETWEEN EQUITY AND EQUALITY

• SUPPORTING BIPOC EMPLOYEES’ TRANSITION BACK ONTO AND INTO CAMPUS LIFE/THE WORKPLACE

• MANAGING FLEXIBLE WORKING SCHEDULES

• ESTABLISHING WORKPLACE AGREEMENTS AND SHARED NORMS AMONG ALL STAFF
Addressing new forms of privilege…
Aligning staffing models with…
Helping teams understand the…
Supporting BIPOC employees...
Managing flexible working schedules
Establishing workplace agreements...
Balancing individual social justice...
Developing and sustaining project...
Shepherding the value of the...
Understanding generational...
Working with unionized employees...
Racism is the real pandemic.
THE IMPACT ON THE HIGHER EDUCATION SECTOR & WORKFORCE ALIGNMENT IN RESEARCH LIBRARIES
Enrollment among older students (25 or older), show a 2 to 3 percent gain at public four-year and private nonprofit four-year colleges.

Enrollment in healthcare professions and related clinical sciences programs increased considerably (+4% in master’s and +8% in doctoral degree programs from a year ago).

Overall spring enrollment fell to 16.9 million from 17.5 million, marking a one-year decline of 3.5 percent or 603,000 students, seven times worse than the decline a year earlier. Undergraduate students accounted for all of the decline, with a 4.9 percent drop or 727,000 students.

Among all age groups, traditional college-age students declined the most (-5%, age 18-24), largely attributable to their steep losses at community colleges (-13.2%)

Higher education institutions shed a net total of at least 570,000 workers, according to data from the U.S. Labor Department. This nets out to 1 in 9 nine workers employed in academia lost or left their job during the pandemic.

Higher education job losses have disproportionately impacted BIPOCs and women.

*Data from the National Student Clearinghouse, April, 2021 & June, 2021 & U.S. Department of Labor via The Chronicle of Higher Education
THE COVID CRISIS & CLIMATE BRINGS UNIQUE OPPORTUNITIES REGARDING EQUITABLE STAFFING MODELS FOR RESEARCH LIBRARIES

RE-ENVISIONING OUR ORGANIZATIONAL CULTURES AND STAFFING MODELS FOR THE “NEXT NORMAL”

ENGAGE IN MISSION AND VISION AlIGNED “RENEWAL” OF ALL OPERATIONAL, PROGRAMMATIC, AND ADMINISTRATIVE ACTIVITIES AND PRACTICES
THE CONNECTION BETWEEN ORGANIZATIONAL CULTURE AND EQUITABLE STAFFING MODELS

• “AN ADAPTIVE CULTURE PROVIDES A FOUNDATION FOR TRANSFORMATION. IT ALSO HELPS ORGANIZATIONS OVERCOME CULTURAL FRAGMENTATION…” – KOTTER, AKHTAR & GUPTA, 2021

• ORGANIZATIONAL CULTURE DRIVES EVERYTHING INCLUDING APPROACHES TO EQUITABLE STAFFING MODELS

• BEFORE APPROACHING ENHANCEMENTS AND RE-DESIGNS OF YOUR STAFFING MODEL, DEFINE THE TARGET CULTURAL VALUES AND BEHAVIORS
CONSIDERATIONS FOR CREATING AN EQUITABLE STAFFING MODEL

1. The COVID-ignited rapid pace of change will evoke social identity threat among some staff. Accept it and prepare for it.

2. Ensure that your staffing model is currently mission and values-aligned with your library, the evolving needs of your institution and the new/emerging needs of your patrons/users.

3. “Drill down” into creating/revising policies with broad staff input.

4. Believe your BIPOC employees’ and colleagues’ stories of racism, discrimination, and exclusion within our libraries. Commit to change yourself along with the workplace culture.
SMALL GROUP BREAKOUT SESSIONS
AS WE START OUR WORK TOGETHER, LET'S REVIEW A FEW AGREEMENTS

01
Let’s honor each other opinions

02
Please strive to be an active participant as much as possible

03
Allow all small group members to have voice in your discussions if they elect to speak
GROUP #1 – ADDRESSING NEW FORMS OF PRIVILEGE AND EXCLUSION AMONG STAFF AS A RESULT OF COVID-19

REPORTING OUT: SELECT ONE FORM OF EXCLUSION FROM YOUR GROUP’S LIST AND PROVIDE TWO STRATEGIES TO BEST ADDRESS THIS CIRCUMSTANCE IN LIBRARIES.

GROUP #2- ALIGNING STAFFING MODELS WITH EVOLVING INSTITUTIONAL PRIORITIES

REPORTING OUT: BESIDES THE DEAN/DIRECTOR/VICE-PROVOST OF LIBRARIES, LIST TWO KEY STAKEHOLDERS OF INDIVIDUALS AND/OR GROUPS (I.E. FACULTY SENATE; CENTRAL HR; PROVOST; BOARD OF TRUSTEES; FINANCE; CHIEF DIVERSITY OFFICER, ETC.) THAT CAN BE CONSULTED ABOUT HOW TO BEST ALIGN THE LIBRARY’S STAFFING MODEL WITH EVOLVING INSTITUTIONAL PRIORITIES?

GROUP #3 - HELPING TEAMS UNDERSTAND THE DIFFERENCE BETWEEN EQUITY AND EQUALITY

REPORTING OUT: PROVIDE TWO SUGGESTIONS ON HOW A LIBRARY CAN MOVE FROM “ON PAPER” TO “IN PRACTICE” CONCERNING WORKPLACE EQUITY

GROUP #4 - SUPPORTING BIPOC EMPLOYEES’ TRANSITION BACK ONTO AND INTO CAMPUS LIFE/THE WORKPLACE

REPORTING OUT: GIVE TWO SUGGESTIONS OF HOW RESEARCH LIBRARIES CAN SUPPORT BIPOC EMPLOYEES’ TRANSITION BACK INTO THE WORKPLACE THAT GOES BEYOND REPEATING DEIA-RELATED RHETORIC.

GROUP #5 - MANAGING FLEXIBLE WORKING SCHEDULES

REPORTING OUT: WHAT ARE TWO ESSENTIAL ELEMENTS THAT MUST BE CREATED IN SUPPORT OF FLEXIBLE WORKING SCHEDULES?

GROUP #6 - ESTABLISHING WORKPLACE AGREEMENTS AND SHARED NORMS AMONG ALL STAFF

REPORTING OUT: LOOKING AT YOUR LIST FROM QUESTION #1, WHAT ARE THE TWO MOST IMPORTANT NORMS/AGREEMENTS THAT WILL SUPPORT TRUST-BUILDING AMONG STAFF AND WHY?
Thank You