

**Kennesaw State University**

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Summer June 22, 2019

# Developing a Collection (Team): Adapting, Innovating, and Thriving in Organizational Change at Kennesaw State University

Ana Guimaraes, *Kennesaw State University*

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# **Developing a Collection (Team): Adapting, Innovating, and Thriving in Organizational Change at Kennesaw State University**

Ana Guimaraes  
Director of Collection Development  
Kennesaw State University

American Library Association  
June 22, 2019



# The Catalysts

- Organizational changes: Institutional consolidation; facility renovations; new staffing; organizational restructuring
- ≤ 2012: The Before-Time
- 2013: Cohort of 5 librarians hired at Kennesaw State University, including the first Collection Development Librarian
- 2014-2015: Consolidation with Southern Polytechnic State University and first wave of organizational restructuring
- 2015-2016: New Director of Access Services hired; Second major library renovation project
- 2016-2017: ALMA migration

# The Catalysts

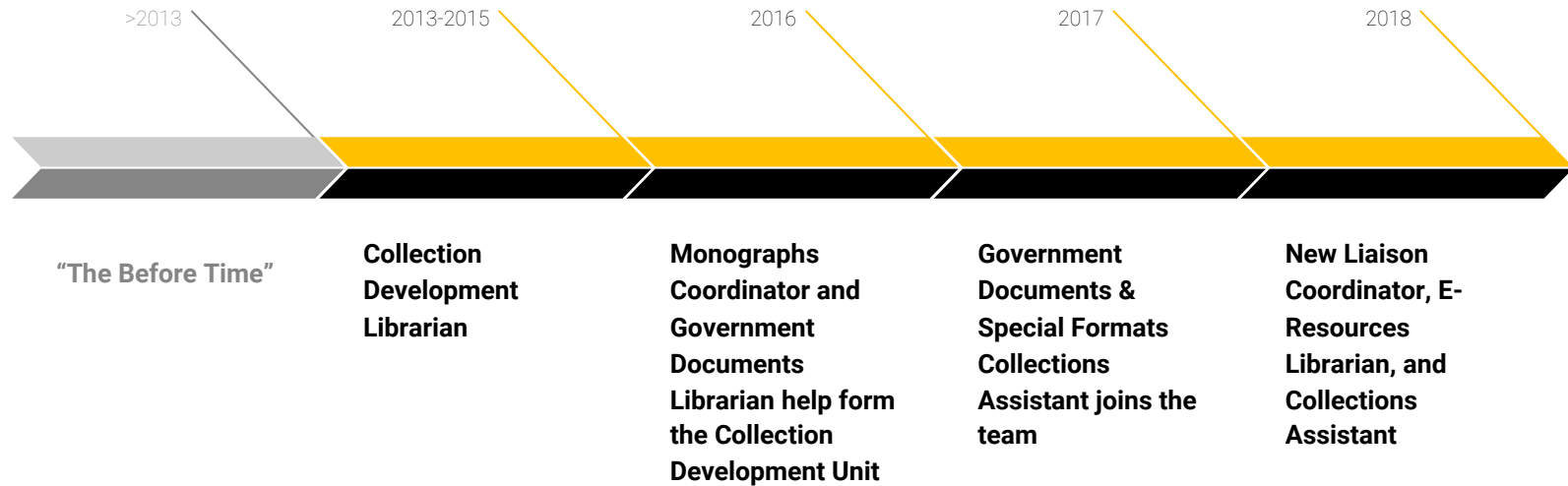
- 2017: New Director of Technical Services hired; Third major library renovation
- 2016-2018: Changes in KSU Administration (3 presidents + 2 interims, 2 provosts + 1 interim, various Deans)
- 2019: Library staffing doubles from 2012

# The ~~Challenge~~ Opportunity

- 2013: Creation of the first **Subject Liaison Program** at KSU and restructuring of the Collection Development Committee to include selector librarians
- 2014:
  - New **Collection Development Policy** approved by the Library Consolidation Working Group, incorporating 2 campuses and 3 facilities
  - New **Database Trialing Procedure**, using an electronic resource management tool, directing the workflow between Subject Liaisons, the Collection Development Committee, the Head of Strategic Budgeting, and the Head of Virtual Services
  - First **collaborative weeding project** between Access Services, Technical Services, and Collection Development

# The ~~Challenge~~ Opportunity

- 2015:
  - Temporary bump in library budget benefited the collections
  - Pilot year of the **Collection Assessment Plan**
  - Subject Liaison Program evolves into **Undergraduate Faculty Liaison Program**, with newly hired Liaison Coordinator
- 2016:
  - Newly minted **Collection Development Strategic Plan, 2017-2022** advocates for expansion of collection development and new staffing
  - **Collection Development Unit** is formed
- 2018: Liaison Coordinator retires, **new Liaison Coordinator** hired
- 2019: Undergraduate Faculty Liaison Program evolves into **Undergraduate Collegiate Liaison Program**



# The Team

## Director

Prior to 2016, the director managed all aspects of collection development.

Current tasks include:

- Communicate with other directors & library administration
- Coordinate CDU projects, policies & assessment
- Coordinate the library's materials budget



## Monographs

The monographs coordinator position was created in 2016.

Current tasks include:

- Comprehensive policies and procedures
- Strategic plan for collection management
- Systematic collection analysis and withdrawal
- Collection assessment



## Govt. Documents/ Special Formats

Position was moved into CDU in 2016. CDU Assistant hired in 2018.

Current tasks include:

- Govt. Docs & Special Formats Collection Maintenance
- Coordinate CDU Training
- Internal communication
- Coordinate annual Constitution Day event



## Liaison

Liaison program coordination was moved into CDU in 2016 & a new coordinator hired in 2018.

Current tasks include:

- Regular communication with liaisons
- Training & workshops
- Promoting library services to academic departments
- Program assessment



## E-Resources

E-Resources CD Librarian & Assistant were hired in 2018. Prior to this, e-resources were managed by the director.

Current tasks include:

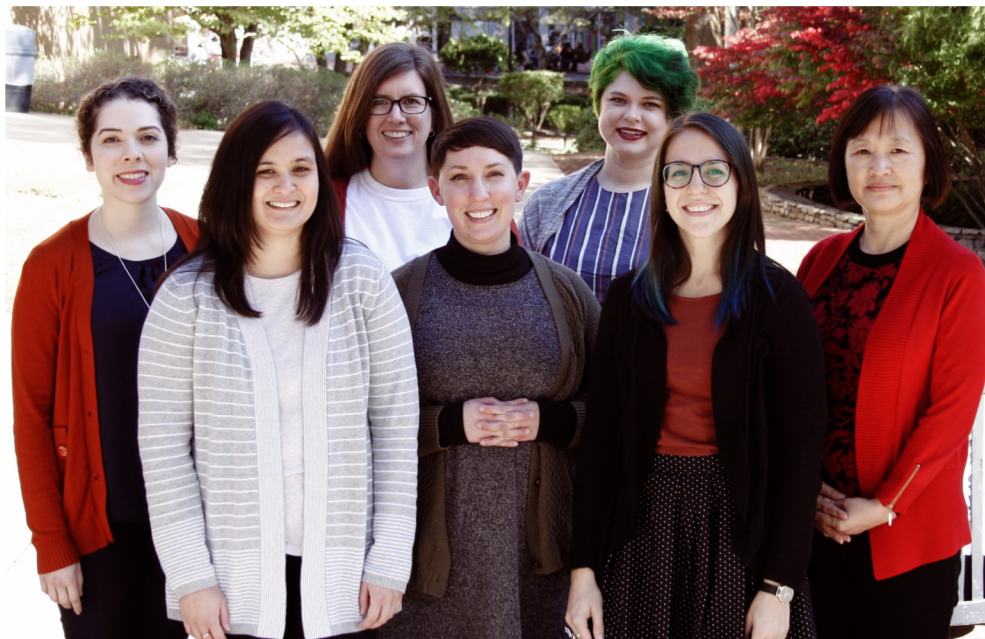
- Manage database trials
- E-resources licensing
- E-resources collection assessment
- DDA administration
- E-resources and serials collection management



**KENNESAW STATE**  
UNIVERSITY  
LIBRARY SYSTEM



# The Team



**KENNESAW STATE**  
**UNIVERSITY**  
LIBRARY SYSTEM

Stacks Maintenance, Inventory Projects,  
Damaged Titles Review, InterLibrary Loan  
Reports, Physical Reserves

Journal & Database Access  
Issues, Ebooks, Demand-  
Driven Acquisitions, Resource  
Management

Acquisitions, Renewals &  
Cancellations, Expenditure  
Reports, Budgeting, Weeding  
Projects, Location Change  
Requests



Book Displays, Physical  
Collection Locations, New &  
Noteworthy Books, "Improve  
KSU" initiatives

Reporting of Issues, Faculty  
Referrals, Marketing Database  
Products, Database Trials,  
Research Guides, Weeding  
Projects, Technology Trainings

# The Future

- What's next for KSU? Where will Collection Development fit?
- 2019:
  - Next wave of organization restructuring (a.k.a. more opportunities)
  - Looking to fill Liaison Coordinator position
  - Strategic planning continues...

# The Future

- Lessons learned along the way:
  - Change is inevitable but manageable
  - Challenges = Opportunities. Put on your yellow Thinking Hat®
  - Take strategic planning seriously: Think BIG, then advocate for measurable goals. Make time to track progress and prioritize
  - Communicate accomplishments, often, and to as many people as you can
  - You can't do it alone, so don't. Cultivate new partnerships in the library and network advocates to your cause
  - Identify and leverage existing talent and strengths within your organization
  - Adaptation through innovation