Change is Good: New and Emerging Positions at Rowan University Libraries

Shilpa Rele  
*Rowan University*, rele@rowan.edu

Christine Davidian  
*Rowan University*, davidian@rowan.edu

Jennifer K. Matthews  
*Rowan University*, matthewsj@rowan.edu

Follow this and additional works at: https://rdw.rowan.edu/lib_scholarship

Part of the Library and Information Science Commons

**Recommended Citation**

Rele, Shilpa; Davidian, Christine; and Matthews, Jennifer K., "Change is Good: New and Emerging Positions at Rowan University Libraries" (2018). Libraries Scholarship. 11.  
https://rdw.rowan.edu/lib_scholarship/11

This Presentation is brought to you for free and open access by the University Libraries at Rowan Digital Works. It has been accepted for inclusion in Libraries Scholarship by an authorized administrator of Rowan Digital Works.
Change is Good: New and Emerging Positions at Rowan University Libraries

Shilpa Rele
Christine Davidian
Jennifer Matthews

October 26, 2018
Overview

● Rowan University
● Context
● Three phases
● Next steps
Rowan University

- 1923 Glassboro State College (Normal school)
- 1950 Glassboro State University
- 1992 Henry M. Rowan donated $100 million
- 1997 Rowan University
- 2012/2013 Merged two medical schools
  - 2012, Cooper Medical School of Rowan University (Allopathic)
  - 2013, Rowan School of Osteopathic Medicine (Osteopathic)
- September 2017, Rowan classified as an R3 Carnegie institution

Growth features:
- Rapidly growing enrollment (3,550 increase in 3 years)
  - FTE Fall 2018 = 16,917.50
- 176 new tenure track faculty hired in five years, initiative to hire 100 more in next five
- New PhD programs
- Gradual change from a Normal school to STEM emphasis
To address serious deficiencies/adding new skills:

- Digital scholarship
- Scholarly Communication
- GIS
- Instructional design
- Research Data Management
Context

● 1 completely new position
● Repurpose/redefine existing lines
● New hires and redefined roles to align with:
  ○ Library’s strategic plan
  ○ Four pillars of RU mission
Context

Changing positions, roles, and responsibilities:

- Alma migration
- New liaison model - reframe
- Research agenda
Context

Move from smaller institutional library to research library mindset

- Rowan acquired two medical campuses:
  - Cooper Medical School of Rowan Univ. 2012
  - Rowan Univ. School of Osteopathic Medicine 2013
- Carnegie Classification R3 2017
Phase 1: Address Deficiencies

2012 - Merger of CMSRU Medical School

2012 - Unexpected Vacancy in Critical Position

2013 - New Administration/Management

2013 - Merger of School of Osteopathic Medicine

2013 - Technical Services Report Commissioned

2014 - E-Resources & Serials Librarian - filled position vacant for 4 years

2014 - Technology Services Librarian - filled position vacant for 3 years
Phase 1: Changes to Address Deficiencies

- Accountability
- Management Style - top down → team-based & collaborative
- Communication - one to one → team-based & matrix
- Increased transparency
- Succession Planning
- Established Best Practices
- Established Trust with campus IT
Phase 2

New lines made available:
- Collection Strategy Librarian (2016)

Repurposed lines:
- Digital Scholarship Librarian (2015-2016)
- Scholarly Communication & Data Curation Librarian (2017)

Redefined roles:
- Information Literacy Librarian (newly defined role, 2017)
- Marketing Coordinator → Marketing & Outreach Coordinator
- Archivist (paraprofessional) → University Archivist (Professional position with appropriate qualifications)
Next Steps

Retirements:

● Acquisitions Specialist (Dec. 2018)
● Acquisitions Associate (Dec. 2018)
● Performing Arts Librarian (Sept. 2018)
● Government Documents & Honors Librarian (Sept. 2018)
● History Librarian (May 2018)
Phase 3: New Hires/Filling Open Positions

- Research and Instruction Librarian, History (2019)
- Performing Arts Librarian (2019)
- Director of Research Engagement & Scholarship (2019)
- Acquisitions Specialist (2019)

To be determined:
- Acquisitions Assistant (position hiring on hold until Alma migration complete, Summer 2019)
- Government Doc. & Honors Librarian (may be redefined Spring 2019)
Thank you

Shilpa Rele rele@rowan.edu
Christine Davidian davidian@rowan.edu
Jennifer Matthews matthewsj@rowan.edu