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

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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
Context

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

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