Retraining Staff for Digital Initiatives

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Overview:

- Why retrain?
- One library’s experience: Valparaiso University’s Christopher Center
- ValpoScholar
- Getting the conversation started
- Considering workflow and experience
- Ways to retrain
- Projects facilitated via retraining
- The conversation continues
Why retrain?

- Libraries are changing
- Getting everything done
- Sustainable staffing?
Valparaiso University

- Private/comprehensive
- Lutheran identity
- 4,520 students (3,500 undergraduate, 1,220 graduate)
- 250 full time faculty
Christopher Center for Library and Information Resources

- Built 2004
- 105,000 sq. ft.
- 600,000+ items in collection
- One of two libraries on campus
- 22 total staff - 13 Librarians
Here comes... **ValpoScholar**
What digital projects can we do now?

- Campus conferences
- Campus publications
- Faculty scholarship
- Student scholarship
- University records
- Newsletters

...so who is going to do it?
Getting the digital initiatives conversation going

- Creates a knowledge base
- Provides readings and discussion
- Facilitates opportunities for professional development
Determine digital initiative priorities

- Who does (or should do) what?
- When and where in the workflow?
Workflow Efficiency

- Balancing traditional work with new initiatives
- Redeploy staff
- Sharing staff expertise
- Interns, if possible
Retraining via:

- Webinars
- In-service programs
- Sharing expertise
- Cross-training
Example 1: DNP Evidence-Based Project Reports

Since 2011...
- 61 projects
- 13,680 downloads
- 140 last week
Example 2: Celebration of Undergraduate Scholarship

Since 2012...

- 393 presentations/projects
- 18,502 downloads
- 109 last week
Digitization Committee

- Prioritizes digital initiatives
- Sustains our knowledge base
- Shares information on retraining
- Provides (Encourages?) training opportunities
The Conversation and Retraining

- The conversation and knowledge base is more important than the project itself
- Staff remain current on new trends
- Skill sets increase
- Services expand
- Libraries do this best
Thank you!

Questions?

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