

# **DEVELOPING LIBRARY STAFF FOR THE 21ST CENTURY**

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Edited by  
Maureen Sullivan

ROUTLEDGE LIBRARY EDITIONS:  
LIBRARY AND INFORMATION SCIENCE



# Developing Library Staff For The 21st Century

**A Gutmann**



## **Developing Library Staff For The 21st Century:**

**Developing Library Staff for the 21st Century** Maureen Sullivan, 1996-06-03 Developing Library Staff for the 21st Century presents a variety of insightful perspectives on how proper human resources management strategies can provide library staff members at all levels with the skills needed for libraries of the future The shift of the concept of management from control to development means that library administrators must adapt to a more inclusive definition of the human resources field In addition to such administration activities as recruitment wage and payroll management and benefits human resources management now encompasses all activities that promote greater job satisfaction and support the development of individuals within the context of the workplace This valuable book examines some of the procedures that can help library managers identify the human resources in their organizations design and implement programs policies and procedures to address these issues and commit the necessary resources to support the full development of all library staff These perceptive chapters present discussions of the general issues in human resource management and development They suggest a variety of practical ideas for developing academic library staff at all levels in preparation for the twenty first century Academic libraries must be prepared to face unique challenges in the recruitment of talented qualified individuals to the library profession the provision of adequate pay for the level of knowledge and skill required by library work and the very nature of library education Developing Library Staff for the 21st Century presents a wealth of innovative ideas for reshaping library staff at both the organizational and staff level including technological training for staff members a model of leadership development based on the library s organizational culture and level of maturity a green movement for librarianship that presents an action agenda for the creation of librarianship as a learning and self renewing profession research findings about the role of the academic library director and some specific areas that need development the changing role of library assistants and the steps libraries need to take to attract retain and develop support staff practical experiences with the implementation of innovative human resource programs at Yale University and the University of California San Diego Administrators managers librarians and staff members will become better prepared for the future with a broad understanding of the various models approaches and specific actions described in this book By making important human resources management changes now academic libraries will successfully adapt to meet the administrative challenges of the 21st century

*Developing Library Staff for the 21st Century* Maureen Sullivan, 2019-12-06 This book first published in 1991 presents a variety of insightful perspectives on how proper human resources management strategies can provide library staff members at all levels with the skills needed for libraries of the future The shift of the concept of management from control to development means that library administrators must adapt to a more inclusive definition of the human resources field In addition to such administration activities as recruitment wage and payroll management and benefits human resources management now encompasses all activities that promote greater job satisfaction and support the

development of individuals within the context of the workplace This valuable book examines some of the procedures that can help library managers identify the human resources in their organizations design and implement programs policies and procedures to address these issues and commit the necessary resources to support the full development of all library staff

**Developing Library Staff for the 21st Century** Maureen Sullivan,1992      **Transforming Medical Library Staff for the Twenty-First Century** Melanie J. Norton,Nathan Rupp,2017-12-20 The services provided by the twenty first century medical library are evolving from circulating print materials interlibrary loan and traditional reference desk services to services like in depth literature searches systematic reviews and research impact studies To support these changing services the medical library must re evaluate reassess and redeploy its staff providing them with new opportunities to grow and develop in new areas to support the evolving needs of the library However staff cannot be expected to embrace new roles without buy in training and without developing a plan for assessing whether or not they are successful in their new roles Transforming Medical Library Staff for the Twenty First Century focuses on how the medical library can redeploy its staff to support these new services through actively engaging and empowering them in the process This book shares best practices in developing and motivating staff to accept and welcome the changing priorities of medical libraries      *Reinvention of the Public Library for the 21st Century* William L. Whitesides,1998 This volume on the challenges public libraries may face in the 21st century covers such strategic and technological issues as fund raising pursuit of a community based mission and the combination of new and old media Lists of additional readings and questions for discussion are included      **Library & Information Science Abstracts** ,2006      [Developing Academic Library Staff for Future Success](#) Margaret Oldroyd,2004 In a climate of rapid change growth in student numbers new student centred learning methods the need to manage resources on a value for money basis and the move towards the electronic library human resource management has become a key area of concern to university and college managers An effective academic library must have a staff development policy implemented by its manager and its training function must be fully integrated with other departments in the organization This book is the first to address these issues in an academic library context and the fully revised and second edition updates readers on developments in this rapidly changing field Readership The insightful and perceptive approach of this assessment makes it particularly valuable to librarians with responsibility for managing change in higher and further education as well as being a vital tool for all institutional managers and staff developers      *OCLC, 1967-1997* K. Wayne Smith,1998 Smith CEO of OCLC Online Computer Library Center Inc Dublin Ohio heads two dozen other contributors in commemorating three decades of growth as OCLC transformed from a nonprofit computer library service and research organization of 54 member academic libraries to a global network of some 26 000 libraries Nineteen articles overview OCLC s role through the Information Age explain in contest winning entries what WorldCat OCLC s Online Union Catalog means to them and discuss the various electronic reference revolutions Co published simultaneously as *Journal of Library Administration* v 25 nos 2 4 1998

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