

A ConnectNY Report



ConnectNY

Staff Sharing Models (Goal 1-1) Working Group Final Report

Prepared by:

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The Staff Sharing Models Working Group was formed to achieve the *Strategic Plan 2015-2020* objective below.

Connect NY is made up of diverse independent institutions operating as ONE to maximize human resources.

Goal 1-1: Facilitate expertise sharing across CNY institutions. (Marta Brunner, Goal Sponsor)

- Objective:
 - Produce a white paper on staff sharing models.
 - **Timeline:** September 2016 – September 2017

Working Group Activity Overview

The working group did no further work after submitting its year-end report (see Appendix). This lack of progress was due, in part, to a shift in the conversation from studying how other consortia have approached staff sharing to working out the dynamics of staff sharing in action since staff sharing models must fit the context in which they occur (i.e., what worked for Orbis-Cascade may be great but not applicable to CNY).

Conclusions/Recommendations

The working group recommends that CNY explore the development of communities of practice around topics like "discovery layer management" or "instruction and design." A team of practitioners could then be asked to explore and report back on the dynamics of sharing expertise/responsibilities across institutions to accomplish a shared goal (e.g., troubleshooting common discovery layer problems).

APPENDIX

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Staff Sharing Models Working Group End of Year Report 2016-2017

Prepared by:

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May 2017

The Staff Sharing Models Working Group has worked in three areas:

Consortium models: Data gathering

- Bibliography/webliography (see Appendix A)
- Orbis Cascade documents review and interview (See Appendix B)

Transitions staff sharing: Side study

- Find out how other institutions have dealt with specific transitions (e.g., systems librarians, catalogers, subject liaisons, support staff).
- Finding expertise, explore what would be involved in setting up an expertise directory and/or look for examples.
- Explore what would be involved in making payment/reciprocation work, seek out or come up with practical examples.
- Do we invest in the community (e.g., by sharing staff resources) even though it may not directly benefit our own institution or do we err on the side of doing what serves our institution's interest first?
- Explore what would be involved in creating/operating a credits system. Are there examples out there that work successfully?

Discovery Resources Sharing: Expertise for troubleshooting and communication

- Identify each member discovery tool, ILS, and possible local expert/need in the areas of interface configuration, record loading, and statistics/assessment data.
- Working with the E-book Committee's Discovery Layer Task Group to set up a "community of practice" for discovery layer sharing of knowledge and expertise.

Appendix A

Staff Sharing Models (Goal 1-1) Working Group Shared Bibliography

Please add citations and brief annotations (optional) to this document before our November 17 meeting. --Marta

Is there a need for staff sharing models in CNY? What kinds?

Annotate this bibliography with points of interest for group to consider.

Library Consortia: Models for Collaboration and Sustainability edited by Valerie Horton and Greg Pronevitz. (ALA Editions.) <http://www.alastore.ala.org/detail.aspx?ID=11138>
Includes case studies: 2CUL research library shared staffing and HR management contractual staffing. --Ken

Libraries Working Together. Auto-Graphics. http://www4.auto-graphics.com/docs/Libraries_Working_Together.pdf
Generic description of sharing in consortia. --Ken

[One Consortium's Experience with an Open-Source Shared ILS](#)
Michigan Evergreen experience --Ken

CARLI (Consortium of Academic and Research Libraries in Illinois) Strategic Priorities
<https://www.carli.illinois.edu/about/priorities> --Ken

BLC (Boston Library Consortium) <https://blc.org/purpose-history>
Sharing expertise, among other things --Ken

Cornish, Al; Jost, Richard; and Arch, Xan (2013) "Selecting a Shared 21st Century Management System," *Collaborative Librarianship*: Vol. 5: Iss. 1, Article 3.
Available at: <http://digitalcommons.du.edu/collaborativelibrarianship/vol5/iss1/3>
Orbis Cascade Alliance's experience choosing a shared management system. - Jeff

Harris, Jamey and Hinchcliff, Marilou (2015) "Collaborative Cataloging Pilot Project," *Collaborative Librarianship*: Vol. 7: Iss. 3, Article 3.
Available at: <http://digitalcommons.du.edu/collaborativelibrarianship/vol7/iss3/3>
Description of a shared cataloging project between two academic libraries. - Jeff

White Paper: Why Sharing a Library Management System Makes Sense
https://library.sd.gov/ACS/TECH/2012_Ayre_WhyASharedILSMakesSense_WhitePaper.pdf

Basic overview of advantages of implementing a shared LMS. - Jeff

Big Ten Academic Alliance Library Initiatives
<https://www.btaa.org/projects/library/home>

Association of Southeastern Research Libraries - Overview of Programs (especially Librarian Exchange Program)

<http://www.aserl.org/programs/> - John

Appendix B

Outreach Efforts

Contacting other consortial groups for their experiences. --Ken

ORBIS CASCADE ALLIANCE

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Collaborative Workforce Team website at <https://www.orbiscascade.org/collaborative-workforce/>

Lots of great information here. See their August 2015 and May 2016 reports under Documents on the right column. --Ken

PALNI: <http://www.palni.org/>

Org chart: <http://www.palni.org/organizational-chart/>