

Clemson University

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Presentations

University Libraries

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3-2022

## **Out of the Frying Pan and into the Campfire - How to Successfully Navigate a Library Reorganization and Not Get Burned**

Michelle Colquitt

Renna Redd

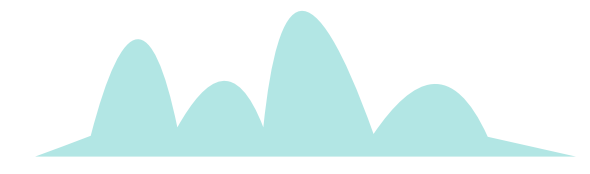
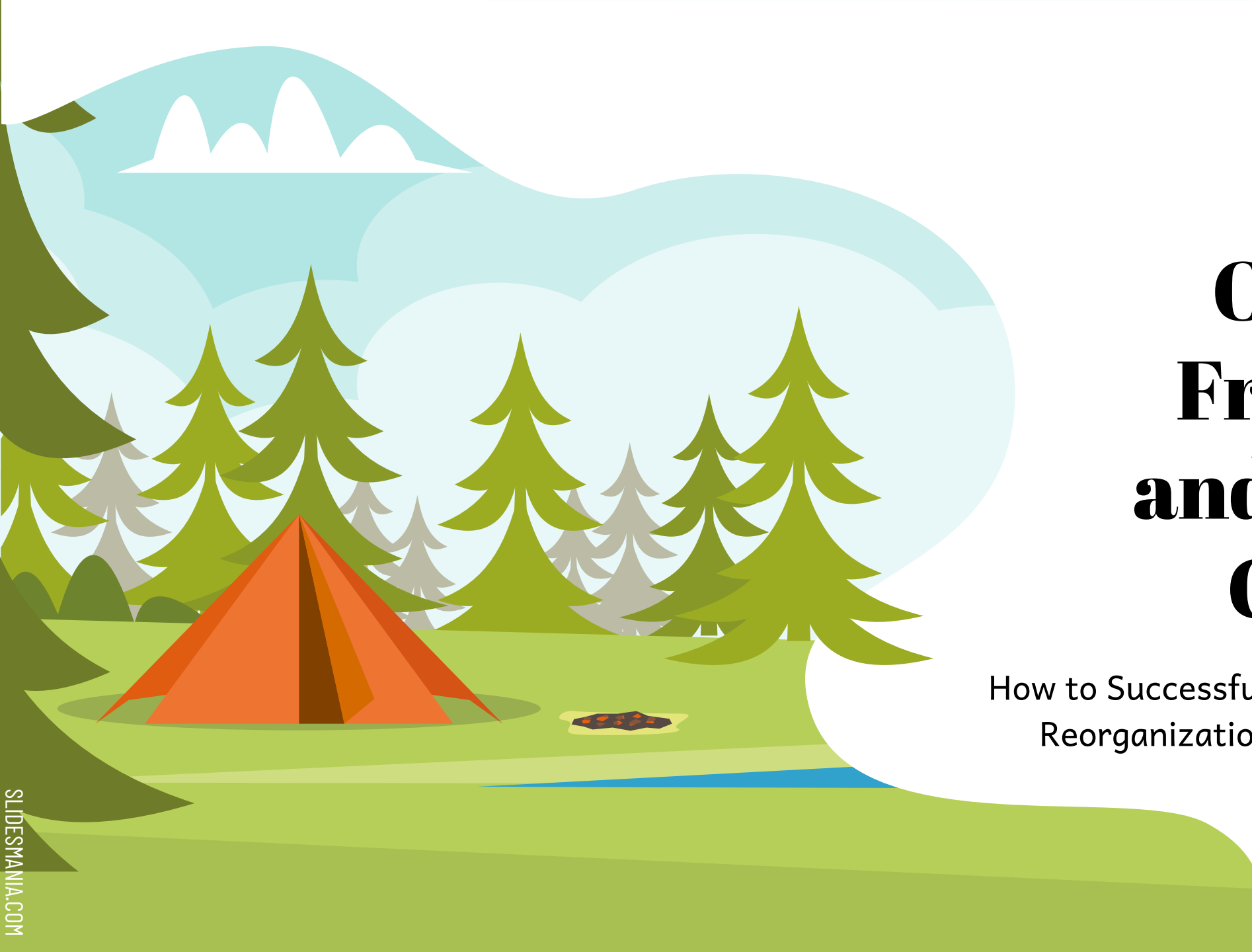
Chris Vidas

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# **Out of the Frying Pan and into the Campfire**

How to Successfully Navigate a Library  
Reorganization and Not Get Burned



# Hello! We're...

**Michelle Colquitt**

Continuing Resources & Government Information Librarian

**Renna Redd**

Interlibrary Loan Librarian

**Chris Vidas**

Electronic Resources Librarian

Acting Head of Collection Management

# Land Acknowledgement

As a land grant university, the campuses and properties of Clemson University located throughout the state of South Carolina occupy the traditional and ancestral land of the many people indigenous to the Americas, including those groups known - Cherokee, Catawba, Edisto, Pee Dee, Santee, Cheraw, Waccamaw, Wassamasaw, Yemassee - and those groups unknown. People enslaved by the Pickens, Clemson, and Calhoun families, among many other families, lived and worked on these lands. The plantation known as Fort Hill was transformed into the campus of Clemson College (now University) through convict labor.

Because we are presenting our work through technology that allows us to connect across multiple locations and times, we also want to acknowledge the inequity of access to said technologies in indigenous and underserved communities.

We make these statements in order to publicly recognize both the historic and continuing systemic inequities founded in colonization and to also acknowledge Indigenous and Black claims to life and land. We are committed to pursuing a path of learning, reconciliation, and ally-ship in order to better care for each other and these places we call home.

Inspired by Decolonize Clemson (<https://www.decolonizecu.org/land>) and Adrienne Wong (<http://www.adriennewong.ca/>)

# Clemson University

- ❖ State land-grant institution established in 1889 located in NW South Carolina
- ❖ Over 27,000 students are enrolled (21,653 undergraduate and 5,668 graduate)
- ❖ Over 5,600 employees
- ❖ Recent R1 designation

## Clemson University Libraries

- ❖ Over 800,000 print titles
  - ❖ 1 million + ebooks
  - ❖ ≈700 databases
  - ❖ 81 employees
    - ❖ 6 facilities

# Overview



Reorgs: Small and Large



Questions, Confusion, and Uncertainty



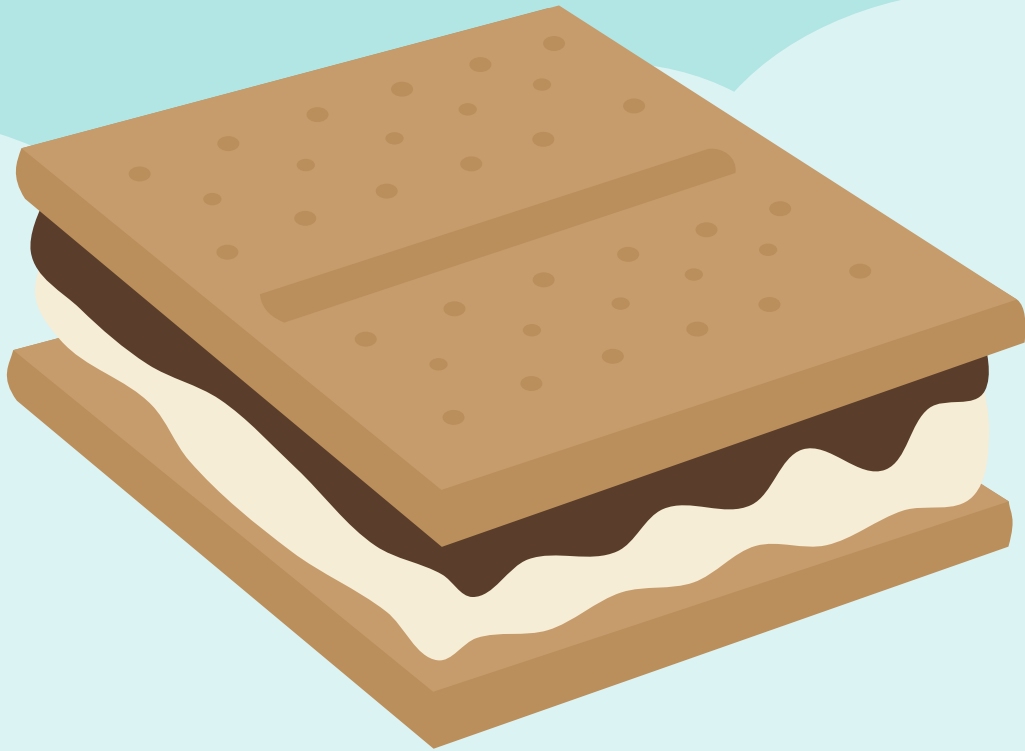
Solutions

# Reorganizations

## Large and Small

There is no such thing as a small reorg!

Even our mini reorg had major consequences.



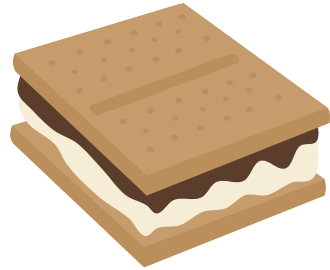
# Significant Milestones

September  
2018



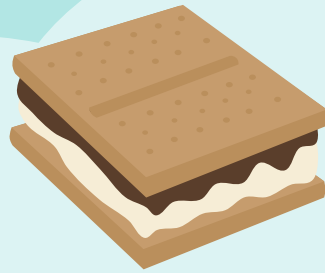
Chris Cox assumes  
role as Dean of  
Libraries

Fall 2018



Electronic  
Resources  
Cataloger leaves

December 2018



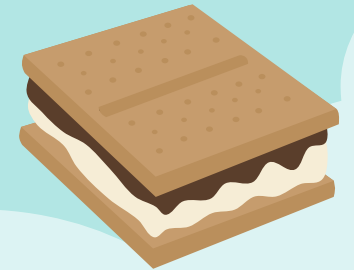
Electronic  
Resources  
Librarian begins

September  
2019



Head of Technical  
Services &  
Collection  
Management  
retires

October 2020



Libraries  
Reorganization  
Task Force  
Formed



May 2021: Alma migration...





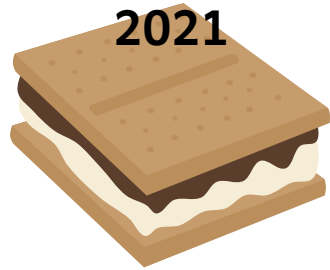
# More Significant Milestones

September  
2021



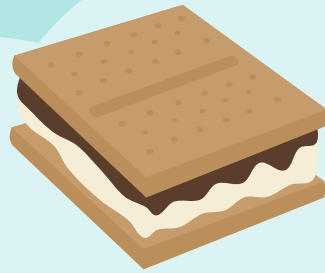
Co-interim head of  
TSCM leaves

September  
2021



Continuing  
Resources  
Cataloger retires  
& replacement  
hired

October 2021



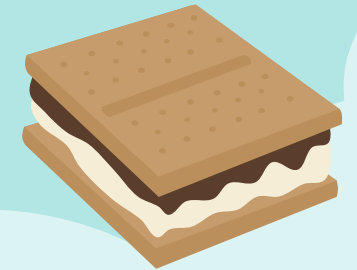
Interim AD of  
Collections and  
Discovery  
appointed

Fall 2021 to  
Spring 2022



Search for new  
Associate Dean  
for Collections &  
Discovery

Anticipated  
Summer 2022



Permanent hire of  
new AD for  
Collections &  
Discovery



# Mini Reorg



Significant voids in expertise demanded a “quick fix”



Many positions realigned, redefined, and re-envisioned



Salary adjustments addressed additional responsibilities



Timeframe for mini reorg not clearly defined

# Major Reorg



New reorg chart



Reporting structures modified and terminology updated

- Three newly appointed associate deans
- Units became divisions
- Resource Sharing & Continuing Resources to report to Head of Acquisitions



New positions to include internal hiring & split positions



Ongoing apprehension about impact on personnel



**Questions,  
Confusion, and  
Uncertainty... Oh  
My!**

# Questions, Questions, Questions

What will the new division be like?

What will the new reporting structure look like?

Why is our group within this new division being called Acquisitions?



# And Many More Questions

How will job duties change?

How will Resource Sharing be incorporated?

What is happening with current vacancies and new positions?

How will split positions be implemented?





**We don't have answers**

We just have each other.

## **Solutions/Plan**



“It takes real planning to organize this kind of chaos.”--Mel Odom





# Relationship Building

Show how people/positions relate; use family tree analogy

Use StrengthsFinder results

Create ways for people to be together apart from work

Find ways to better introduce and integrate new colleagues



# Promote Open Communication

Frequent Updates

Frequent Check-ins

Anything else?

# Coping Strategies

Self-care (legal); checking in with self

Be kind; positive attitude

Culture of being allowed to say no

Promote healthy boundaries

Find an outlet with a neutral party

Appreciate the time of others



# Library-wide Projects

Workplace Culture Report

Renewal Colloquium

Employee Satisfaction &  
Development Assessment Report



# Thank you!

Do you have any questions?

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