

CHANGING MANAGEMENT STRUCTURES

the impact on subject specialists, and how to remain relevant



- MELCOM International, 41st Annual Conference - 2019 - Napoli, Italy

Previous and Current Support Structure

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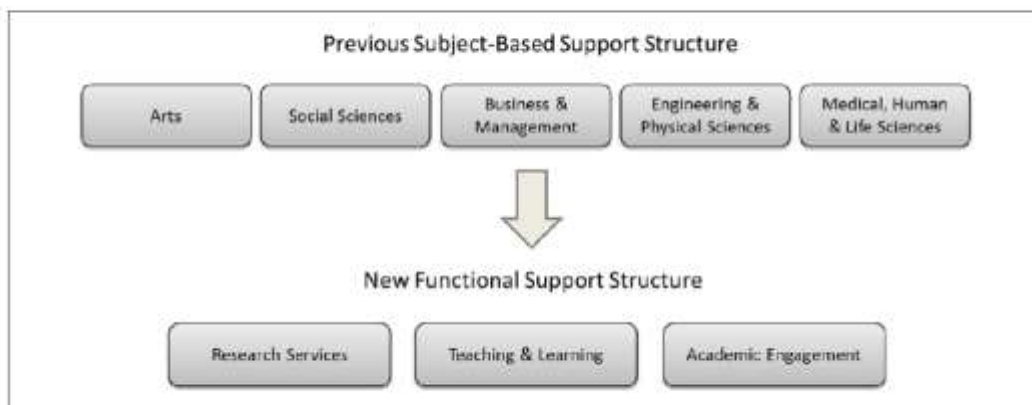
Journal of Librarianship and Information Science

Figure 1. Comparison of the old and new structures of the University of Manchester Library (based on Bains, 2014).

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Reasons for restructuring to functional teams

- Flat structure
- Fewer layers of management
- Self manage teams
- Adaptable to change

(Andrade and Zaghloul, 2010, et. al.)

- Cost effective
- Consistent
- Measurable

(Heseltine, 1995)

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Restructuring libraries with ME Collections

- 2012 University of Manchester
- 2014 University of Leeds
- 2015 University of Exeter

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Reasons cited by University of Manchester, Leeds and Exeter

Manchester:

- Not Financial
- Allocation of additional funding for staff development

Leeds:

- Not financial.
- Following the trend set by Manchester

Exeter:

- “have abolished subject librarian teams because of the perceived reduction in importance of the librarian as a source of information” (Auchterlonie, 2018)

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Impact of restructuring on the Collection Development

University of Manchester

- Relying on academics
- Past subject Librarian is less involved
- Not many requests from academics for Arabic script material
- Some language teaching material and literature is ordered
- Still involved in cataloguing

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Impact of restructuring on the Collection Development

University of Leeds

2002-2014:

- Relying on academics for ME languages
- Arabic cataloguer

Post 2014:

- Relying on academics
- No pro-active acquisitions
- Patron Drive Acquisitions
- No Arabic cataloguer

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Impact of restructuring on the Collection Development

University of Exeter

- No active acquisitions
- Hesitant to accept donations
- Volunteer cataloguer

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University and Colleges Admissions Service (UCAS)

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Institutes offering ME Studies Courses

- 3 out of 22 have a ME Subject Librarian
- 4 did have a dedicated librarian in the recent past

- *Results for ME + Islamic Studies :*
- *31 institutes = 324 courses*

Institute

SOAS University of London
 University of Oxford
 University of Cambridge
 Durham University
 University of Leeds
 University of Manchester
 University of Exeter
 University of Buckingham
 University of St Andrews
 Liverpool Hope University
 University of Glasgow
 University of East London
 Queen Mary University of London
 University of Bath
 University of Edinburgh
 Manchester Metropolitan University
 University of Central Lancashire
 London Metropolitan University
 University of Brighton
 Birkbeck, University of London
 University of the Highlands and Islands (UHI)
 University of Warwick

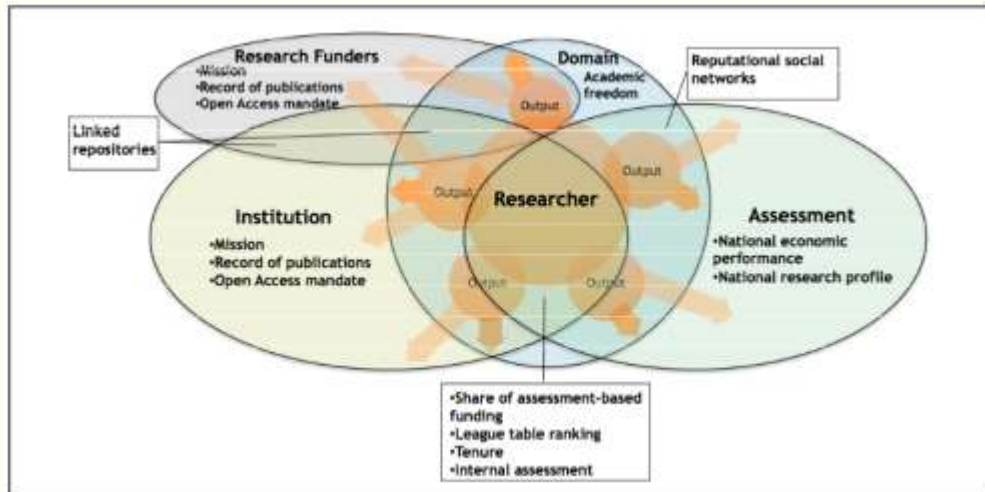
ME Librarians

Y
 Y
 Y
 P
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 P
 P
 P

As of May 2019

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Researcher centric view



▪ (MacColl, 2010)

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How to raise the profile of the ME Librarian

- The librarians will need to be pro-active
- Open to development
- Librarians need to engage in research
- Provide impact analysis
- Actively demonstrate the value of their roles

- HR, Management and Faculties should support them in the above

- Any ideas welcome...

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FOR YOUR TIME



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