

Managing Unplanned Changeor Was It?

- There were hints and discussions of changes needed within the library for the past five years or so at various staff meetings.
- Seen as positive changes that were needed in future to keep up with the needs of students, faculty and the University in general.
- None of the librarians or library staff anticipated the sudden project that summer.

So....what happened?

- Upper administration made the decision to sell the Gage building, one of the locations of Roosevelt University, located in downtown Chicago.
- Classrooms, Student Academic Services, and offices had to be moved into the Auditorium and Wabash buildings.
- They were re-located to the main library in the Auditorium building and to the upper floors (which were dorm rooms) in the Wabash building.
- Removal of approximately 43,000 books, and shelving, to make way for renovations totaling about a half million dollars.

A bit of background....

- Reduction of staff all over the University, but severely felt in the library. At one time, about 20 professional librarians now reduced to 7. As of this presentation, there are 8.
- Just as final decisions were made about selling the Gage building, the University Librarian was fired.
- Merger of the IT department and the library department followed with final leadership given to the IT department.
- Decision to reinstate the University Librarian position and given to a fairly new member of the library staff. Outside applicants were not considered.

...and the angst continues

- There was no organization. We were told how much space had to be cleared and where...this decision changed THREE times making remaining available staff move the collection back and forth.
- Deadline of six weeks! This deadline changed every two weeks. We finally had to have our department leader tell them that we had to have more time because of the constant changes and lack of staff.
- Worst time of year for a project of this magnitude, we are at our lowest number of staff during the summer months AND reduced hours of operation.

“On the fly decisions...”

- “How do we know what to throw away?”
- “Where do we start?”
- “How much time do we spend each day on this?”
- “What about our other job responsibilities and preparing for the coming semester?”
- “DOES THE FACULTY KNOW???”

Chaotic procedure...

- Sections of the stacks were assigned by me to remaining staff and each person went to their area each day and weeded the collection based on the following criteria:
 - Circulation statistics...date due slip inside the book
 - Publication date
 - Dated materials, for example, manuals, Windows 95/98, etc.
 - Condition of the book, yes there were moldy books from water damage
 - Faculty hold, or “retain for faculty”

Dismantling shelving...

- While we were removing books, journals, etc. Workman were taking down the shelving and removing them to begin the renovations.
- Students were asking where the books were because they couldn't find them. Moving the collection all over created additional problems because now the collection itself was disorganized. The only persons who knew where books wound up were the ones who were moving the collection as it was being removed.

Stress? You bet!

- Staff had summer projects planned that had to be put off...ongoing projects are now behind.
- Much daily work stopped except for the faculty needs for the coming semester.
- We had to train LTA staff to remove items from the catalog, one of them had her sister come in and volunteer.
- There was a constant sense of urgency to get the project done.
- Many of us went home each night with headaches, possibly from the dust, or frustration, or worry.
- Some of us wondered if we would still have a job after the project was done?

Where are they now?

- Most of the books were donated to “Better World Books.” 900 Boxes.
- Books marked “retained for faculty” are in storage, but have been removed from the catalog. Faculty have been encouraged to go through them and let us know which books can go or need to stay.
- Some books sent to the archives ... you never know what you’ll find.
1st edition print of “Mein Kempf” and civil war ledgers, to name a few.
- Journals, magazines and bound periodicals were thrown out.

Suggestions on handling the stress...

- Do not put in overtime unless specifically asked. Doing this out of the goodness of your heart is a nice gesture but you have to take care of you.
- Manage your time as best you can, especially if you have limited staff. Planning is everything and sticking to that plan is best.
- Make sure you have an “out”. Something you like to do that is completely unrelated to your job. An escape. Go here after work...take the family with you and have fun.
- Be prepared to explain what's going on to faculty when they ask. Be prepared to direct them to the person responsible for the project.

Continued....

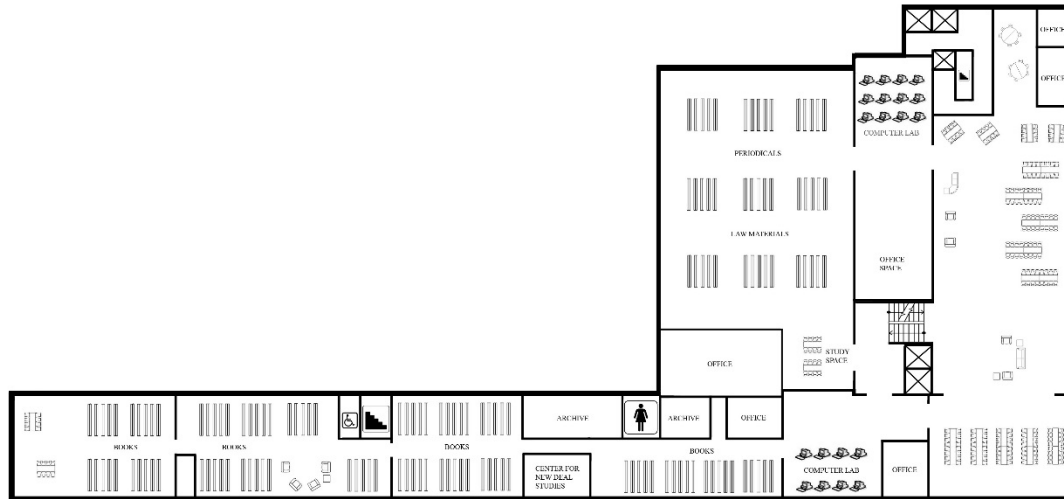
- If you planned a vacation, try not to change these plans. None of us were asked to do that.
- Get as much rest as you can.
- Eat well...be more nutritionally mindful, especially if you tend to eat more when stressed.
- Drugs/Alcohol. Avoid this. It will make everything worse.
- Do what works for YOU to de-stress and relax until all is done.

Outcomes

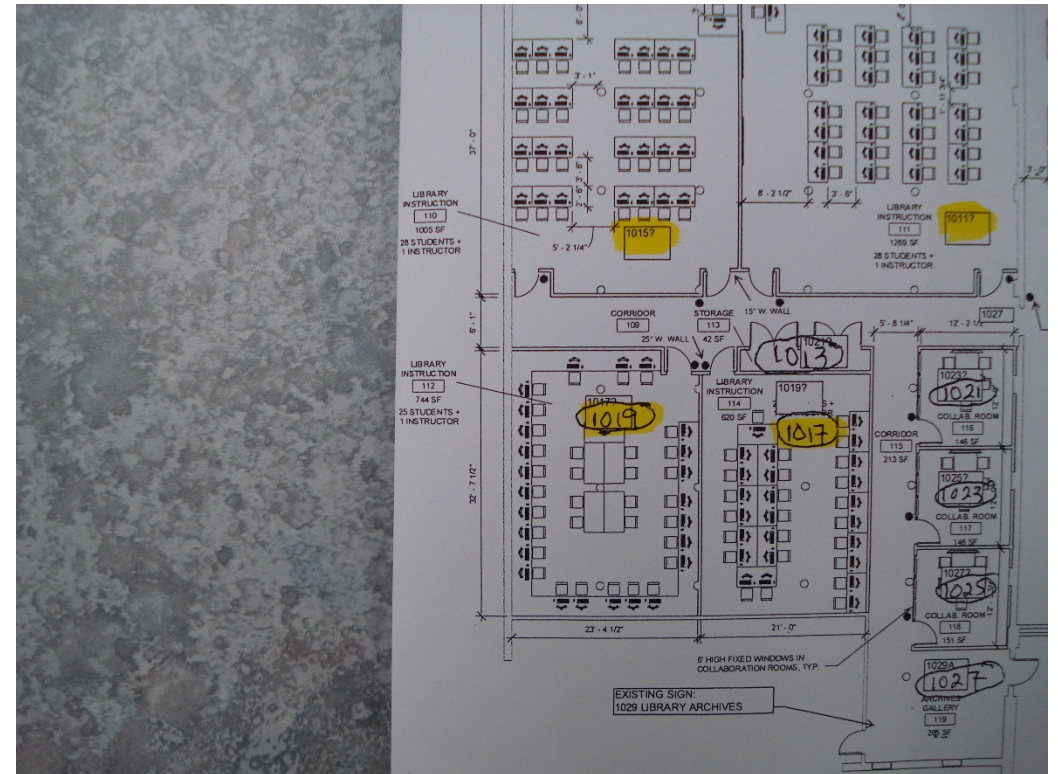
- More people in the library and higher circulation rates.
- Library has a much brighter look to it, much cheerier!
- Technology updated with smart classrooms and computer labs
- Mold is gone...even the floor was moldy! Ew!!
- Realigned collection development policies.

LIBRARY

BEFORE



AFTER



COMPUTER LAB ROOM 1009

BEFORE



AFTER



FILE FILMS AND BREAK ROOM –THEN COMPUTER CLASSROOMS-NOW

BEFORE



AFTER



LAW BOOKS AND BOUND MAGAZINES- THEN **COLLABORATION SPACES AND COMPUTER CLASSROOMS-NOW**

BEFORE



AFTER



LIBRARY COMPUTER LAB # 2 THEN **MATH LAB-NOW**

BEFORE



AFTER

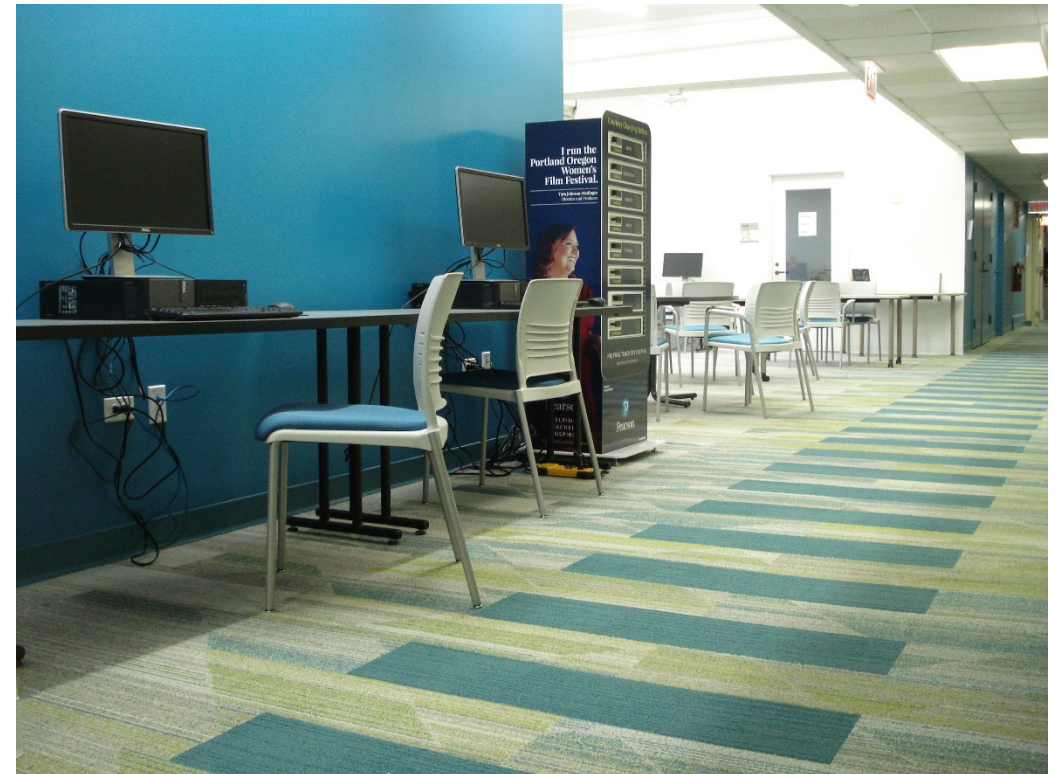


START OF LIBRARY STACKS –THEN **READING LAB SPACE-NOW**

BEFORE



AFTER



LIBRARY STACKS AREA – THEN **ACADEMIC SUCCESS CENTER - NOW**

BEFORE



AFTER



YOUTH BOOKS READING AREA- THEN **BREAKOUT & THRU HC LIBRARY STACKS-NOW**

BEFORE



AFTER



BACK AREA DURING RECONSTRUCTION- THEN **BACK AREA STUDY SPACE - NOW**

BEFORE



AFTER



Credits...

Presentation by Deborah Morris, Assistant Director of the Performing Arts Library at Roosevelt University

Photography and photographic slides by Wheeler Cole, Chief ILL Clerk / Stack Manager of the Main Library at Roosevelt University

Photos taken at the Roosevelt University Auditorium Building, Main Library, 2017. Used with permission.