



Staffing for the New Collection Development

"May You Live in Interesting Times"

- Curse or Blessing?

Why Should We Collect Electronic Resources?

- Freedom of place and time
- Better serve customers
- Supplement print collection
- Greater storage capacity
- Information generally updated quickly

Why? continued

- Opportunity to provide local information
- Availability of free and low cost resources
- Reduce “Data Smog”
- Draw new clientele
- More...

Organizational Changes

- Need structures which allow flexibility and innovation
- Need structures which are user-oriented instead of library-oriented
- Technology has had and will continue to have a significant impact on staff

Revamping Staff Roles: The Way It Is

- Resistance to collecting electronic resources
- Informal approaches by enthusiastic staff
- No one knows who is responsible

Revamping Staff Roles: The Way It Could Be

- Need structure and formalized process
- Several models
 - Large scale/Consortial
 - Individual institutions
 - Based on print process
 - Separate process

SAILOR

- Maryland's Online Public Information Net
- <http://www.sailor.lib.md.us>
- Statewide collection committee makes collection decisions regarding web site and database selection
- Reduces workload at individual institutions

Librarians' Index to the Internet

- Searchable, annotated subject directory with over 5,000 links
- <http://sunsite.berkeley.edu/InternetIndex>
- Coordinator plus 70 trained volunteer librarians from around California
- Started with Carole Leita's Gopher bookmarks

Morton Grove Public Library

- <http://www.webrary.org/ref/weblinksmenu.html>
- Informal approach led to formal process
- Range of staff members involved - includes Technical and Automated Services, Public Services, Reference, Children's, Serials

Houston Public Library

- <http://www.hpl.lib.tx.us/>
- Web site selection process mirrors book selection process
- Database selection process is centralized with input from database committee as well as other staff members

San Antonio Public Library

- <http://www.sat.lib.tx.us>
<http://www.sat.lib.tx.us/html/insites.htm>
<http://www.sat.lib.tx.us/html/lad402.htm>
- Differs from Houston Public in that the process for electronic resource selection is different from the print collection process
- Electronic Resources Coordinator works with two committees

San Antonio Public Library

- Internet Workgroup
 - Staff from wide variety of departments and branches responsible for library web page
 - Each responsible for 2-4 subject areas
 - Work is in addition to their other duties
 - Create content and improve staff access to resources
 - Mandated to do this by library policy

San Antonio Public Library

- Electronic Database Committee
 - Wide variety of staff involved in evaluating databases and making recommendations
 - Formal evaluation process
 - Final decisions made by Coordinator and Administration since there are so many issues involved - technical, financial, legal

Staff Development

- All staff should be encouraged to participate
- Need to promote skills for the future

Staff Skills

- Capacity to learn
- Innate skepticism
- Flexibility
- Abiding public service perspective
- Team effort
- Enabling and fostering change

Other Ideas for Staff

- Make staff more aware of the resources
<http://www.sat.lib.tx.us/html/lad402.htm>
- Make resources easy for them to find and use
- Give them time to use them and participate in selection and evaluation
- Create guidelines for submitting web site and database suggestions
- Make evaluation forms available

Collection Development Policy

- Who is responsible for what?
 - Who selects resources?
 - Who negotiates contracts and licenses?
 - Who monitors contract compliance?