

Job sculpting in the midst of organizational change

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Job sculpting

- Match employees to job duties consistent with their professional interests and strengths
- Helpful practice for enhancing employee satisfaction and ultimately retention
- Aid in meeting changing organizational needs by building new capabilities in employees

2017 Miami U. Libraries reorganization

“Access & Borrow”
circulation, technical
services

**“Learning &
Engagement”**

“Advise & Instruct”
collections, instruction,
liaison services

“Create + Innovate”
makerspace, digital schol,
schol comm, intellectual
property

“Share & Showcase”
communications,
development, facilities,
events, planning

“Steward & Sustain”
special collections and
archives

“Tools & Tech”
IT, web development

Subject librarian organization



Implementation of subject groups

Arts & Humanities

performing arts
visual arts
literature
philosophy

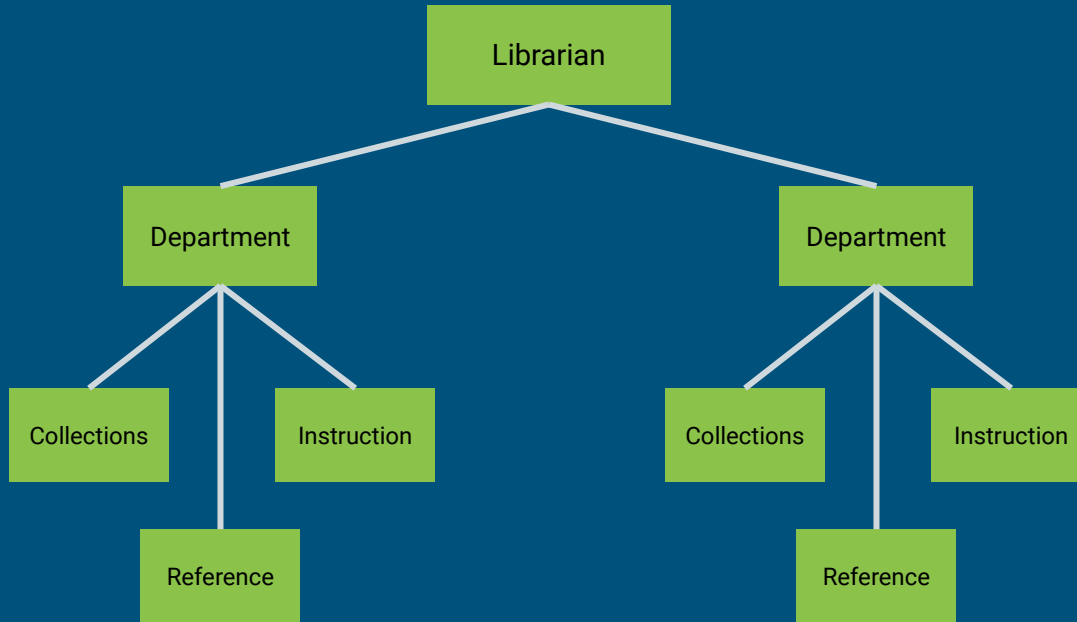
Social Sciences

communication
area studies
history
poli sci
business
sociology
psychology
education

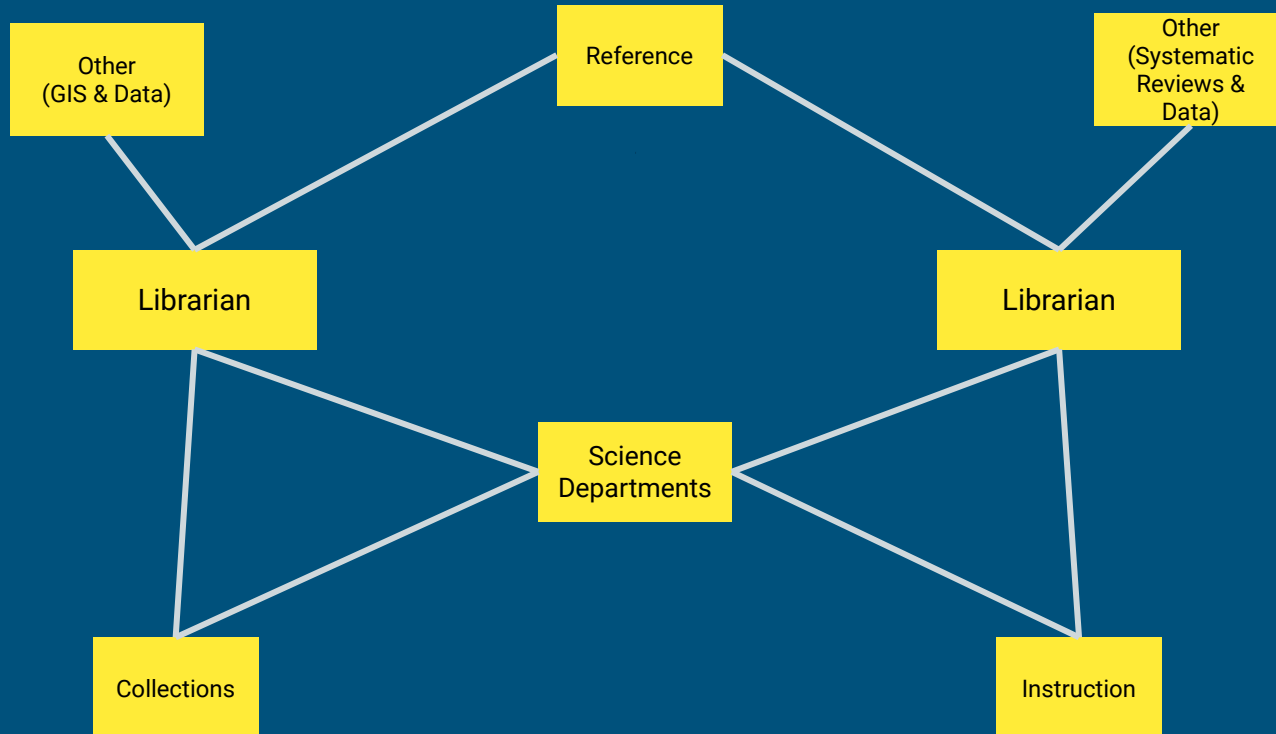
STEM

life science
health studies
physical science
math
engineering

Changing Models - Previous



Changing Models - Current



Take-a-ways

01

Librarians need to be flexible and interested in learning new skills

02

Each job likely a mix of very enjoyable and ok duties, hopefully no hated ones

03

Management needs to carefully construct duties to foster overlap of competencies and avoid single points of failure

Thanks for
listening



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