Organizational Structure Committee
5/20/11
Present: Necia, Sarah, Cathy, Tim, Lynaire, Tess, Molly, Jeff, Juana, Tony, Lisa, Dawn

Agenda:
Wish to discuss common threads among submitted comments:

1. Eliminate “the runaround” for all
2. Discuss crossover of work PAM for T.S. for example
3. Authority vs. responsibility vs. rules (Need -trust, training, confidence)
4. What does the library need?
   a. Tutors, equipment for check out?
   b. Services/ people? ie. Instructional designer, grant support/writer, assessment expertise?

Discussed making each other aware of what other departments in the library are doing so we make sure there isn’t overlap and how we can design the structure so these things don’t happen. What ways do we design the structure to address all of these issues? Making the protocol more clear, this will help to reduce uncertainty.

Work studies can’t get into the systems they need to access to be able to do work at a higher level.

Need to have a continuous training model

Think in terms of making ourselves replaceable. People need to be cross-trained enough that they could step in if they were needed in an emergency situation such as an illness.

Address external forces and internal forces

We can’t change the culture of the organization by changing the structure of the organization. Is there any way it will influence it?

Organizational model reflects functions

Will have to be some cross training just to know what each other are doing.

Communication and coordination are vital

Employees value the quarterly meetings with the Dean because knowing what she is working on can help us know how we might support initiatives that influence the donors and support what is in the best interest of the library.

DL 6/06/11