2013-07-02

2CUL TSI Administrative Team Meeting, with Assessment & HR liaisons -- July 2, 2013

Attending: Gail Anderson, Nisa Bakkalbasi, Kate Harcourt, Zsuzsa Koltay, Jim LeBlanc, Xin Li, Carla Mezic, Lyndsi Prignon, Bob Wolven

Agenda: Review of "Building a 2CUL culture in the integrated technical services operation" (see pp. 3-4 of the TSI Project Description)

1. Kate, Jim, Xin, and Bob summarized the "middle-out" approach and progress of the TSI Steering Committee and Working Groups thusfar -- an approach that will rely heavily on input from unit supervisors and other hands-on staff. Xin reminded us that we will need to expand our examination of 2CUL culture beyond TSI. Bob noted that the stakes for our unique middle-out model are high: others will be monitoring our approach and outcome with great interest. We talked about what we've gleaned from the outcomes of the more top-down and consultant-led techniques used for TSI at Kenyon College and Denison University and at Massachusetts' Five Colleges.
2. We began discussion of the role of our respective HR and assessment groups in integrating the 2CUL mission, vision, goals, and values into the everyday thinking of all staff within the two institutions -- especially, but not exclusively in technical services -- and assessing that "cultural" integration. We will look at previous surveys done at Cornell, as well as develop a new survey instrument to assess the library culture at each institution and perceptions of 2CUL If we do an assessment, it should be done prior to a new library management system implementation.
3. Nisa and Zsuzsa will discuss ways to assess 2CUL and report back to Administrative Team by Aug. 8. Jim will have another meeting of today's group set up for sometime between Aug. 12-14. We agreed that we should begin the staff assessment early using such tools as Cornell's Partnership Assessment Tools and more customized evaluative strategies.