



For Everyone: A 21st Century Research Library

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Harvard Library Learns

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Out line of talk (and what I believe):

1. I am positive
2. I love our profession
3. I care deeply about the craft of leadership
4. I see potential where others may not (story)

COURAGE

GROWTH

FAILURE

Harvard Library Learns: What if...

*CULTURE eats strategy for
lunch*



WHEEL: CREATED AROUND
3500 B.C. IN MESOPOTAMIA



1950: TELEVISION WAS GOING TO
REPLACE RADIO



- INTEGRATE NEW TECHNOLOGIES INTO OUR LIVES

Wayne State Medical School Dean, Dr. Baker

-DOUBLING MEDICAL INFO/KNOWLEDGE-

1950

1980

2010

2020

50 YEARS

7 YEARS

3.5 YEARS

73 DAYS



“The challenges we face are both fundamental and substantial. We have moved from an area of equilibrium to a new normal, an era of constant disequilibrium. Our ways of working, ways of creating value, and ways of innovating must be reframed.”

John Seely Brown



Ways of working = How has the world's access and use of information/ knowledge changed?

1950s Example

Ways of creating value = Questions we ask:
What do we do well? What do people need?

Ways of innovating = Entrepreneurial,
innovative and failing fast



GOOD NEWS

- Our profession is needed now more than ever
- This skills we have, people need
- Reading, knowledge, facts are and will always be important for decision making.
- Dean, WSULS and School of Information Sciences

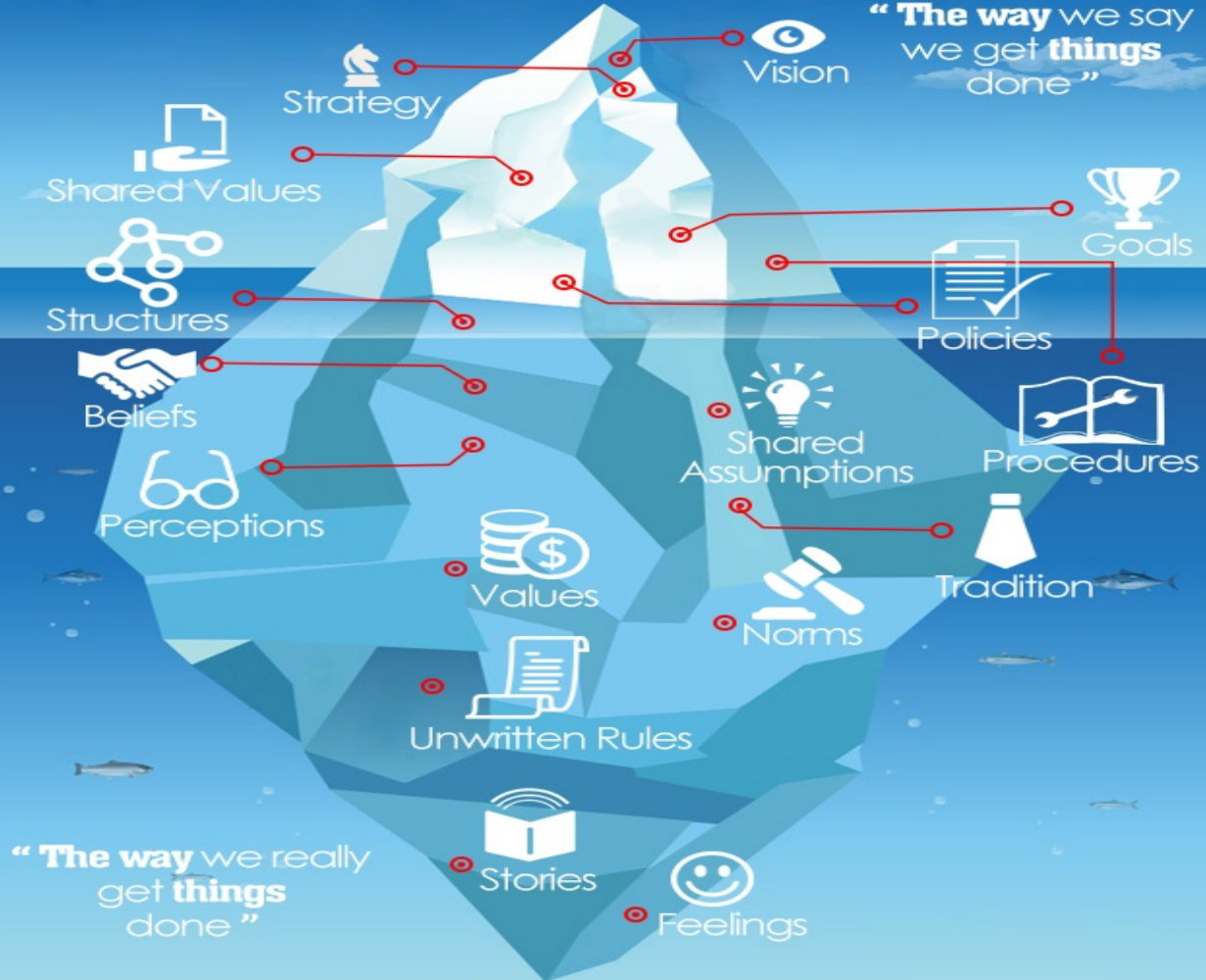


THE ICEBERG

that sinks organizational change

Invisible Organizational Culture

“The way we say we get things done”



“The way we really get things done”

Invisible Organizational Culture

TORBEN RICK – WWW.TORBENRICK.EU



CULTURE and PEOPLE

1.

recruit an expert in organizational culture and leadership development

2.

design the **WSULS culture** as a **LEADERSHIP EXPERIENCE**

3.

teach it

4.

live it

5.

MEASURE it

WSU LIBRARIES' CULTURE CHANGE

- ***Strengths finder, 2.0*** by Tom Rath
- ***Appreciative inquiry: A positive revolution in change*** by David Cooperrider and Diana Whitney
- WSU Libraries Culture Survey
- Hired an Organizational Development Professional Full-Time



TWO EXAMPLES FROM WSU

Library Leadership Team

» To Library Vision Support Team

Diversity Alliance, 2015-Current





• **2016-2019 51 Members**

American University
Arizona State University
Bowling Green State University
Clemson University
Florida State University
Grand Valley State University
Gulf Coast State College
Harvard University
Indiana University Bloomington
Iowa State University
Louisiana State University
Loyola University Maryland
Macalester College

Macalester College
Montgomery County Community College
North Carolina State University
Notre Dame of Maryland University
Northwestern University
The Ohio State University
Oregon Health & Science University
Pennsylvania State University
State University of New York at Oswego
Susquehanna University
Swarthmore College
Syracuse University
Temple University
Towson University
University of Alberta
University of California - Riverside

University of Delaware
University of Denver
University of Illinois at Urbana-Champaign
[University of Iowa](#)
University of Kansas
University of Louisville
University of Massachusetts - Amherst
University of Michigan
University of Mississippi
University of North Carolina at Greensboro
University of Notre Dame
University of Tennessee, Knoxville
University of Texas at Austin
University of Utah
University of Virginia
University of Wisconsin–Madison
University of Wyoming
Virginia Tech
Wayne State University
West Virginia University
Western Michigan University
Williams College
Yale University



Here is my wish for Harvard Learns

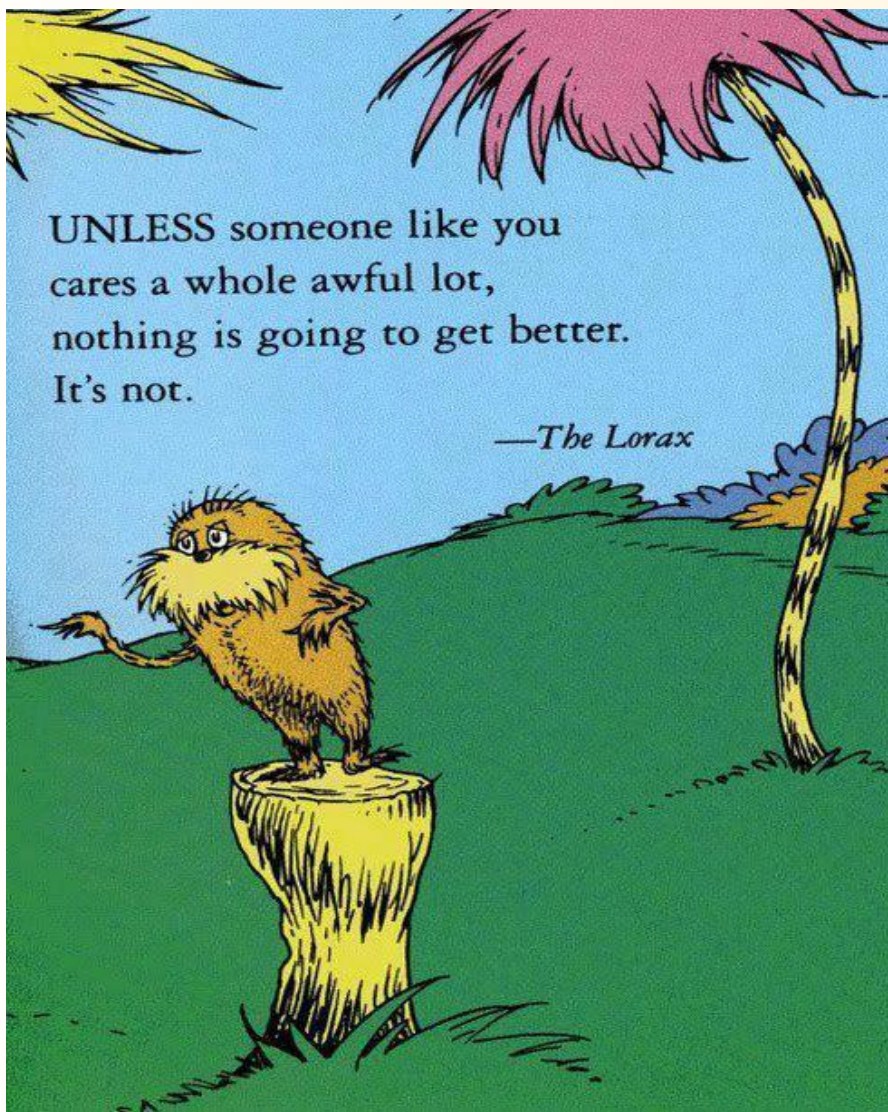
From this day forward, you question your culture

Individually and collective you have courage

Develop a new attitude towards failure

You make these changes to lead all research libraries
(except Wayne State University Library System)





UNLESS someone like you
cares a whole awful lot,
nothing is going to get better.
It's not.

—*The Lorax*

Questions?

