

Finding their voices and uncovering our treasures: staff development and Ex Libris systems

Elly Cope – Head of Access & Acquisitions

Isabel Archer – Access & Acquisitions Manager: Acquisitions & Reading Lists



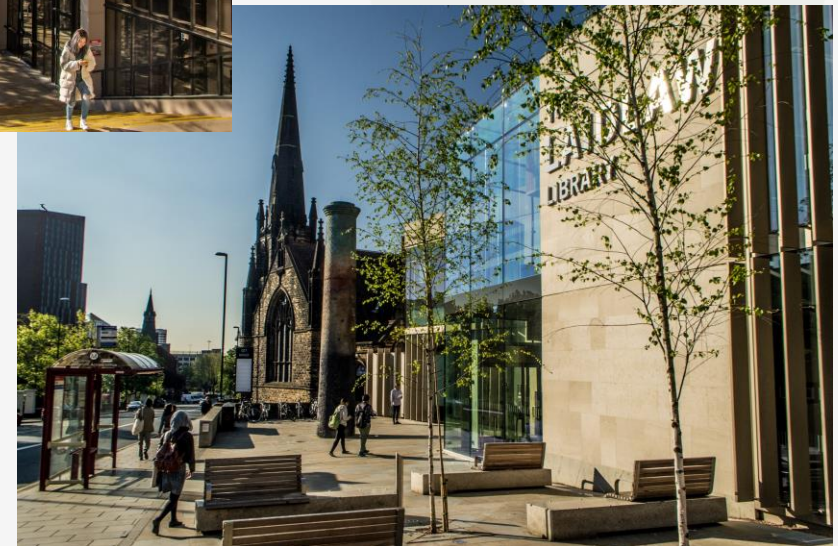
University of Leeds

- Established 1904
- Part of the Russell Group
- One of the largest universities in the UK
- More than 39,800 students
- Top 100 universities in world (QS university ranking)
- Contribute £1.3 billion every year to the UK economy

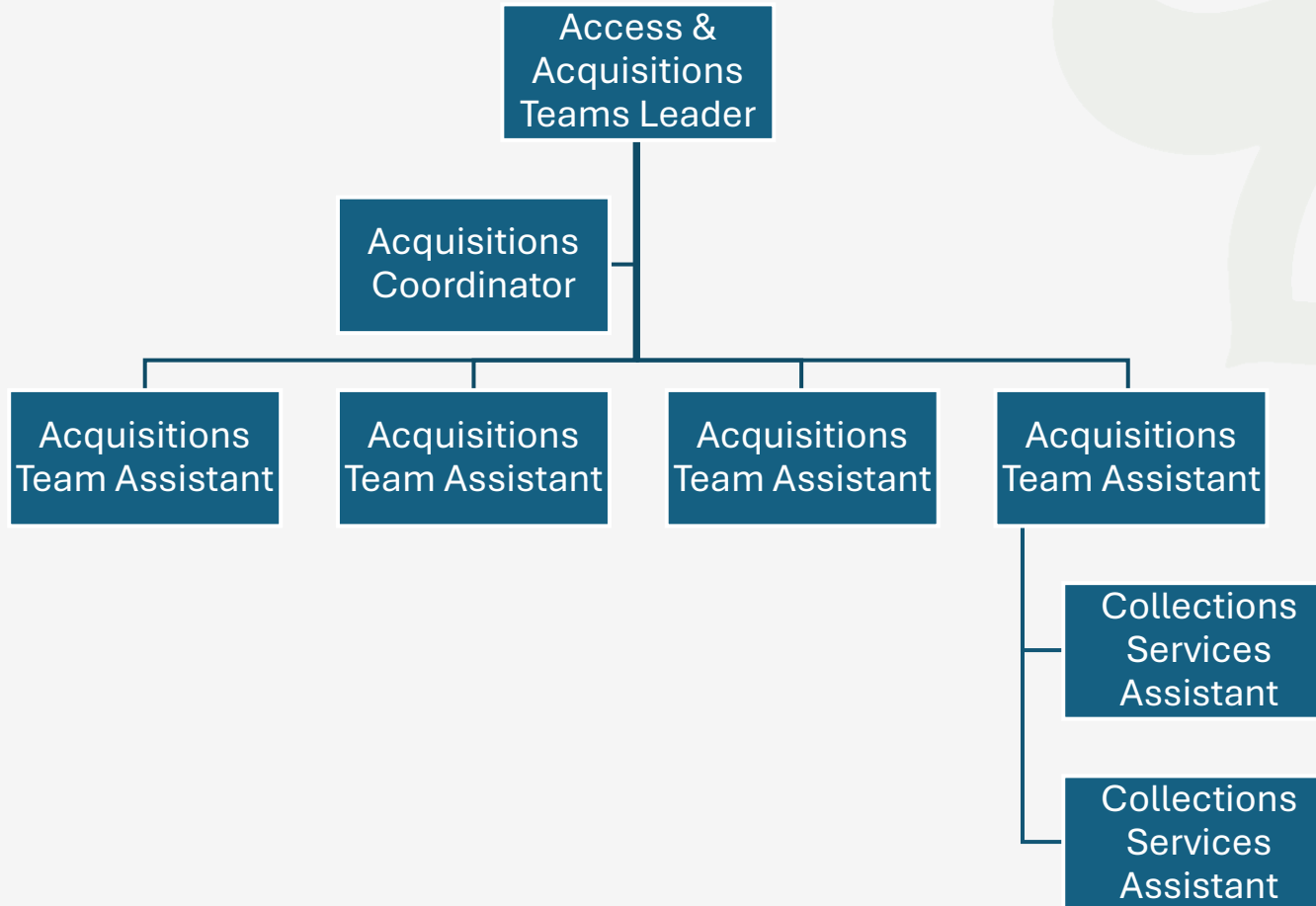


University of Leeds Libraries

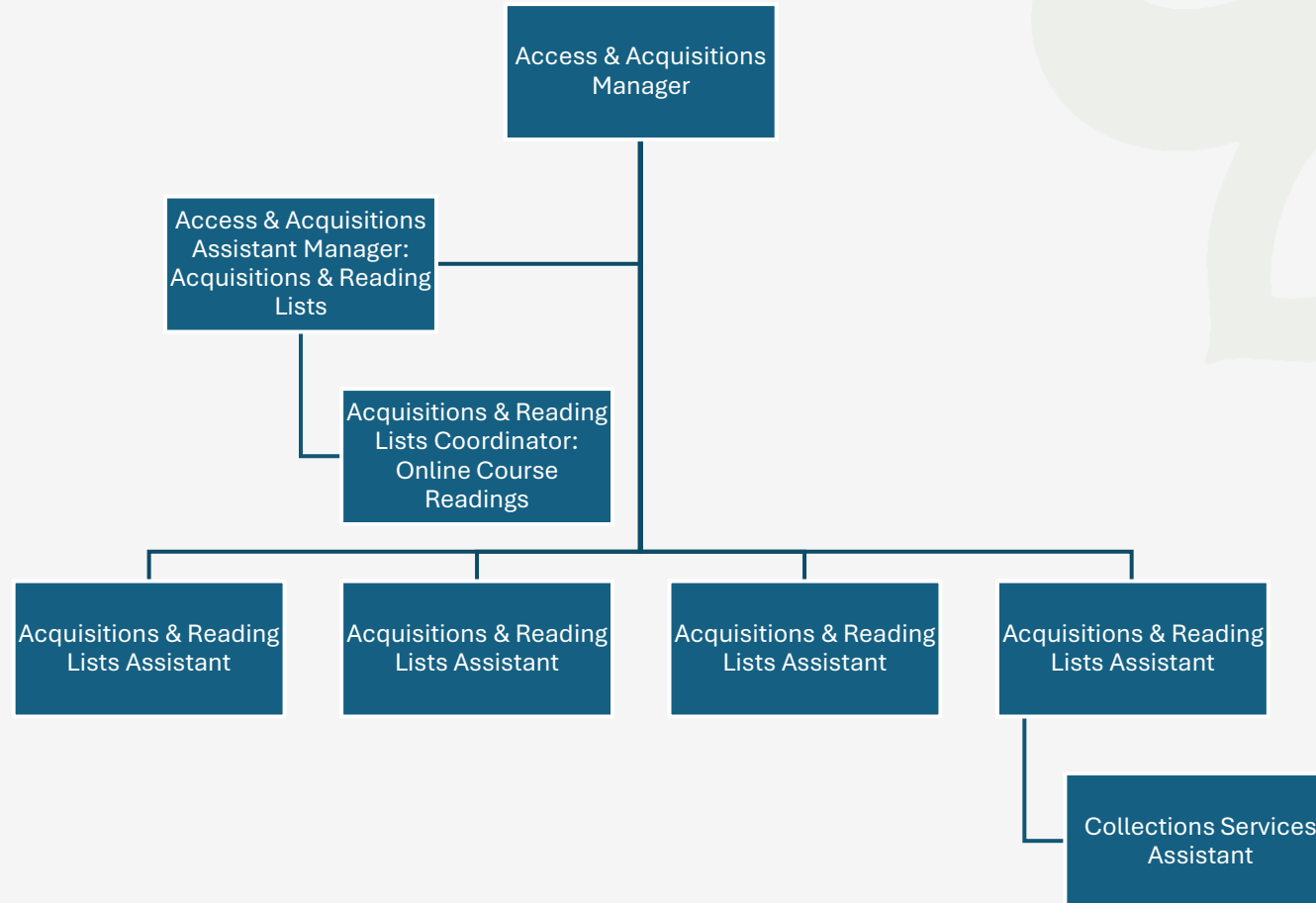
- Five libraries housing nearly 3 million physical items and extensive digital provision.
- Our mission focuses on:
 - Digital transformation
 - Open education and open research
 - Sustainable environments
 - Enriched experiences
- 285 library staff across four directorates
 - Content & Discovery Services
 - Research & Digital Futures
 - Cultural Collections & Curatorial Practices
 - Student Learning & Experience
- 44 staff in Content & Discovery Services



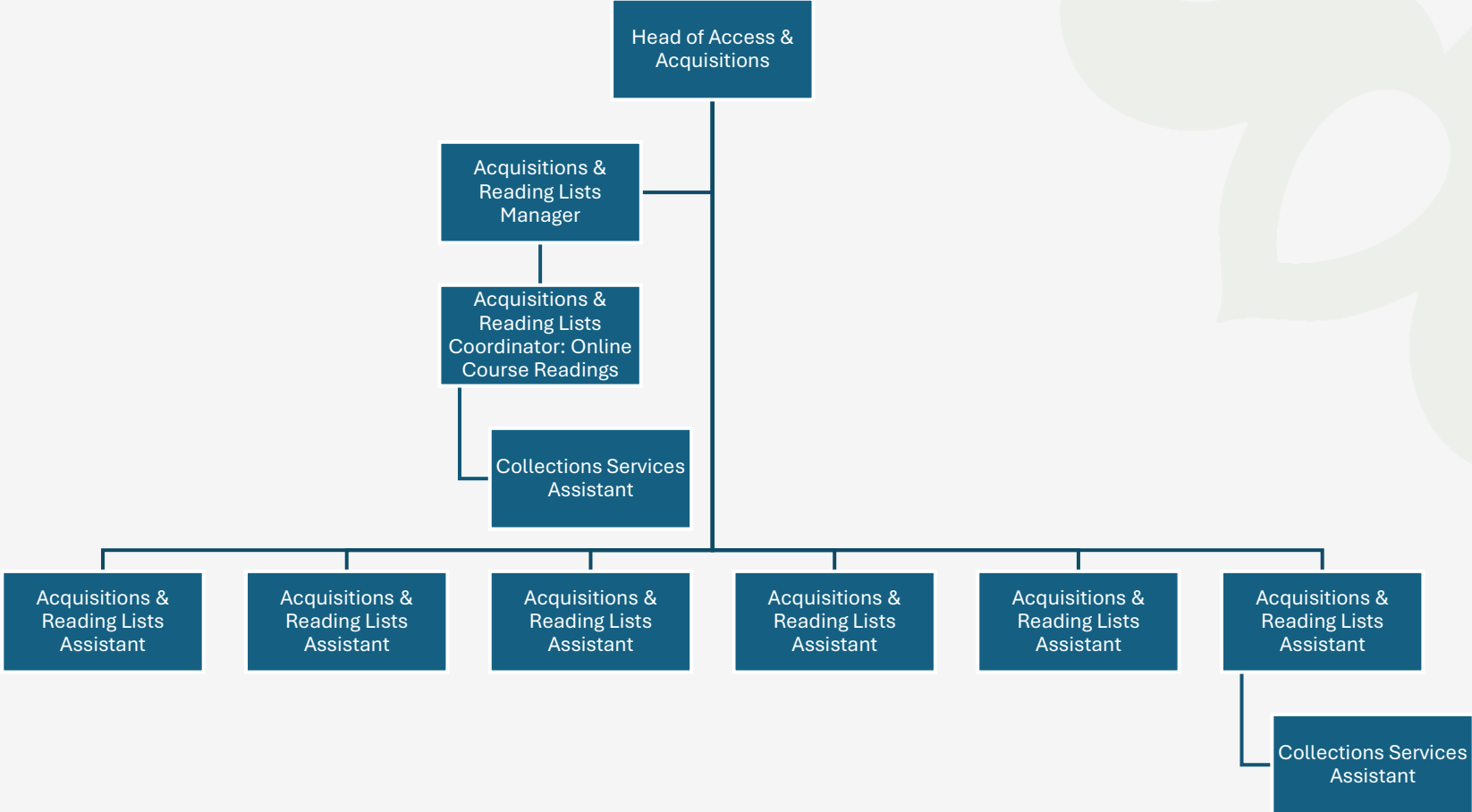
Team structure in 2017



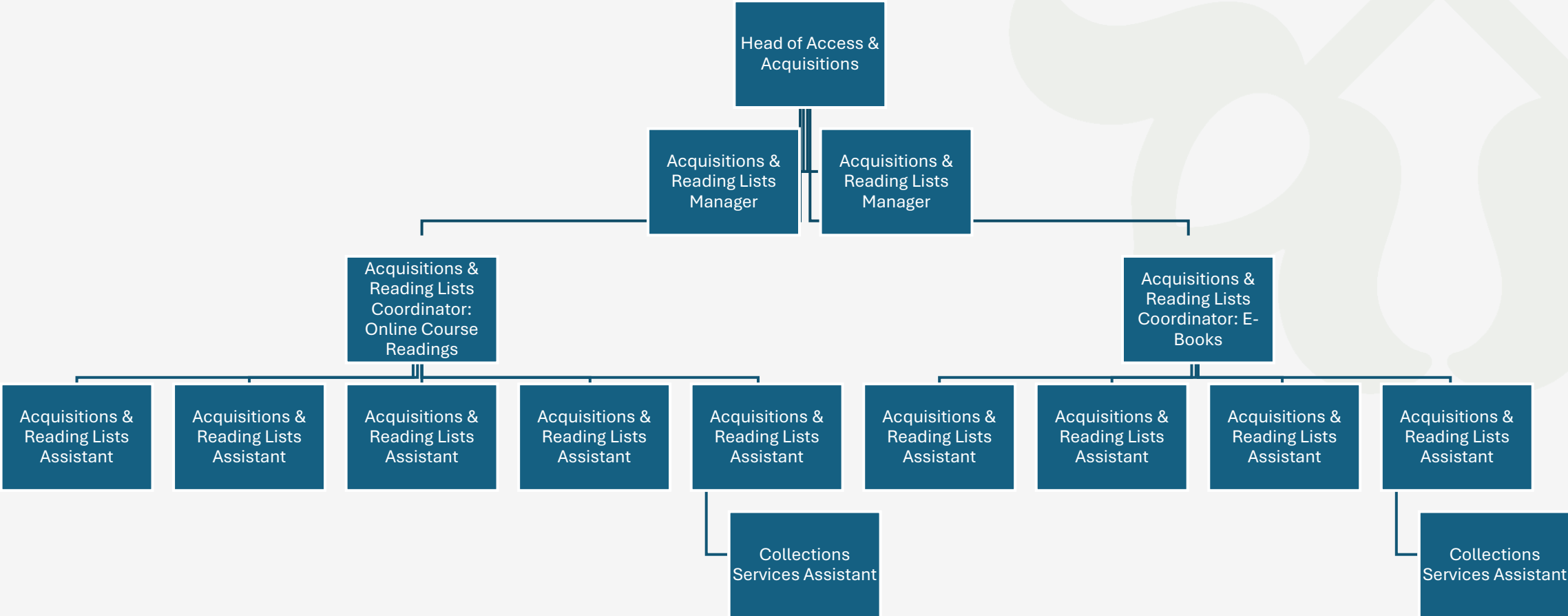
Team structure in 2019



Team structure in 2020

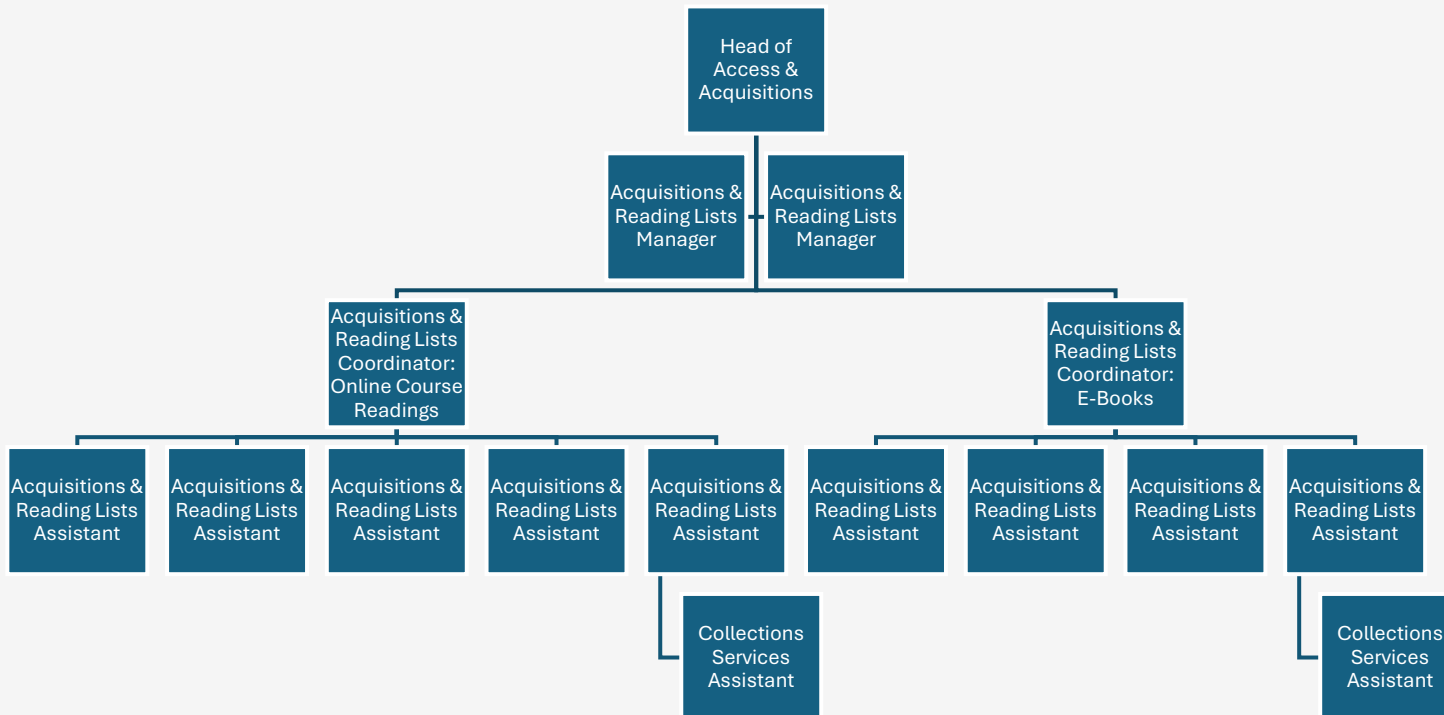


Team structure in 2021

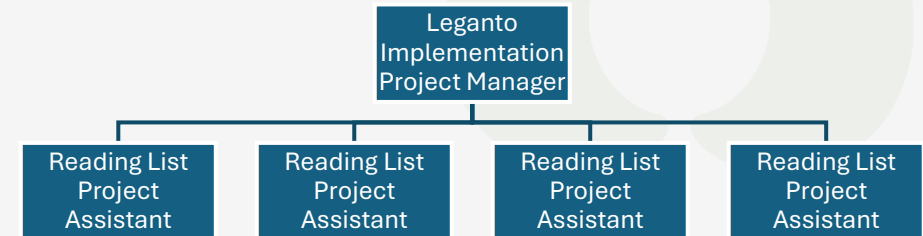


Team structure in 2022

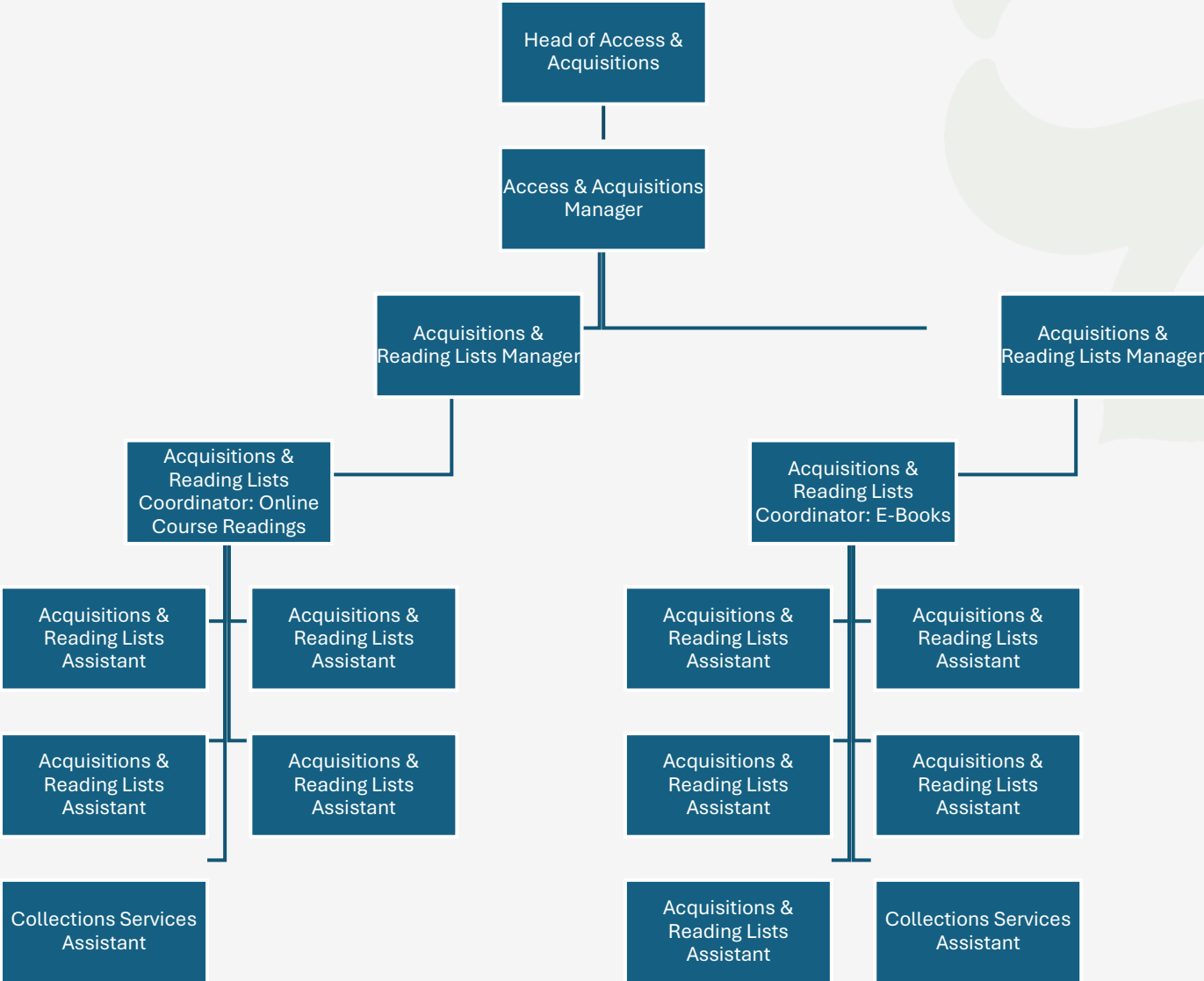
Core Acquisitions & Reading Lists Team



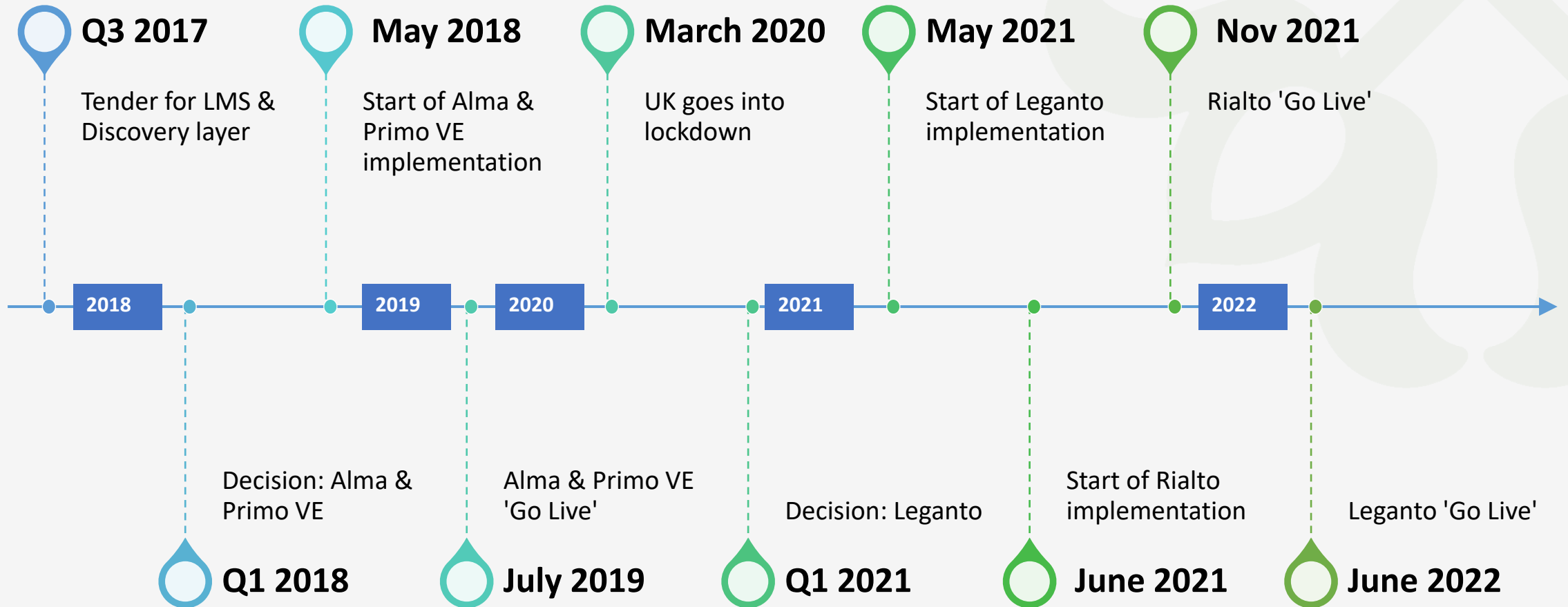
Leganto Implementation Project Team (additional staff)



Team structure in 2023



Ex Libris Systems

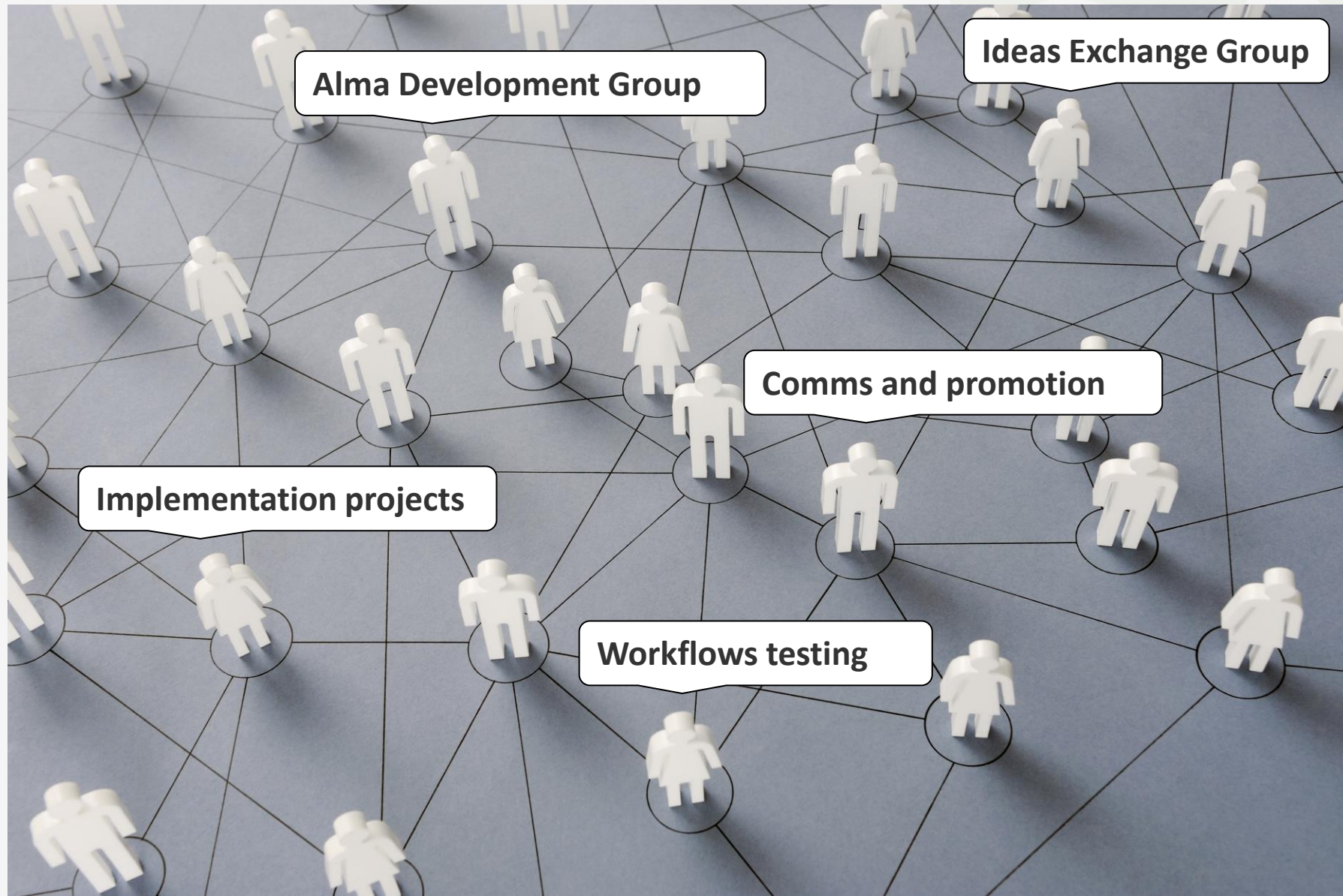


Opportunity sharing

- Developing skills and exploring new areas of interest
 - Leadership skills
 - Communication
 - Problem solving
 - Ex Libris system knowledge
 - IT skills
- Impact on career development and staff retention



Collaboration



Recruitment

- Skills based
- Communication and customer service
- Interview tests
 - Manager level
 - Team Assistants

*** Discussion topic:**

Change, challenges and connectedness: the impact of Covid on ways of working and team togetherness.

25 minutes with 2 colleagues



45 minutes with 6 colleagues

Leeds University Library Project/Initiative Initiation Document

Please complete sections 1.2, 2.2, 2.3 and 3. Hand the document to the observer at the end of your discussion.

This part of the interview process is to assess your ability to work effectively with a group of colleagues and lead discussion in order to generate outputs. While we will be interested to see the outputs generated by the discussions these won't be taken in isolation. Enjoy the discussion and we'll see you for the formal interview.

Section One – description

1.1 Project/Initiative Title	Review of the Library's policy to purchase e-first
1.2 Project/Initiative leader	Please add your name:
1.3 Group members	The project group includes members from the following teams across the Library : Acquisitions and Reading Lists; Collection Development and Management; Metadata and Discovery; Customer Services

1.4 Further information

Leeds University Libraries has had a policy of purchasing journal and book material in electronic format since x. Print materials are still purchased where no e-version is available, or where a user has expressed a particular need for a print item. The [Library](#) is reviewing its overall collections strategy, of which this policy forms one part. Whilst managers within Content and Discovery Services believe that the policy of purchasing e-first works well, we feel it is right to review this as part of the wider review of the [Library's](#) collections strategy.

Team culture

- Trust
- Support
- Encouragement
- Innovation
- Iteration



Reflections

- Each step taken has resulted in more benefits
- More benefits has meant more opportunities
- Culture of knowledge sharing and ownership
- Openness important
- Focus provided by the implementation and maintenance of ExLibris systems



Any questions?

Elly Cope: E.C.Cope@leeds.ac.uk

Isabel Archer: I.Benton@leeds.ac.uk



UNIVERSITY OF LEEDS

Leeds University Library

Leeds, United Kingdom

LS2 9JT

Library no

library.leeds.ac.uk