Designing for Leadership and Innovative Practice

The National Digital Stewardship Residency Model
A Problem

- In the 2000s, staff shortages looked inevitable.
- MLIS programs recruited heavily.
- The economy tanked, just as the internet became the dominant publishing system.
- Retirements delayed, positions cut, and lines reallocated to respond to changing technology.
- Many recent grads stuck without a job, or stuck relocating for term-limited work.
Yet More Problems

- We need to cultivate a new generation of library leadership
  - Not managers, but rather, inspiring experts

- We need a diverse library, to serve diverse library audiences
  - Not just a diverse library workforce, but also diverse collections and services
Constraints not Failures

- Residency programs take big problems...
  - Residents have to relocate to the job
  - The job is term-limited and temporarily funded
- … and treat them as design constraints rather than regrettable failures,
Intentional Outcomes

- so that our limited resources can be focused on solving other problems:
  - Build a professional network and cultivate a professional identity
  - Imbue that professional identity with goodwill
  - Acquire and gain experience with the diversity of skills and knowledge that our libraries need
DESIGNING NDSR PROJECTS
Six Modules; Five Borders

1. **Identify:** How much digital content do you have?
2. **Select:** What portion of digital content will be preserved?
3. **Store:** Where to keep content, now and in the future?
   - **Protect:** How do you protect digital content, both day-to-day and in the event of a significant disaster?
4. **Manage:** What policies and financial planning do you need to keep digital content available over time?
5. **Provide:** How to keep current with legal issues facing your institution, and the technology preferences of your users?
Critical Features

- Geography
- Cohort
- Mentors
- Projects
- Education

- Proximity, Places, People
- Support, Feedback, Encouragement
- Coaching, Professional Guidance
- Deliverables and Goals, not Assignments
- Reflective Practice
Valuable Differences

- Schedule and types of continuing education
- Size and composition of the cohort
- Blend of in-person and on-line interaction
- Nature and scope of projects

This is rich ground for:
  - Re-energizing and re-focusing the profession
  - Cultivating diversity of skills, participants, and collections
  - Ensuring we have smart people to carry our work into the future
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Thank you!