Organizational Culture
Cindy Ingold

Topic:
How can the University Library promote a vibrant and dynamic organizational culture and structure that is supportive of and benefits from diversity and inclusion?

Themes:

Communication
- Provide more opportunities for face to face conversation.
- Accommodate different personality types and different communication styles.
- Freedom to talk openly without repercussions. Permission to bring up idea, voice an opinion and know it is being heard and considered.
- Communication across committees and from committees to units and from units to committees.
- Have Library wide office hours one day per week.
- Mechanism for anonymously reporting problems/issues related to diversity.
- How can we gather opinions from people who do not come to retreats?
- Clearly post policies so everyone or anyone can find.
- Develop best practices for LibNews, provide training, and web guide.

Organizational Culture:
- Sense of ownership and pride in your work, a sense of having a stake in the organization.
- Provide spaces/training to directly address unacceptable behavior.
- More opportunities to see people from other units and see other spaces/libraries.
- Be able to fail; use failure as a learning tool.
- Organization must be nimble; be able to change quickly.
- Do a better job of diversity in hiring.
- Provide exit interviews for all employees. We need to understand why people leave the Library.

Recognition and Rewards:
- Appreciation for a job well done. People thank each other for helping out.
- Fair and equitable pay structure with regular raises. Salary compression is still an issue for some long-term employees.

Training:
- Training and discussion about diversity itself as a subject.
- Make it mandatory for all to attend discussions about diversity and inclusion.
- Library managers might need more training
- Library Advancement could seek to establish endowed fund for staff development and training

Stakeholders (Groups):
Library Administration, Library HR, Diversity Committee, Staff Development and Training Committee

Hiring Plan Impact: None at this time

Adjacencies with other Topical Areas: