Developing an Innovative Library Culture through Entrepreneurship

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Re-Think It 2018
Our Experience

entrelib
The Conference for Entrepreneurial Librarians

The Entrepreneurial Librarian
Edited by Mary Krautler, Mary Beth Lock, and Mary G. Scanlon

The LITA Leadership Guide
The Librarian as Entrepreneur, Leader, and Technologist
Edited by Carl Antonucci and Sharon Clapp
How Did Librarians Become Aware of Entrepreneurship?

Kauffman Foundation Report

“Entrepreneurship in American Higher Education” 2008
What is Entrepreneurship?

“Entrepreneurship is the transformation of an innovation into a sustainable enterprise that generates value.”

Pressures that Impact the Profession

Evolution is everywhere:

- Technology
- Data
- Demographics
- Policies
- Resources
- Facilities
- Library as concept
Characteristics of an Entrepreneurial Organization

- Collaborative
- Experimental
- Transparent
- Responsive
- Proactive
Benefits of an Entrepreneurial Culture

An entrepreneurial library will be more:

– Innovative
– Responsive to patron needs
– Future oriented
– Rewarding for employees
– Valuable to its institution or community
Supporting Entrepreneurship

Communication

Empowerment  Rewards
Communication

• Make decisions transparently
• Include all voices
• Maintain an open door style
• Allow dissension, avoid group-think
• Provide a safe place for risk-takers
• Promote intellectual conflict vs interpersonal conflict
Rewards

• Create a rewards culture to reinforce efforts:
  – Recognize innovative efforts
  – Document accomplishments and achievements
  – Coach failures into positive outcomes
  – Support risk taking

• Modify as needed—perpetual beta

• Conclude or normalize
Empowerment

• Give staff the power to be creative by providing:
  – Autonomy and independence
  – Mutual respect
  – Team-based decision making
  – Leadership opportunities
How Does this Apply to Librarians?
Professional Attributes that Encourage an Entrepreneurial Spirit

- Innovative and creative
- Accountable
- Service minded
- Inclusive
- Risk taking
- Curious
New Skills Needed in Libraries

- Advocacy skills
- Assessment
- Communication
- Instructional design
- Project management
Implications

• LIS curricula
  – Update MLS model
  – Identify future competencies
  – Experiential learning
Education for the Entrepreneurial Librarian

• Multiple literacies
• “Making” and creative activities
• Community focus
• Facility with data
• Managing change
• Assessment
Crossover Example

Population: 1900 to 2016

In thousands, except as indicated. Estimates as of July 1. Prior to 1940, excludes Alaska and Hawaii. Civilian population excludes Armed Forces.

Implications

• Professional development
  – Create opportunities for innovation
  – Share ideas
Themes

“Inspiration, Innovation, Celebration”

Steven J. Bell

Librarian Entrepreneurs: Demystifying A Professional Oxymoron

“From Vision to Implementation”
Themes

“Social Entrepreneurship in Action”

“Take Risks, Embrace Change”

Innovation Program Award: Transformative Experiences
Themes

Imagine the NEXT! 2016

Old, New, & Borrowed – Archetypes for 21st century Library Design
2018 Entrepreneurial Librarians’ Conference: http://entrelib.org/

Grow, Evolve, Serve!
Contact Us

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