

## Brown University Library Operational Plan, FY 2019-2020

### **Strategic Priority: *Organizational Development***

**Lead Department or Coordinating Group: Library Human Resources & Organizational Development**

<b>Goal 2: [What you want to accomplish; what impact are you trying to achieve?]</b> <i>Embrace a culture of continuous learning for building capacity with regards to current work performed and professional pathways</i>					
<b>OBJECTIVE</b> <i>[What you are going to do to accomplish this goal?]</i>	<b>TASKS / INITIATIVES</b> <i>[How you are going to do it? What actions will you take?]</i>	<b>KEY SUCCESS MEASURE</b> <i>[How are you going to track progress or know you accomplished it?]</i>	<b>TARGET DATE</b> <i>[When will it be completed; or milestone date]</i>	<b>RESPONSIBILITY</b> <i>[Who will lead and/or perform this work?]</i>	<b>RESULTS</b> <i>[What was the outcome?]</i>
Identify career paths as well as the knowledge, skills and competencies needed to progress along career paths and enable the Library to achieve the goals identified in the Brown University Library Strategic Plan, 2019-2024	Review purpose and evaluate effectiveness of PPL program. Develop recommendations for revised or alternative initiative for Librarian professional development and career paths	Recommendations, based on Librarian input and benchmarking best practices developed.	Implement by 3/31/20  Measure 6/30/20	Director of HR&OD	
	Work with LMC to identify career paths for unionized staff. Identify skills and competencies needed	Career paths identified and communicated	Implement by 6/30/20  Measure 6/30/20	Director of HR&OD and LMC	
	Work with non-union/non-librarian staff and managers to identify career paths in respective fields. Identify skills and competencies needed.	Career paths identified and communicated	Implement by 3/31/20  Measure 6/30/20	Director of HR&OD	

	Work with leaders and staff to identify knowledge, skills and competencies needed to build Library capabilities and expertise	Knowledge, skills and competencies identified and communicated	Implement by 12/31/19  Measure 4/30/20	Director of HR&OD	
	Review job descriptions to ensure they reflect job responsibilities as well as knowledge, skills and competencies needed to build Library capabilities and expertise	All Library job descriptions updated	Implement by 12/31/19  Measure 4/30/20	Director of HR&OD with Director of Planning & Assessment (informed by staffing study)	