"It Takes a Village": Staffing the 21st Century Research Library
"集整体之力"：配备21世纪研究图书馆员

Tsinghua-Cornell International Forum on University Library Futures

Beijing, China November 1 -3, 2012

Winston Tabb, Sheridan Dean of University Libraries & Museums
Johns Hopkins University

A. Knowledge and Skills
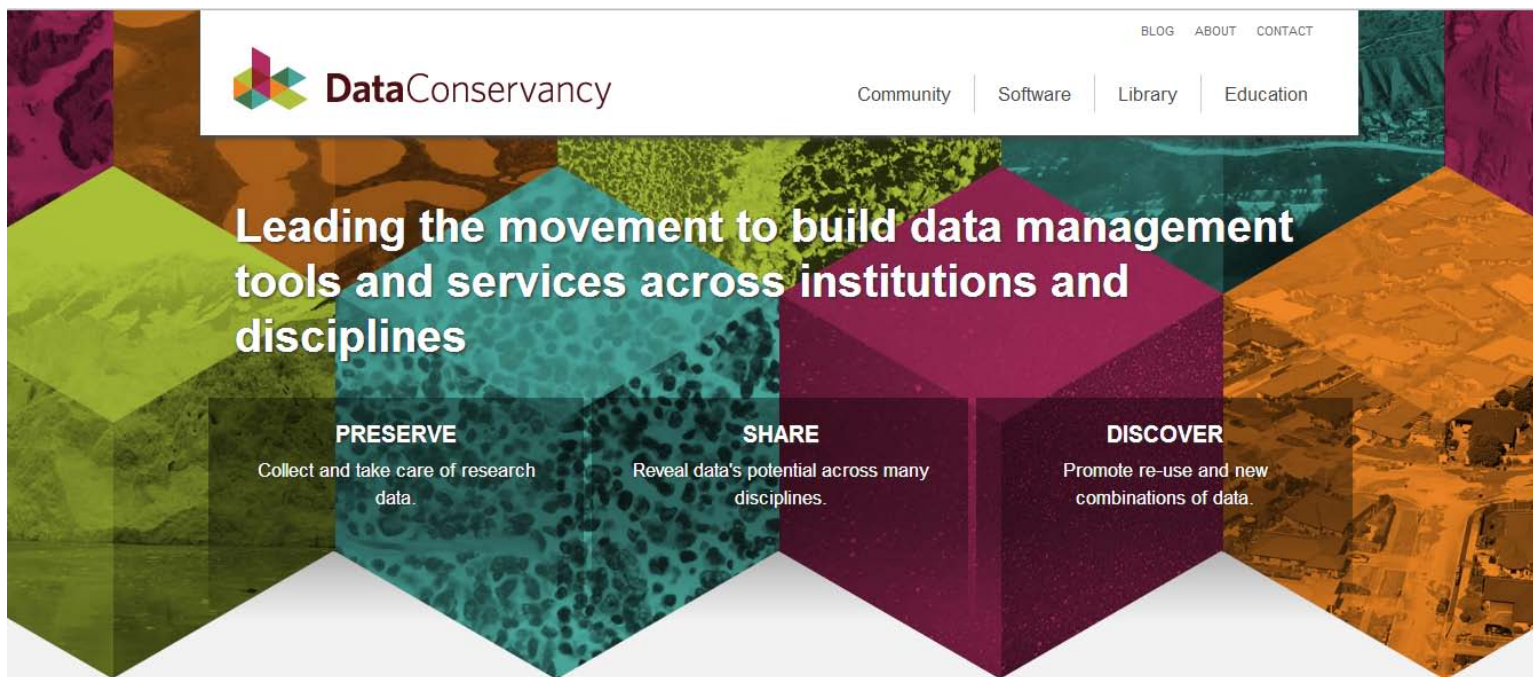知识和技能

B. Personal Attributes
人员品质

Knowledge and Skills 知识和技能

- Data librarians/data scientists in Data Research and Curation Center 数据馆员/数据科学家
- Business graduates in Entrepreneurial Library Program, the library's income-generating department 商学院毕业生
- User Experience Manager 用户体验管理人员
- Curators with Ph.D.'s in the humanities 人文科学资源的收集人员
- Instructional Technology experts 教学技术专家
- Communications Manager 公共关系管理人员
- IP Manager 知识产权管理人员

数据馆员/数据科学家

- Data librarians/data scientists in Data Research and Curation Center, most trained as computer engineers, computer scientists and mathematicians, helping faculty create, organize, use and preserve data

The Sheridan Libraries encompass the Milton S. Eisenhower Library and its collections at the Albert D. Hutzler Reading Room, John Work Garrett Library and the George Peabody Library at Mt. Vernon Place.

商学院毕业生

- Business graduates in Entrepreneurial Library Program, the library's income-generating department, most with MBA degrees

The Sheridan Libraries encompass the Milton S. Eisenhower Library and its collections at the Albert D. Hutzler Reading Room, John Work Garrett Library and the George Peabody Library at Mt. Vernon Place.

用户体验管理人员

- User Experience Manager, using techniques from private sector to assess user satisfaction and propose changes in services

The Sheridan Libraries encompass the Milton S. Eisenhower Library and its collections at the Albert D. Hutzler Reading Room, John Work Garrett Library and the George Peabody Library at Mt. Vernon Place.

人文科学资源的收集人员

- **Curators with Ph.D.'s in the humanities,** building collections but also teaching, embedded in both the library and academic departments
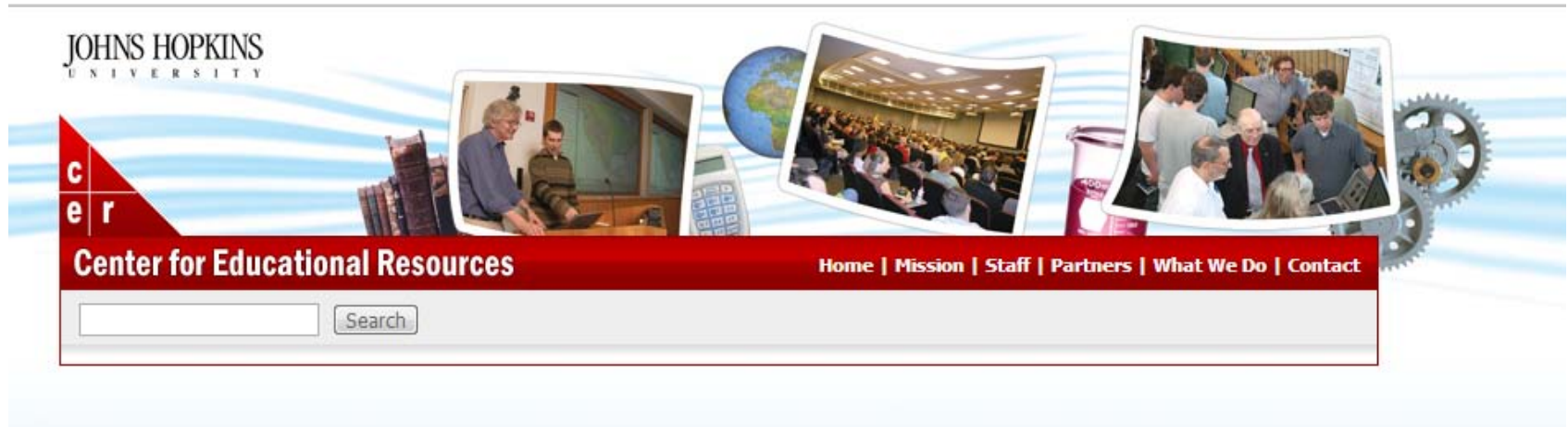

The Sheridan Libraries encompass the Milton S. Eisenhower Library and its collections at the Albert D. Hutzler Reading Room, John Work Garrett Library and the George Peabody Library at Mt. Vernon Place.

教学技术专家

- Instructional Technology experts, working in the Center for Educational Resources to help faculty make better use of technology for pedagogical purposes

The Sheridan Libraries encompass the Milton S. Eisenhower Library and its collections at the Albert D. Hutzler Reading Room, John Work Garrett Library and the George Peabody Library at Mt. Vernon Place.

公共关系管理人员

- **Communications Manager**, responsible for ensuring effective use of ever-changing social media

The Sheridan Libraries encompass the Milton S. Eisenhower Library and its collections at the Albert D. Hutzler Reading Room, John Work Garrett Library and the George Peabody Library at Mt. Vernon Place.

知识产权管理人员

- IP Manager, ensuring that users fully exercise their rights to access and use intellectual property

The Sheridan Libraries encompass the Milton S. Eisenhower Library and its collections at the Albert D. Hutzler Reading Room, John Work Garrett Library and the George Peabody Library at Mt. Vernon Place.

Personal Attributes
员工应具有的品质

- Collaborative 合作性
- Entrepreneurial 创业性
- Risk-taking 风险
- Innovative 创新
- Flexible/Agile 灵活/应变
- Workaholic 工作狂
- Self-starting 自我启动