New Direction area name: The Future of Jobs in the University Library

Starting point 1: The Library develops a workforce planning strategy and succession planning for key positions defined by New Directions

- **Benefits:**
  - Pro-active in the face of timeline of attrition
  - Identifies, trains and retains new & current talent
  - Maps to new culture of assessment and planning
  - Begins to build bench strength

- **Risks/Concerns:**
  - Too little, too late
  - That New Directions is not going to maintain balance between new and traditional roles

Starting point 2: Integrate 21st century skills in all library job postings and job descriptions.

- **Benefits:**
  - Maps to professional development and training goals
  - Attracts high caliber candidates
  - Markets & communicates UCB Library’s desired state

- **Risks/Concerns:**
  - Impact on resources & productivity as a result of training activities

Starting point 3: Propose New Directions summit/retreat on defining the hybrid library professional within the library workplace culture. Key stakeholders in meeting include Library Admin, LAUC-B, AFT, CUE, et. al. and campus infrastructure (i.e. APO, OHR Classification, Labor Relations).

- **Benefits:**
  - Partners librarians, information technologists, subject and functional specialists in collaborative dialogue

- **Risks/Concerns:**
  - Job classification – Adapt the new hybrid library professional into the framework of the library field in Career Compass initiative.