

Marty Hale-Evans
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Library Development Report: EMP

State of the Library

Because the EMP has undergone several changes in upper management, each of whom have brought a variety of ideas about long-range vision and planning for the organization, development of the EMP's internal information resources has been somewhat haphazard and lacking in an overall plan or vision. Recurrent funding problems have also contributed to a lack of unified development, with resources being added or cut as budgetary constraints have demanded, often in response to immediate needs rather than a broader long-range plan.

EMP's 2011 name merge blended the Experience Music Project's roots in rock music and the Science Fiction Hall of Fame's focus on genre media. It heralds a broader mission related to popular culture scholarship and fostering creativity in cutting-edge, interactive ways. While the organization is seeking a new CEO and new leadership to develop a new overall vision, no time is better than now to formulate a long-term vision and plan for meeting the organization's information needs as well. To fully claim the EMP's role as a leading center for understanding and interpreting popular culture's history as well as shaping and promoting its future, the organization's information infrastructure must support its educational goals, both in terms of creating innovative exhibit design and providing dynamic support and resources for teachers and other educational professionals as well as self-educators. It must also support the museum's mission of understanding and promoting the creative process in the arena of popular arts and culture. Building a thoughtfully designed and organized information infrastructure will save time and money for museum personnel; it will also provide them with tools and professional assistance that will be tailored to their functions, with which they can produce better exhibits, educational resources, and other work with less effort spent tracking down what they need from more general collections. Eventually, it may help EMP become a unique academic resource and a destination center for popular culture research and scholarship.

Development Plan

To formulate a solid development plan, a thorough assessment must be made of the current information assets owned by the museum that form the foundation of the library. I will make sure all books, journals, and other documents currently owned are accurately inventoried and cataloged. Ongoing resources such as journal subscriptions and online information source subscriptions will also be

cataloged and assessed. The library will work in partnership with the curatorial staff, but realia and other items in the museum collection will not be considered part of the library, which will focus on information and resources that will be actively used by museum staff for research. Similarly, the library will partner with the staff that develops and maintains the Sound and Vision audio collection, but will operate separately, except where information support is needed to enrich the development or use of Sound and Vision assets.

The next step in building a solid information infrastructure for the museum will be to survey museum personnel to understand their information needs and current information behavior. Library planning will take into account the varied needs of the museum's many roles, including:

- Museum management
- Curators and exhibit designers
- Popular culture scholars and historians
- Educational and instructional designers
- IT designers and support staff
- Development and fundraising professionals
- Other departments such as human resources, accounting, marketing, and community outreach

It will be important to understand what resources museum staff use when they perform research elsewhere, and whether it will be more useful to maintain those resources onsite or use them at other libraries and facilities. As well as understanding current patterns of information use, I will need to assess what resources personnel would theoretically find useful that they cannot currently access.

I expect to be particularly aware of serving certain functions and goals within the organization when considering what books, periodicals, popular media, academic research databases, and other informational resources to acquire and maintain. Some of these include:

- Staying highly informed about popular culture directly, as well as keeping current with academic scholarship pertaining to popular culture.
- Supporting the specific study of creativity and the creative process, including up-to-date research on understanding it and techniques for stimulating and developing it.
- Keeping abreast of relevant new technology, especially technology that can be applied to museum presentation (such as innovations in interactive mobile and RFID technology) and tools for creative arts production.
- Seeking effective solutions to the organization's fundraising and development issues, which is crucial to support the museum's goal of becoming more fully self-sustaining.

Using this information, I will be able to fill gaps in our current holdings and shape a library that will support the mission and goals of the museum now and in the future. Toward this end, I will also create a set of appropriate procedures and policies regarding the development and maintenance of the collection that can act as a sensible rubric for consistent future action. I expect to be able to perform many of these functions simultaneously (assessment of resources, survey of personnel, planning) over

the course of approximately three months, with a goal of putting the plan into action over another three months and providing a fully functional library within approximately six months.

Budget

Until the initial assessments are done as described previously, a detailed budget is impossible to formulate. Nonetheless, some estimates can be made. To supplement funding available from current museum funds, I plan to apply for one or more grants from the Institute of Museum and Library Services as provided under the Museum and Library Services Act of 2010, which was established to help fund museum libraries. This should be considered an atypical budget, since it will be used as a “startup” fund to acquire new resources and equipment; ongoing operating budgets should be lower in some categories. This budget will not take into account basic office supplies or facility costs such as utilities, which should be covered under general operating overhead for the museum.

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| Librarian Salary | \$60,000 + commensurate benefits package |
| Books, Periodicals, Media | \$250,000 |
| Digital Equipment, Software, Online Services (computers, online subscriptions, cataloging) | \$150,000 |
| Furniture and Supplies (desk, bookcases, miscellaneous furniture, library-specific supplies) | \$15,000 |