

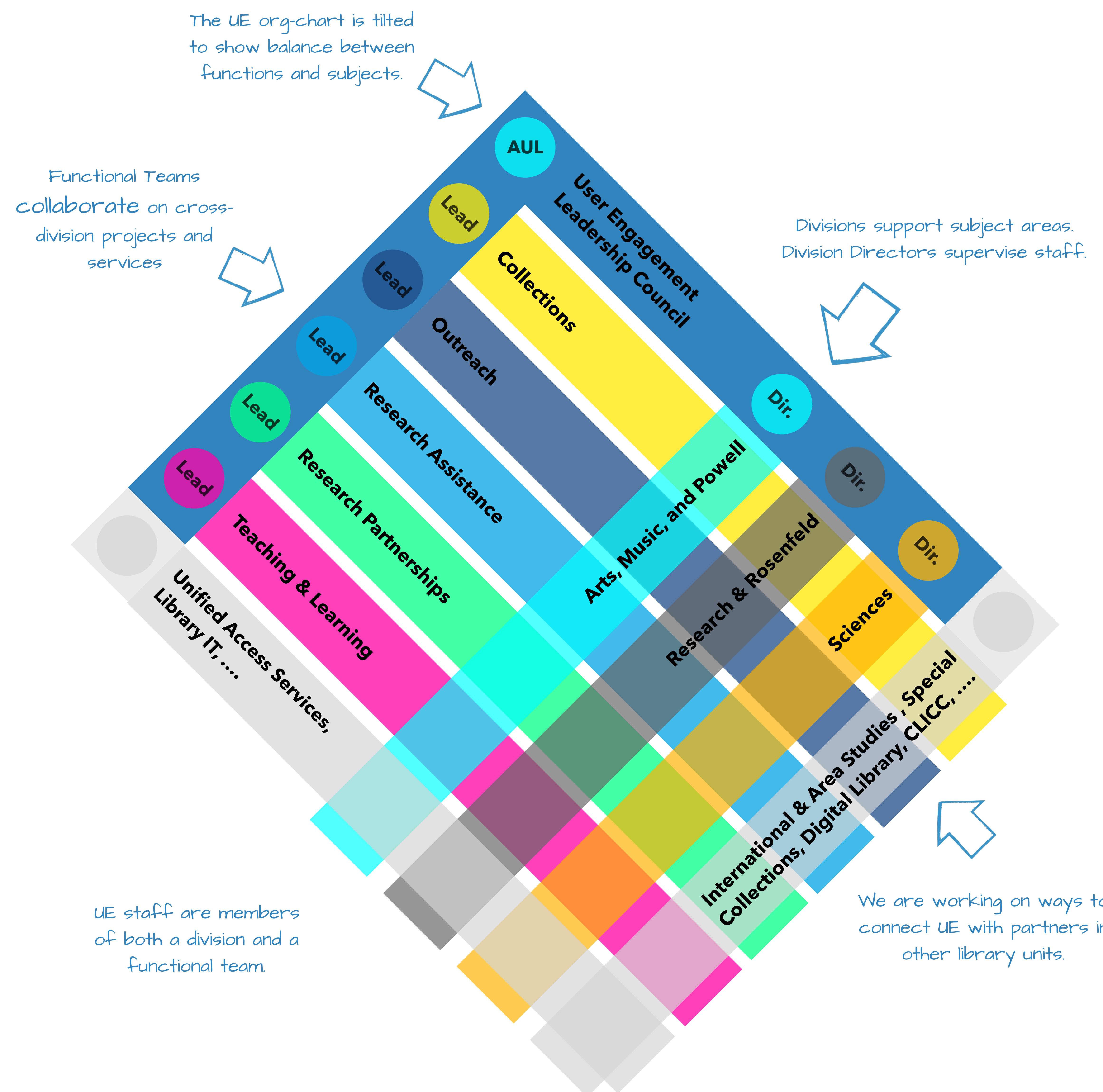
Can Librarians Wear Plaid?

Early insights into forming a matrix organization

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User Engagement (UE) Matrix Organization



UE Staff Feedback Survey

Current Challenges

- Creating effective communication channels between UE and the library as a whole
- Balancing new responsibilities with existing workloads

Early Successes

- More voices and perspectives are being heard
- Team members are empowered to spearhead projects in functional teams
- UE teams are hosting more sharing and collaboration opportunities (UE Open Mic, Cross-training workshops, open calls for participation and feedback)

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Aspirations & Next Steps

- Identify priorities for Functional Teams and Divisions
- Plan for Functional Team turnover for leadership and members
- Leverage UE staff strengths and leadership to develop a proactive, innovative suite of library services and programs
- Develop consistent and efficient policies and procedures across UE