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Guiding Principles for Tulane University Libraries Organizational Design and Phases of Growth – 2023-2028

All adjustments to library staffing are approached with a framework guided by our Kaleidoscope values and vision, and undertaken with the following priorities and goals in mind.

1. Aligning - Service Levels
The design will support for diverse academic disciplines, research needs, methods, and communities, enhancing the Libraries' support for research, teaching, and learning for approximately 1,600 faculty and 15,000 students across subjects.

2. Balancing- Strengths and Future Needs
We build on existing strengths while embracing emerging priorities in research, open scholarship, and innovation, expanding the Libraries' impact and relevance.

3. Evolving- A Next-Generation Library System
We prioritize incremental improvement based on individual and organizational growth, evolving to holistically support and embrace diverse research methods, digital transformation, innovation, and equitable access.

4. Strengthening- Our Foundation of Excellence
Leveraging our history of service excellence, distinctive collections, and community-focused approach, the new structure better positions the Libraries to offer unmatched resources and support through a unified, cohesive strategy.

5. Uplifting- University Priorities and Aspirations
Modernizing our structure aligns with Tulane's strategic goals, positioning us as an essential partner in advancing the University's academic mission.

Kaleidoscope Phases of Growth and Improvement:

Phase 1: Strategic Realignment – 2023-2024
- Implement portfolio-based management to streamline operations, reduce silos, and enhance accountability through an integrated approach.

Phase 2: Expanding Access and Resources – 2024-2026
- Invest in digital infrastructure, collection transformation, and staff development to maximize services and support across academic disciplines, ensuring these changes are woven throughout the entire organization.

Phase 3: Strategic and Operational Agility and Resilience – 2026-2028
- Ensure operational resilience and expand research support capacity by fostering the growth of library workers across the organization. This holistic approach supports leadership development and sustainable service delivery, strategically positioning the Libraries to meet evolving academic needs.