



# Designing for Leadership and Innovative Practice

The National Digital Stewardship Residency Model



# A Problem

- In the 2000s, staff shortages looked inevitable.
- MLIS programs recruited heavily.
- The economy tanked, just as the internet became the dominant publishing system.
- Retirements delayed, positions cut, and lines reallocated to respond to changing technology
- Many recent grads stuck without a job, or stuck relocating for term-limited work.



# Yet More Problems

- We need to cultivate a new generation of library leadership
  - Not managers, but rather, inspiring experts
- We need a diverse library, to serve diverse library audiences
  - Not just a diverse library workforce, but also diverse collections and services



# Constraints not Failures

- Residency programs take big problems...
  - Residents have to relocate to the job
  - The job is term-limited and temporarily funded
- ... and treat them as design constraints rather than regrettable failures,



# Intentional Outcomes

- so that our limited resources can be focused on solving other problems:
  - Build a professional network and cultivate a professional identity
  - Imbue that professional identity with goodwill
  - Acquire and gain experience with the diversity of skills and knowledge that our libraries need



The Digital Preservation Outreach & Education Model

# DESIGNING NDSR PROJECTS



# Six Modules; Five Borders

- 1 ▪ **Identify:** How much digital content do you have?
- 2 ▪ **Select:** What portion of digital content will be preserved?
- 3 ▪ **Store:** Where to keep content, now and in the future?
  - **Protect:** How do you protect digital content, both day-to-day
- 4 and in the event of a significant disaster?
  - **Manage:** What policies and financial planning do you need to
- 5 keep digital content available over time?
  - **Provide:** How to keep current with legal issues facing your
  - institution, and the technology preferences of your users?



# Critical Features

- Geography
- Cohort
- Mentors
- Projects
- Education
- Proximity, Places, People
- Support, Feedback, Encouragement
- Coaching, Professional Guidance
- Deliverables and Goals, not Assignments
- Reflective Practice





# Valuable Differences

- Schedule and types of continuing education
- Size and composition of the cohort
- Blend of in-person and on-line interaction
- Nature and scope of projects
  
- This is rich ground for:
  - Re-energizing and re-focusing the profession
  - Cultivating diversity of skills, participants, and collections
  - Ensuring we have smart people to carry our work into the future



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Thank you!