

## Editor's Message

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Welcome to LL&M's special issue on library reorganizations. The literature surrounding library reorganizations cover a wide variety of approaches, methods, lessons learned, and case studies, and we are continually seeking ways to expand our collective knowledge around the challenges and opportunities presented by these complex experiences.

This issue in particular offers three academic library case studies that highlight the relational and structural elements necessary to support successful initiatives:

### "More Than Just Boxes and Lines on a Page: Stories from a Special Collections Department Reorganization"

This article focuses on the "why" behind the reorganization and specifically, how this impacts the new responsibilities needed to successfully reorganize the department. The framework utilized includes conducting informational interviews, analyzing data, developing a staffing model, writing new portfolios for each staff member, finalizing the organizational structure, and drafting new job descriptions. The case study describes the process used to plan this work, key steps including a communication plan to department staff, peers, and library administrators, and concludes with several lessons learned.

### "From Pumps and Pipes to Data and Discovery: Unifying a New Division"

In this article, the authors discuss the formation of the Metadata and Information Technology (MIT) Division. This article details how the MIT Division created a Data and Discovery initiative based on Pumps and Pipes, a collaborative model that brings seemingly unrelated areas together to discover solutions to their respective challenges by exploring a toolbox approach. As part of this reorganization, the Metadata and Information Technology (MIT) Division was created with two main departments: the Cataloging and Metadata (C&M) Department and the Library Information Technology (LIT) Department. This case study describes how this model was leveraged to unify these two departments and help them collaborate to better serve library patrons and highlights new initiatives that will help the division for the future.

### “Incremental Reorganization at a Regional Comprehensive University: A Case Study”

This paper discusses a series of incremental reorganizations, prompted by a variety of simultaneous challenges including retirements, departures, and the overlapping and gradual modernization of library services, systems, and spaces. Strategies used center around inclusive and transparent communication, training and documentation, as well as celebrating wins along the way to help build community and excitement for future directions.

We hope you enjoy these insightful case studies and lessons learned!

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