

Collaboratively Managing Change with the Digital Library of the Caribbean (dLOC)

Judith C. Russell and Laurie Taylor



ACURIL

CURAÇAO 2022

Three phases; stages in each:

Warm up

1. establishing a sense of urgency
2. creating the guiding coalition
3. developing a vision and strategy
4. communicating the change vision

Introducing the new practice

5. empowering broad-based action
6. generating short-term wins

Final grounding phase

7. consolidating gains and producing more change
8. anchoring new approaches in the culture

Change Model

Kotter's 8 stages

Warm up

1. establishing a sense of urgency
2. creating the guiding coalition
3. developing a vision and strategy
4. communicating the change vision

Actions, Dec. 2020-Summer 2021

- Dec.: site down 1 week, loss of programmer
- Jan. 2021, recognition that site was in duress, creation of MVP plan (minimum viable product), defined vision of new patron site within changed ecosystem
- Summer 2021, release of prototype, monthly presentations, emails, and updates

Introducing the new practice

5. empowering broad-based action
6. generating short-term wins

Actions, Fall 2021 – Feb. 2022

- New patron site released
- New governance site released
- Partner meeting, vote on new bylaws and Executive Committee Members

Major Changes

New Patron Site

The screenshot shows the dLOC website interface. At the top, there is a blue header with the dLOC logo (a green bird icon) and the text "dLOC DIGITAL LIBRARY OF THE CARIBBEAN". To the right of the logo are links for "ABOUT", "CONTACT US", a search icon, and a language dropdown menu set to "English". Below the header is a dark grey navigation bar with links for "Home", "Collections and Partners", "Title Sets", "Map Search", "Genres", and "Dates". A light orange banner below the navigation bar contains the text "Beta. See former site: original-ufdc.uflib.ufl.edu/dloc1".

The main content area features a search bar with the placeholder text "Search dLOC Collections" and a blue "Search" button. Below the search bar is a blue button labeled "Refine Your Search". On the right side of the main content area, there is a vertical green button labeled "Ask Us!".

Centered in the main content area is the text "dLOC DIGITAL LIBRARY OF THE CARIBBEAN" in green, followed by "A Multi-Institutional, International Digital Library." in grey. Below this text are three horizontal banners with images and text: "Collections & Title Sets" (with images of historical documents and a coin), "Title Sets" (with images of book covers like "Caribbean 1933" and "portside"), and "Genres" (with images of a newspaper "The Tribune" and a book cover).

Governance Site

DIGITAL LIBRARY OF THE CARIBBEAN
dLOC | Biblioteca Digital de Caribe | Bibliothèque Numérique des Caraïbes

Partners Governance Copyright Community Projects New Patron Website

Digital Library of the Caribbean

dLOC is a cooperative digital library for resources from and about the Caribbean

PARTNERS GOVERNANCE PROJECTS
COPYRIGHT NEW PATRON WEBSITE



dLOC

DIGITAL LIBRARY OF THE CARIBBEAN

Final grounding phase

7. consolidating gains and producing more change
8. anchoring new approaches in the culture

Actions, April 2022:

- Mellon Foundation grant for \$2 million dollars for revitalizing dLOC community
- Partner meeting
- New hires underway
- 4-year plan for revitalizing dLOC

Major Changes

&

Revitalizing dLOC Grant, 2022-2026



dLOC

DIGITAL LIBRARY OF THE CARIBBEAN
ORGANIZATIONAL CHART

EXECUTIVE BOARD

PROVIDES LEADERSHIP & COORDINATION
FOR ACTIVITIES & PROGRAMS

**SCHOLAR
ADVISORY BOARD**

PROVIDES LEADERSHIP
FOR ALL AREAS RELATED
TO RESEARCH & TEACHING

**MEMBER
INSTITUTIONS**

CONTRIBUTE FUNDS
FOR ONGOING
OPERATIONS & GROWTH

PARTNERS

THE HEART
OF DLOC

UF

**HOST
INSTITUTIONS**

FIU

**HOST
OUTREACH**

PROVIDE SUPPORT FOR THEIR AREAS & CONTRIBUTE TEAM MEMBERS AS STAFF FOR CORE ACTIVITIES

New Roles

Updated Bylaws & Organizational
Chart

Thank you!

👤 Judith C. Russell and Laurie Taylor

☎ 352-871-5113

✉ dLOC@uflib.ufl.edu

