Analyzing Library Expertise
How Gonzaga University’s Foley Library Interrogates Expertise Data Towards Data-Driven Talent Management

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## Why rethink talent management in LIS?

**Key trends impacting the LIS workforce entering into 2020**

<table>
<thead>
<tr>
<th>Resource Constraints</th>
<th>Library Budgets</th>
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<tr>
<td>Shift to Digital</td>
<td>Time</td>
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<td>Collection-Centered to Engagement-Centered</td>
<td>Social Capital and Networks</td>
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<td>Liaison and Partnership Models</td>
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<td>Digital Scholarship and RDM</td>
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<td>Library space as Community Hub</td>
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<td>Changing Geography of Librarianship</td>
<td>Embedded Librarians</td>
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<td>Distributed across campus</td>
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<td>Remote Collaboration</td>
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<td>EDI</td>
<td>Cultural competency</td>
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<td>COVID</td>
<td>Accelerating everything</td>
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Skilltype x Gonzaga Timeline
From 2018 to today

Oct 2018 Development Partnership Begins (Represented by Organizational Effectiveness Committee)

Feb 2019 On-site kickoff post ALA MW Seattle

Feb 2020 Rollout postponed by COVID-19

Nov 2020 - May 2021 Rollout
Key developments during partnership

LIS Skills Ontology, Data Sharing Architecture, & Reskilling Model

2018 Analyzed over 12 LIS core competency frameworks to create a skills ontology of over 600 skills

2019 Created most comprehensive LIS professional development database in world

2020 Deliver expertise data and learning activity to managers for data-driven talent management
Building future of scholarly professional development

Evolving from “independent study” to “AI-powered cohorts”
Gonzaga Case Study
Why Skilltype at Gonzaga?

3 Considerations

- **Mission Considerations**
  - *Cura Personalis*

- **Strategic Considerations**
  - Learning Organization

- **Practical Considerations**
  - Limited resources
  - Geography
  - Increase in Online Opportunities
  - Efficiency
Strategic investment in people
In 3 areas

- Recruitment Decisions
- Group Learning Needs
- Individual Learning Plans
Current Status
COVID-delayed but back underway

- Full implementation of planning and assessment process was COVID-delayed
- Employees have been invited to create profiles
- A resource in the development of Individual Learning Plans
Future Directions

Assessment-driven talent management

- Use PowerBI to analyze data from
  - Nuventive Improve (Planning and Assessment)
  - Skilltype (Skills and Interests)

- Mapping of Skills
  - Goals to Employee Skills & Interests
  - Operational Needs to Employee Skills & Interests

- Gap Analysis
  - Needed Skills Identified in Planning Process
  - Learn vs. Hire