

## Factors Contributing to Organizational Innovation in the Research Library

### A Set of Propositions to be Tested

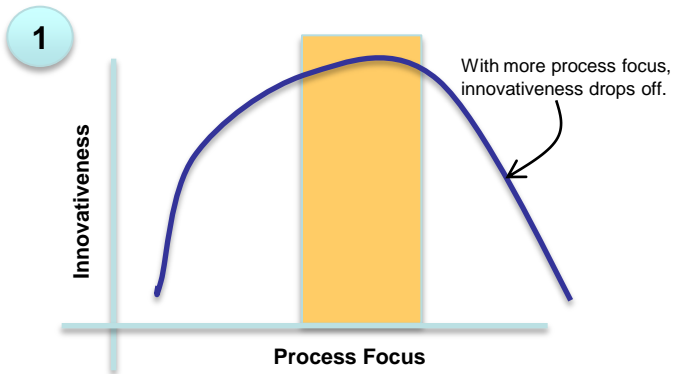
**Assumption:** An innovative culture is not only important for the near term but essential for a research library to thrive in the future.

**Research Question:** How does innovativeness relate to organizational factors?

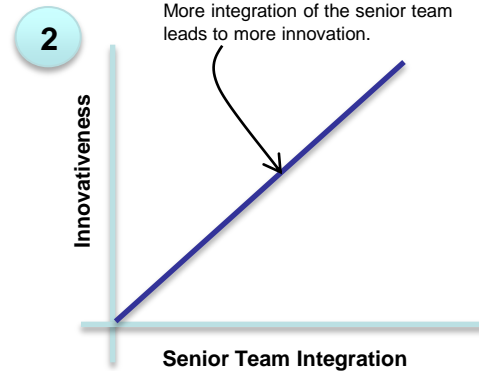
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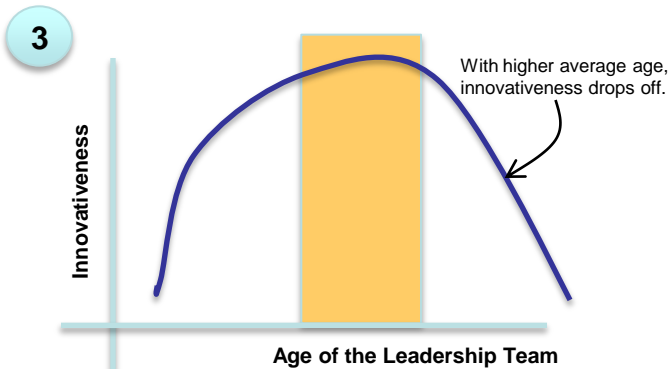
Innovation performance is based on the number and types of innovations implemented by the library and the extent of implementation.



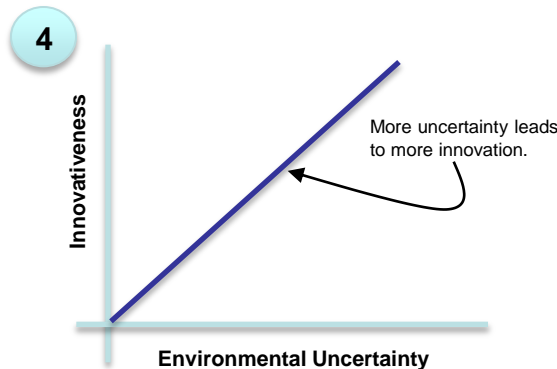
**P1:** A nonlinear (inverted U-shaped relationship) exists between the Innovativeness of the library and the focus on process



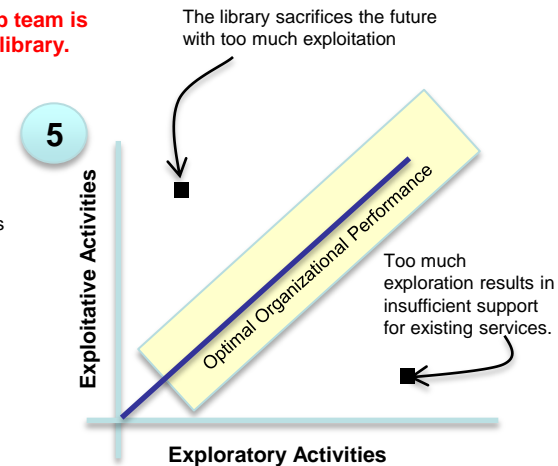
**P2:** The integration of the senior leadership team is positively related to innovativeness of the library.



**P4:** A nonlinear (inverted U-shaped relationship) exists between the Innovativeness of the library and the average age of the leadership team



**P4:** Innovativeness increases with more environmental uncertainty



**P5:** A balance between exploratory and exploitative tasks results in optimal Innovation performance.

Innovations Adopted by ARL Libraries (N=47)			
	N	Mean	SD
Radical	9	5.9	1.5
Mid-range	11	9.3	1.2
Incremental	12	8.0	1.4