



# The Age Bomb and the Age of Globalisation

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# The Age of Expansion 1970's and 80's

- ◆ More students in Norwegian universities
- ◆ More faculty members, and supporting staff
- ◆ Large numbers of young and eager new library staff members



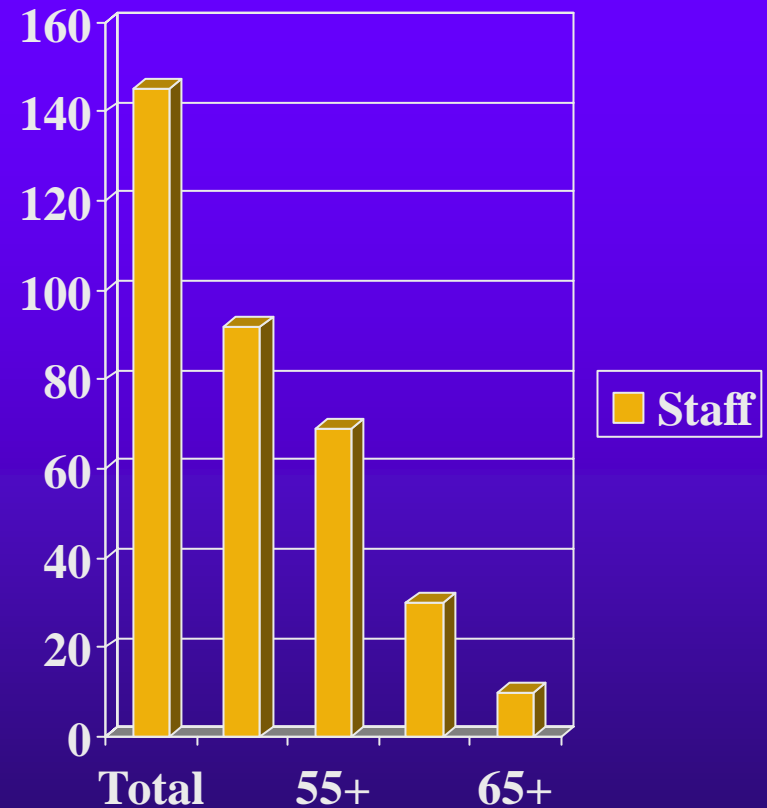
# Today

- ◆ Library staff members are still here
  - In slightly reduced numbers
  - Not quite as young – but still eager

# An Ageing Organisation

## NTNU Library, end of 2005

- ◆ Total staff: 145
- ◆ Ages 50+: 92
- ◆ Ages 55+: 69
- ◆ Ages 60+: 30
- ◆ Ages 65+: 10
- ◆ Most have been with us for 15-30-40 years





# Retirement in Norway (State employees)

- ◆ Mandatory retirement at 70
- ◆ Normal retirement age is 67
- ◆ Possible to retire any time after 62



# Retirement benefits (State employees)

- ◆ 30 years of service
  - 66% of former salary level for the rest of your life
- ◆ Less than 30 years of service
  - Proportionally less benefits
  - 20 years service gives  $\frac{2}{3}$  of full pension level




# Retirement age/benefits

- ◆ Retirement at ages 62-64
  - Reduced benefits during these years
  - Ordinary benefits kick in at 65
- ◆ Retirement at ages 65+
  - Ordinary benefits according to your length of service



# Facts of life

- ◆ Our staff may choose to retire between the ages of 62 and 70
- ◆ This year 22 staff members are eligible for retirement
- ◆ Next 10 years: 61 further members of the present staff will become eligible for retirement



# Prophesising our Future

## Facts and questions

### ◆ Fact

- Severe loss of competent staff members during next 10 years

### ◆ Questions

- Is this a problem, or a blessing in disguise?
- Will we need traditional library skills in the future?
- What type of staff will we need 10 years from now?



# Changing Times

- ◆ Analysis of each library department
  - What work is being done today?
  - What skills are needed today?
- ◆ Establishing likely changes in each department
  - What skills will be needed in the future?
- ◆ General changes in the role of the library in the university community



# Areas under Discussion

- ◆ Collection management
- ◆ Loan/interlibrary loan
- ◆ Reference services/support desk/learning environment
- ◆ Library courses/user training sessions
- ◆ IT services
- ◆ Publishing university research
- ◆ Marketing library services
- ◆ Staff- management support systems



# Collection Management

- ◆ Increasing acquisitions of digital publications
- ◆ Meta-data available for catalogue-updates
- ◆ Less cataloguing on site
- ◆ Less classification



# Loan/Reference Services

- ◆ Less interlibrary loans, due to digital availability
- ◆ Full text search-ability gives users wider scope in finding exactly what they need



# Library User Training

- ◆ More mandatory general courses
- ◆ More specialised courses
- ◆ More tailored courses on demand
  
- ◆ Library based on self-service



# Future Requirements

- ◆ Reduced need for
  - Traditional library skills
- ◆ Increased need for skills within
  - Teaching
  - Marketing
  - IT
  - Digital publishing



# Traditional University Libraries

- ◆ Large local collections of physical items
  - Costly routines within acquisitions, cataloguing, classification, long time handling and storage
- ◆ Large and well educated staff
- ◆ Spacious premises
- ◆ Collection management according to local needs



# Future Trends (1)

- ◆ Most books and periodicals available digitally.
- ◆ Publications with expired copyright freely available
- ◆ Newer publications available at a price
- ◆ Back-files of periodicals available to subscribers
  
- ◆ Consequence:
  - Need for traditional library holdings largely eliminated



## Future Trends (2)

- ◆ Sharing cost and use of paper collections
  - Pooling collections
  - Discarding excess copies
  - Facility to deliver loans/copies if needed
  
- ◆ Library Portals
  - Will they survive?
  - Does the future belong to Google?



## Future Trends (3)

- ◆ Publishers may sell products like they do today

or

- ◆ Publishers maximise profits by eliminating intermediaries
  - Bookshops?
  - Libraries?



## Future Trends (4)

- ◆ NTNU Library total budget NOK115 mill
  - NOK 34 mill to purchase publications and database-access
  - Remainder cover wages and running costs
- ◆ 20.000 NTNU-students spend roughly NOK 50 mill on text-books every year
  - Publishers receive up to  $\frac{3}{4}$  of this amount
- ◆ Total expenditure NOK 165 mill
  - Publishers receive about NOK 70 mill



## Future Trends (5)

- ◆ Direct sales: publisher – end-user
  - Books
  - Single chapters
  - Periodical articles
- ◆ Downloading music from the internet
- ◆ Downloading movies from the internet



# Future Trends (6)

## ◆ E-books

- Available for sale
- Available for loan by the library
- Free scrutiny on the net. Pay to download
- As rental items – for a given period of time
- Complete courseware-packages

## ◆ Library as information outlet for publishers

- Receives payment for marketing effort
- Faculty and students pay for downloads



# Future Trends (7)

- ◆ Norway: National subscriptions
  - Life-long learning for the general public
  - Widespread broadband access
  - Central management of accounts
  - Saving significant labour costs
- ◆ 4,5 mill inhabitants
  - Scientific community spends about NOK 200 mill/year for electronic information resources
  - Less than NOK 50/person/year
  - Open access would cost what?



# Future Trends (8)

- ◆ Education as commercial enterprise
  - Universities compete for best faculty and students
- ◆ Good library services as marketing ploy
  - Will every university need one?
  - Commercial libraries (Questia)
  - Information management service companies
  - Buy digital library services from another university
  - Share resources, establish a common library



# Future Trends (9)

- ◆ Paper copies of text-books
  - Millions of copies printed each year
  - New editions supersede old ones
  - Many books read only once – then forgotten or discarded
- ◆ Digital editions
  - Publishers save printing costs, transportation and storage
  - Unsold copies a thing of the past
  - Students have access to the latest edition at all times



# Future Trends (10)

- ◆ Electronic paper

- Being developed and will be commercially available
- Same reading comfort as ordinary paper

- ◆ In theory: All you need

- A one-sheet personal library
- Newspaper in the morning
- Suspense novel in the evening



# Future Trends (11)

- ◆ Will researchers
  - Need their university libraries?
  - Search, pick and buy from publishers?
  - Search, pick and buy from commercial libraries?
- ◆ Will students
  - Buy their own text-books?
  - Lease them?
  - Borrow them from a library?



# Future Trends (12)

## ◆ Digital library

- Available 24/7
- Supplies information from around the globe
- May be used almost anywhere
- Perfect tool for distance learning
- Perfect tool for life-long learning
- May contain all text-books needed in a university, as well as most research material



# Future of the Library

- ◆ Why visit a library? (...the bride said...)
  - Man is a social animal
  - Learning as a social event
  - Bouncing ideas off another person face to face
  - An attractive setting for studies and recuperation
  - Qualified assistance from librarians and subject specialists
  - Vast digital- and paper collections
  - Open 24 hours a day
  - Publishing/displays/exhibitions