SUCCESSFUL MULTIGENERATIONAL COLLABORATION STRATEGIES

Dudee Chiang
Jet Propulsion Laboratory,
California Institute of Technology
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THE STORY

- Background
  - Who are we
  - Three forces
- Challenges along the way
- Where we are now
JET PROPULSION LABORATORY

- NASA funded, operated by the California Institute of Technology
- < 5,000 employees
  - Scientists, engineers, technologists, business people
- Focus on unmanned, robotic missions
FOUR GENERATIONS AT WORK TOGETHER

- Millennials arriving
- Aging workforce in aerospace industry reported in 2002
  - Half would be eligible to retire by 2008
- Early Career Hires (ECHes) at JPL
- MESH: Multi-Generations Exchange Starts Here
“I used to go to the library regularly, But I don’t have the time anymore.”

“The ejournals are great! I can get To them from home or when I am Out at conference.”
THE PROCESSES AND CHALLENGES
Project team:

Project plan

Library areas to be remodeled
1. Before remodel

2.

3.

4.

5.
PREPARING THE COLLECTION

Reference Collection
- Reduce 10-25%
- Merge ReadyRef into Reference
- Reduce government documents, directories, dictionaries
- Dusty-finger rule
- Kept handbooks, specialty encyclopedias
- Become familiar with the remaining collection

Journals
- Reduce print/online duplicates

Reduced ~1,500 feet shelf space
CHALLENGES

- Perceptions
  - Emphasis on collaboration
  - Attitudes

- Funding and timeline
CHALLENGES

- **Users:**
  - Section staff vs. patrons
  - Multi-generation needs

- **Foods**
REMODELING: MAIN AREA
THE OLD REFERENCE STACKS AREA
• Open 24x7, badge access after hours

• Collaborative work spaces

• Wireless connection, plenty of power outlets

• Come to an orientation for more resources and services:

  Wednesday, 11:30 – 12:00 noon,  Bldg 111 – 104

  Meet at the Consultation Desk
2.0: Perpetual Beta

More than

“If you build it, they will come.”