Change Management in the University Library
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Starting from the emphasis of the strategic role the libraries play in the knowledge-based society – either as self conducting institutions, or as specialized entities within the educational system – the paper presents a methodology of achieving change management in the university libraries and its application to a case-study.

Change management distinguished itself as a separate field in the management theory and practice in the last two decades and various methods of elaborating and implementing organizational changes were proposed. The model discussed in the paper, original in many aspects, outlines two major stages determining the results of the changes upon the organization’s overall performance: implementing changes from a strategic point of view and approaching change as a project.

The theory developed by the authors is applied in a case-study on Transilvania University Library of Brasov. The study includes a diagnostic analysis of the library revealing strengths and weaknesses of the organization. The changes done in the last decade are examined as well as the way the processes of elaborating and implementing major changes – concerning information technologies and human resources – were carried out. The study underlines the need for changes in the library’s management system that can be done through systematic actions regarding leadership, the services’ quality, the organization of work on modern principles and staff involving. These actions represent central priorities of the strategy elaborated by the library management and modern management principles, methods and techniques will contribute to their achievement.

**Keywords:** change management; library management; university library.

**References**