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Melting pot of library and IT culture in a new Turkish university: a journey towards multi anything

The paper will discuss the creation of a converged organisation consisting of information technology and library professionals at a newly established, private and not-for-profit university in Turkey. During the planning and implementation phases, the challenges encountered included the cultural, professional, sectoral and generational differences. Some of the opportunities were: - creation of a brand new organisation, planning and delivering information services jointly with a team drawn from both IT and library and managing ICT projects with a hybrid team who come from a wide range of backgrounds.

Use of techniques such as policy development, internal marketing, cross-sectoral team building, staff development, project management framework and coaching were employed as part of the process to create the converged organisation. The paper will argue that the process and outcomes are part of a long and multi-faceted journey and will discuss future plans for the University and the Information Services team.

As this is the first converged library and IT structure in a university in Turkey, the process did not involve the traditional change management strategies usually employed in organisations which have been in existence for some time. Strategies usually adopted in start-up organisations were found to be more appropriate in the case of Özyeğin University, as the establishment and development of the university as a whole were undertaken in an entrepreneurial way common to start-up organisations.

Gülçin Cribb is currently Director of Information Services at Özyeğin University, in Istanbul, a position she took up a year ago. Prior to that, Gülçin was Director of Information Services at Bond University, Queensland, Australia for 6 years. She has responsibilities for both information technology and the library as the Chief Information Officer for Özyeğin University. Gülçin has extensive experience in the areas of technology management, ICT project management, strategic management, innovation, information literacy, flexible learning, library-faculty-industry partnerships, marketing, digitisation and virtual libraries.