The human face of digital Preservation
Skills, staff & organizations experiments at the national library of France

BERMES, Emmanuelle;
FAUDUET, Louise
Bibliothèque nationale de France
Paris, France

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The library becoming digital : a major change

- Before : « digital is different »
  - Experts / early adopters
  - Separate organizations
  - Learning by doing
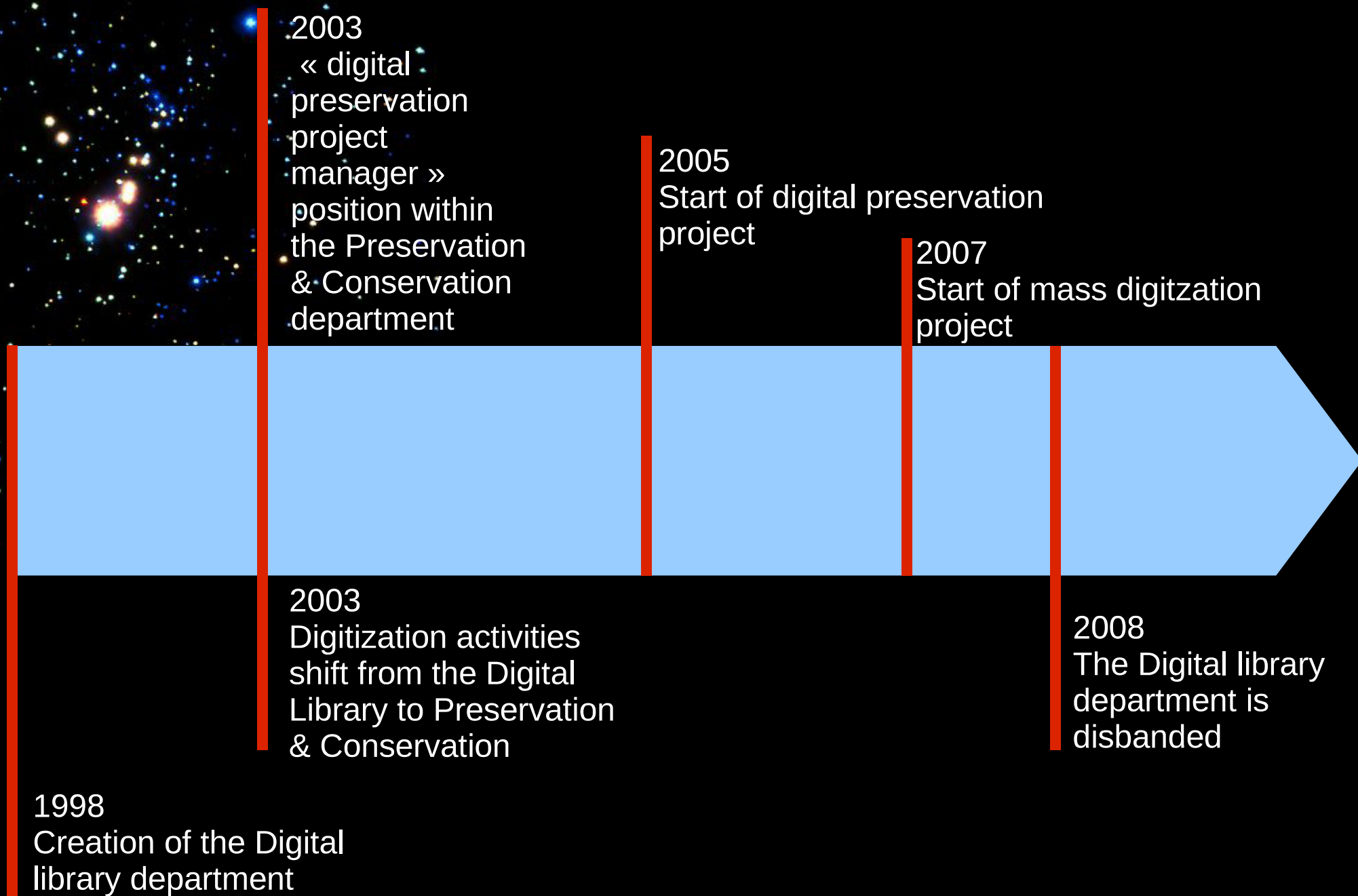- After : « the library has become digital »
  - Production teams
  - Disseminated tasks
  - Formal training processes

Dissemination of skills & tasks within BnF

2003
 « digital preservation project manager » position within the Preservation & Conservation department

2005
Start of digital preservation project

2007
Start of mass digitzation project

2003
Digitization activities shift from the Digital Library to Preservation & Conservation

2008
The Digital library department is disbanded

1998
Creation of the Digital library department
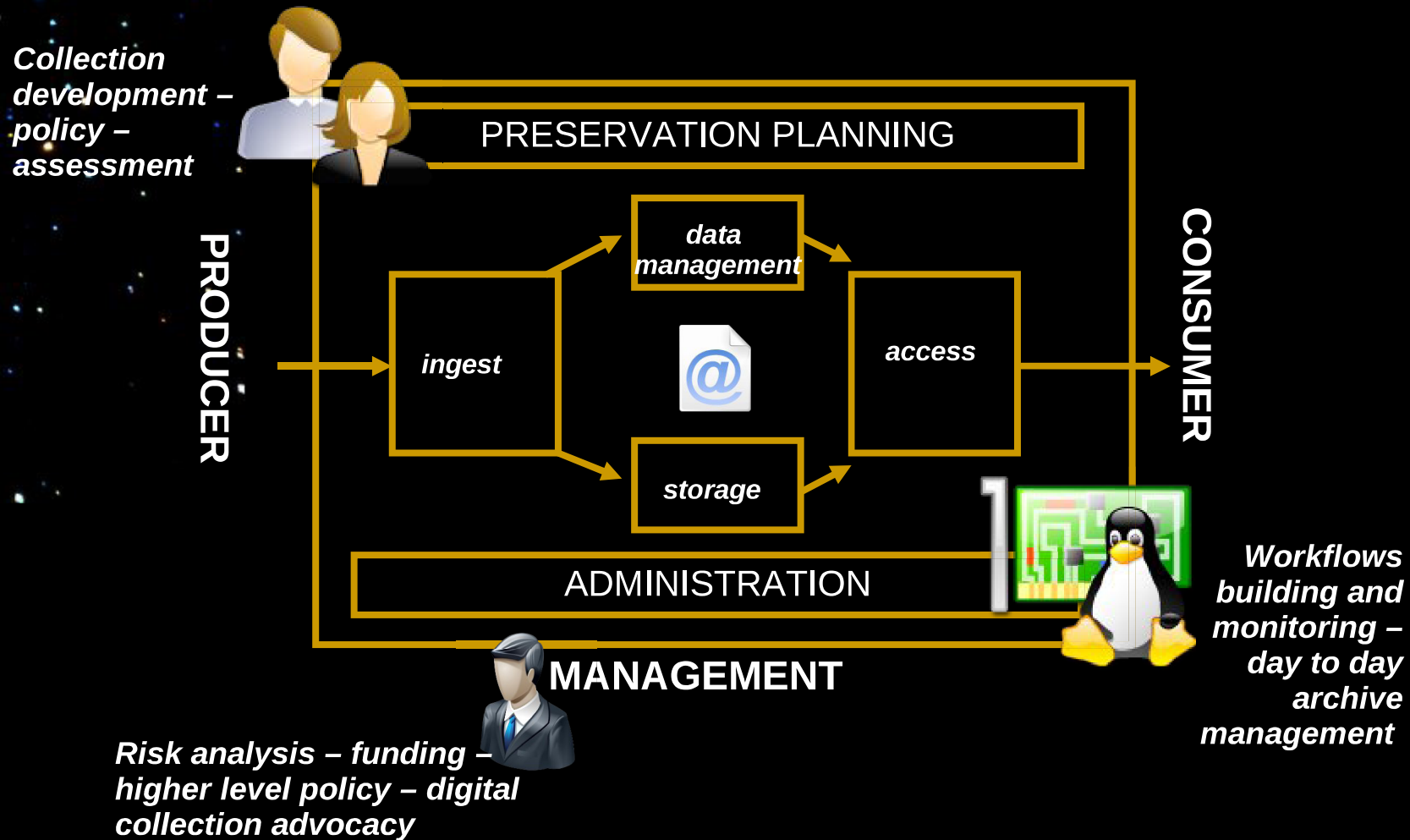
The library becoming digital : keys for success

- Don't disseminate the tasks only. Disseminate the people as well.

- Create synergies through common projects. Make the people work together.

- Take the time it takes. Don't leave people behind.

- Build on existing skills and positions. Digital is NOT different.

- Look back on what has been done. Write and talk about it.

What comes next ?

A focus on digital preservation

OAIS model

Collection development – policy – assessment

PRESERVATION PLANNING

PRODUCER

CONSUMER

data management

ingest

access

storage

ADMINISTRATION

MANAGEMENT

Risk analysis – funding – higher level policy – digital collection advocacy

Workflows building and monitoring – day to day archive management

Trying to address human challenges - formally

- Training

  - How ?

    - Creation of a dedicated training curriculum on digital information management : metadata, digital libraries, digitization, digital preservation

  - When ?

    - An ongoing program – probably over several years

  - What ?

    - Draw the line between professional open-minded curiosity and actual operational needs

  - Who ?

    - Need to define who the « digital librarian » is

The ORHION project at BnF

- ORHION stands for « organisation et ressources humaines, impacts organisationnels du numérique » - « organizations and human ressources under digital influence »

- Project started in september 2008
  - 2/3 of the working group is already « digital » : IT staff, metadata librarians, preservation librarians, digitization coordinators
  - 1/3 of the WG is still merely « human » : human ressources managers, training and continuing education managers

ORHION – Methodology

- Interviews with key people involved in digital activities within BnF

- Goal of the interviews : bring out questions, not answers !

- A pilot study on rights management processes

  - Interviews with a broader set of staff

  - Trying to figure out existing rights management processes...

  - And to elaborate new ones

ORHION – issues raised

1. Clarify the institution's policy
2. Define priorities (in relation with allocated resources)
3. Define « what a digital collection is » and how to manage (or curate) it over time
4. Facilitate transverse workflows
5. Analyse the evolutions and trends in job qualifications
6. Develop new skills (beyond the experts)

What comes next ? (again)

ORHION – next steps

- Raising awareness on digital topics is needed, at every level of hierarchy

- A formal study on positions and skills (but not limited to « digital » people – don't make the gap wider)

- Observation : what is working and what is not, disseminate & reproduce what works

Collaboration with other organizations dealing with the same issues (and possibly finding solutions !!!) is really needed.

Thank you

Q&A

The Orion Nebula, by the Smithsonian institution - http://www.flickr.com/photos/smithsonian/2940659521/