Space planning & the re-invention of the library?

SCONUL June 2015
1. Examine some sectoral drivers
2. Reflect on the pace of change in other library sectors
3. Can libraries support radical new pedagogies?
4. How new workspace concepts can inform academic libraries
5. Re-inventing the academic library – a new spatial model

Workshop overview
HE Sectoral Drivers

- Student Experience
- Completion and Attainment
- Graduate Employment
- Research and Impact (REF)
- Teaching Excellence
- Student Engagement (Learning Gain)
Challenges and Assumptions

- Demand on Learning Spaces (number/range)
- Diversity of learning needs
- Collections and content
- Service delivery models and staff spaces
- The value of the Library as “place”
- Changes in pedagogy and learning delivery
Pedagogy - Trends

• Learning, thinking, creating new knowledge - individually

• Active learning – doing, thinking – with others
  • Problem based learning
  • Flipped learning: the project room
  • Makerspaces, event based learning, bricolage
  • Blended models of delivery – facilitated delivery and engagement – the “active” lecture.
Reflect on the pace of change in some library sectors
Public Libraries

- University partnership
- Government network
- Local Business
- Academic library
- History Centre
- Customer services
- PC Lounge
- Cafe
- Collections
- Archive
- Business lounge
- Maker space
- IT labs
- Audio Visual studios
- Community network space
- Local Authority
- University & community
- Local Business
- University & community
- Local Authority
- Government network

Public/Private Relationship
Additional revenue stream

Synergistic Partnering
Co–Location benefits
Improved Customer Service

Creative Landscapes
Entrepreneurial environment
Ownership

Gateway to Social and Cultural Opportunity

Local Business
Univer sit y & community
Local Authority
Cultural and social providers
Schools & community
The Hive, Worcester
| Public/Academic Library & History Centre
South Shields Hub
| A New Era
South Shields Hub
| A New Era

Creative display
Cultural Interface
Community Exhibition
Maker Space
South Shields Hub
| A New Era
Can libraries support radical new pedagogies?
A New ‘Value Era’ in Higher Education?

Introduction of Social Learning

- National Student Survey Introduced
- Increasing focus on value
- Peak international student numbers
- Removal of cap on UK student admissions
Early Pioneers of Social Learning

Warwick University, Learning Grid (2004)

Glasgow Caledonian University, Saltire Centre (2006)

The University of Sheffield, Information Commons (2007)

Learning Spaces
| Binary opposites?

Formal learning

- Passive
- One-way
- One-to-many
- Individual
- Serious
- Dull

Informal learning

- Active
- Multi-directional
- Many-to-many
- Social
- Playful
- Fun

<Oppositional>
Is the Efficacy of ‘Social Learning’ Space Understood?

Innovation has stalled ....

Do we need to go ‘beyond the beanbag’?
Innovative Pedagogies

‘Flipped’ learning

Flipped classroom is a type of blended learning that reverses the traditional educational arrangement by delivering instructional content outside of the classroom. Students watch online lectures, collaborate in discussions, or carry out research at home and engage in concepts in the classroom with the guidance of the instructor.

To learn, students must do more than just listen: They must read, write, discuss, or be engaged in solving problems. Active learning engages students in two aspects – doing things and thinking about the things they are doing (Bonwell and Eison, 1991)

Innovative Pedagogies
Creative Learning

In its essence, creative pedagogy teaches learners how to learn creatively and become creators of themselves and creators of their future.

Quantified Benefit of Collaborative (Active) Learning

Analysis of effectiveness of TEAL studio teaching for first year undergraduate Physics at MIT*

New Resources

‘Project Rooms’
New Resources
‘Project Rooms’

MIT Media Lab
New Resources

‘Studio’ model

- Studio
- Workshop (3D printing and prototyping)
- ‘Crit’ and Exhibition Space
Creative Learning
| ‘Studio’ model
Universal Lecture Theatre

‘Delivery’ mode

Capacity in ‘delivery’ mode: 120p @1.0m² (5 per typical module)
Universal Lecture Theatre
| ‘Micro collaboration’ mode

Capacity in ‘**micro collaboration**’ mode: 96p @ 1.3m² (4 per typical module)
Universal Lecture Theatre

| ‘Macro collaboration’ mode

Capacity in ‘macro collaboration’ mode: 80p @1.5m^2 (4 per typical module)
How new workspace concepts can inform academic libraries
Academic Lifecycle
Inception & Start of Semester 1

08:00 10:00 12:00 14:00 16:00 18:00 20:00 22:00 24:00 02:00 04:00 06:00 08:00

Social & Relaxation
- Coffee Break
- Leisurely Lunch
- Coffee Break
- Dinner with Friends
- Weekend Clubbing

Learning & Study
- Individual Study Periods
- Group Lectures
- Seminar

Wellbeing & Exercise
- Wednesday Afternoon Sports
- Gym Workout
- Gym Workout
- S L E E P
Academic Lifecycle
Inception & End of Semester 2
Industrial Revolution
Mechanisation of work
Synchrony and co-location “same time, same place”
Mills and factories
Brick sheds to contain and control
Structural spans
Railway transportation of raw materials

Taylorist Office
Henry Ford
Generalised measurement
Top-down control
Uniform grids
Accelerated construction
Elevators
Enclosure to emphasise hierarchy
Standardised, open plan layouts to facilitate supervision

Social Democratic Office
Age of the large corporate
Rights of the worker
Councils and committees
Expressions of corporate stature
Allocation of individual offices
Design by committee
Published space standards

Networked Office
Age of the intercontinental scale mobility
Rapid globalisation of certain industries
Distributed intelligence
Continuity of service – 24/7
Expressions of corporate stature
Office as the new types of space
Office is the City – new types of space emerging
PC from out of the PC room to the desk to your pocket
Property rationalisation – justification of costs
City is the office

Activity Based Working

Timeline
1800’s | 1900’s | 1960’s | 1980’s | 2000’s +
Workplace | The Activity Based Workplace

Exploitation of Knowledge Capital
Global Polarisation of industries
Connected intelligence
Age of Entrepreneurialism

Mobile and connected workforce
Culture of Collaboration
Diverse workplace settings
Limited owned spaces
Branded environments
Trust and Output
Wellbeing

ABW space fosters a variety of office environments, that are all supporting different activities, performed by its residents in their work.

New Model Activity Based Working (ABW)
Workplace: The Activity Based Workplace – Holistic approach

**Behavioural**
The way activities are organised

**Physical**
The way the physical work environments supports different activities

**Virtual**
The way information is ‘mobilised’ (disclosed, distributed and saved)

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Organisation of activities

- **Behavioural environment**
- **Virtual environment**
- **Physical environment**

- **Mobilisation of information**
- **Facilitating activities**
Workplace | The Benefits of Activity Based Workplace

### Organisation focus
- Improve collaboration and team spirit (++)
- Enhance communication
- Improve co-ordination and decision making

### Employee focus
- Improve work support
- Increase work satisfaction (20-30%)
- Increase commitment, company pride
- Decrease turnover and absence (>10%)

### Client focus
- Improve customer intimacy
- Improve service quality (+)
- Improve image towards customer (++)

### Financial focus
- Improve productivity (+10-20%)
- Increase profit per employee
- Decrease costs (-30 to 40%)
- Sustainable ways of working

= Student
Workplace | The Benefits of Activity Based Workplace

- Time spent on Travel-Work: employees save an average of 6 hours per employee per week
- Work Environment Satisfaction: Past: 6.4 average, Present: 8.35 average
- M2 per employee (gross): Past: 17m2, Present: 10m2

- ABW will deliver 14% savings in 10 years time over a conventional setup
- As well as delivering improvements in employee engagement, efficiency and client service other companies have experienced with ABW
- 31% reduction in space

- 45% reduction in space
- 24% reduction in occupancy cost per year
- Their ‘Helder Werken’ (ABW brand) has become a way of life style and differentiates them in the marketplace

- 67% or staff believe they are more effective in the new environment (no-one feels less effective)
- 92% of people felt the implementation of ABW has positively changed their view of working for Commonwealth Bank of Australia
- 98% of people would not want to go back to the old way of working

= saving in area, saving in cost, plus significant improvement in staff satisfaction and productivity.
Workplace | The Benefits of Activity Based Workplace
Workplace: The Benefits of Activity Based Workplace

Private Affair

Group think

Unplanned Meeting

Solo Working
Academic Library | Thoughts on Activity Based Learning
Academic Library | Thoughts on Activity Based Learning - Macro

- Issue/print/control
- Collections
- Flexible lecture
- Project rooms
- Maker space
- Solo work
- PC Solo work
- Email/laptop
- Planned collaborative
- Creative group
- Review Cluster
Academic Library | Thoughts on Activity Based Learning – static and dynamic
Activity Based option = $1/3^{rd}$ fixed with $2/3^{rd}$ flexible environments. Flexibility available on the vertical and horizontal axis.
Academic Library: Thoughts on Activity Based Learning - Micro

[Diagram of an academic library with a red circle highlighting a specific area]
How creative can a simple portfolio of furniture be?

The Screen
- provides boundaries
- provides vertical surface
- provides services conduit

The Chair
- provides support
- aids wellbeing

The Table
- defines a zone
- provides horizontal surface
- provides services conduit

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Individual concentrated
Edge condition
Individual concentrated
Open plan condition
Small group collaborative
Mid size group
Collaborative
Formal and informal
Academic Library | Thoughts on Activity Based Learning - Micro

Large format collaborative Reviews/exhibition/crit space
Group creative space
Collaborative
Academic Library | Thoughts on Activity Based Learning – Terms 1 & 2
Academic Library | Thoughts on Activity Based Learning – Term 3
Re-inventing the academic library
- a new spatial model
The Collaborative Model of Teaching and Learning
An initial spatial model to deliver an enhanced student experience
The Collaborative Model of Teaching and Learning

An initial spatial model to deliver an enhanced student experience
Academic Libraries?

- Hosted opportunity
- Public/Private Relationship
- Additional revenue stream
- Creative Landscapes
- Entrepreneurial environment
- Ownership
- Gateway to Social and Cultural Opportunity
- Library as 'Place'

- Local Business
- Enabled Learning
- History Centre
- Student Services
- University Community
- University
- Government network
- Synergistic Partnering
  - Co–Location benefits
  - Improved Customer Service

- Business lounge
- Collections
- Archive
- Cafe
- Activity Based Learning
- Open Access IT Labs
- Research Showcase
- Project Exchange
- Innovation Centre
- Maker space
- Further Education and Community
- Knowledge Capitalists
- Cultural and social providers

- Gateway to Social and Cultural Opportunity
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