

Thriving in a Changing World

Michael Fernandez and Rachel E. Scott

Library and information professionals working with resources encounter change on a daily basis—both internally initiated and externally imposed. We therefore have ample opportunity to consider how we plan for, implement, and assess these changes.

As we enter into a new year, it's common to contemplate change. Of course, this can mean many things. Change can be good or bad, intentional or reactive. There are the changes we'd like to see and the changes we have to contend with. Here at *LRTS*, we've been thinking about change a lot lately, in particular how it impacts our daily work in technical services.

At the risk of a major understatement, 2025 saw a good deal of change in our profession. More often than not, the instigating factors of change on technical services work have been from external actors. The actions of the current administration in the United States have had deleterious impacts on the state of education and research that are central to the work of libraries. Funding for universities has taken hits from multiple angles, including cuts to federal research grants, threats to endowments, and targeting of international student enrollments. Initiatives supporting diversity, equity, and inclusion (DEI) have come under increased scrutiny at both the federal and the state level. Institutions with DEI works in progress have been forced to pivot efforts, recontextualizing work that had previously fallen under the aegis of DEI or, in some cases, scrapping these efforts altogether.

Libraries have also felt the effects of industry-imposed changes. Changing models of acquisition and access have forced us to reconsider what we collect and how we manage it. Clarivate's February 2025 announcement of a move to subscription-only models for ebooks signaled a major industry player's shift from ownership to access models.¹ Libraries adjusted their collection strategies in the wake of the announcement and will continue to assess impacts when the subscription-only model takes effect later in 2026. Overall, how we have responded to these changes and the choices we make going forward will impact our work for years to come.

By the time this issue sees publication in January 2026, we the editors and editorial board of *LRTS* will have already shared a call for papers in anticipation of an upcoming special themed issue. The topic, appropriately enough, will be [change management in technical services](#). Although a variety of models and frameworks for change management exist, they typically involve making the case for a change, planning the change, implementing the change, followed by ongoing evaluation and improvement after the change.

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We want to hear from you, the library workers on the frontlines dealing with the myriad types of changes impacting your daily work. Change, of course, is broad in meaning, and not just limited to events occurring in 2025. Changes can also mean organizational restructuring, system migrations, and changes pertaining to the adoption of developing technologies such as artificial intelligence (AI). Change is frequently iterative and can require some degree of trial and error. Accordingly, we are as interested in hearing about what didn't work as we are hearing about what was successful. The story of change is rarely a linear one and we are looking forward to you sharing your change stories with us.

The call for submissions is intentionally broad in scope. A variety of topics fall within the scope of the special issue, including but not limited to:

- Change management frameworks viable in technical services
- Changes in workflow arising from the use of AI tools within technical services
- Cultural changes related to technical services for staffing, reporting, organization, and employment
- Economics of change and budgetary implications
- Implementation of new standards or projects
- Legislative and policy changes related to access, equity, and opportunity
- Response to vendor changes (e.g., acquisitions models, vendor mergers, product closures)
- System migrations, implementations, or platform changes

The issue is tentatively scheduled for January 2027. Submissions will be considered on a rolling basis; however, to ensure that your manuscript is considered for the special issue, it must be received no later than May 1, 2026. Features (research articles) and Notes on Operations (case studies) will go through peer review as outlined in the [Editorial Policies](#). Communications on Practice (shorter or more informal pieces) will be reviewed by the editors. Please consult the [Author Guidelines](#) when preparing your manuscript.

Please reach out with ideas, questions, or expressions of interest to special issue guest editor Melissa Zilic (mzilic.librarian@gmail.com).

Meanwhile, the current issue of *LRTS* offers a bit of foreshadowing on the topic of managing change. Indeed, an argument for the relevance of physical media formats to library collections, the introduction of an online Arabic thesaurus, an exploration of pathways for library acquisition of Indigenous audiovisual media, research into critical and inclusive cataloging and metadata projects in academic libraries, and a case study on the implementation of ClickUp to streamline invoice management in a small academic library can all be read as critical engagement with changes in the landscape.

Communications on Practice

Colin Higgins makes a compelling argument for “The Continuing Relevance of DVDs and Blu-ray Discs to Library Collections.” Physical media provides permanent ownership, superior audiovisual quality, bonus content, and offline accessibility, and maintaining physical collections supports preservation, intellectual freedom, and equitable access—core values of libraries.

In “Creating an Online Arabic/English Thesaurus Based on Linked Data,” Magda El Sherbini introduces readers to the multilingual thesaurus. The insufficient description provided by English-language subject access to materials in other languages, and especially languages using non-Roman scripts, inspired El Sherbini to create this tool. In this Communications on Practice piece, she discusses its philosophy, construction, and application.

Features

Kathia Ibáñez and Arthur Aguilera report on interviews with individuals who work in production and distribution companies in “Voices from the Field: Library Acquisition Pathways for Indigenous Audiovisual Media.” The complexity of distribution networks makes them difficult to navigate and highlights the need for librarians to develop partnerships with Indigenous creators and educational distributors to increase the representation of Indigenous audiovisual media in library collections and educational distributor product offerings.

In an “Environmental Scan of Critical and Inclusive Cataloging/Metadata Projects in U.S. Academic Libraries,” Tiffany Henry reports on a survey conducted with cataloging and metadata professionals. Henry investigates the nature of the projects, whether the projects are completed, and the supports and barriers encountered. This work will help readers understand and contextualize the work undertaken to advance equity, diversity, and inclusion by cataloging and metadata professionals in academic library settings.

Notes on Operations

In “Streamlining Invoice Management in Academic Libraries: A Case Study Using ClickUp,” Russell Michalak and Devon Ellixson document their transition from fragmented, manual invoice management processes to the implementation of a centralized project management platform. This implementation has reduced invoice processing time and promoted accuracy and sustainability in their workflows.

Book Reviews

Books reviewed include *Assessing Academic Library Collections for Diversity, Equity, and Inclusion* by Karen Kohn, *The Digital Accessibility Handbook for Libraries* by Carli Spina and Rebecca Albrecht Oling, and *The High-Impact Digital Library* by Anna Neatrour, Jeremy Myntti, Rachel Jane Wittmann, Rebekah Cummings, Jane Monson, and Megan Myres McMillan.

Note

1. Matt Enis, “Clarivate/ProQuest Announces Subscription-Only Ebook Licensing Model,” *Library Journal* (February 20, 2025), <https://www.libraryjournal.com/story/clarivate-proquest-announces-subscription-only-ebook-licensing-model>.