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## Notes

1. The 2018 name change was the final step of the 2014 merger between the Collection Development Department and the Research and Instruction Department. The new name, Research Services, highlights that the department has taken on a new, holistic identity apart from the combined pieces of a past organizational structure.
2. Ricardo Andrade and Raik Zaghoul, "Restructuring Liaison Librarian Teams at the University of Arizona Libraries, 2007–2009," *New Library World* 111, 7–8 (2010): 273–86.
3. Sara E. Morris and Lea Currie, "Remember Me? Content Development in a User-Centered Services Library," *Collection Management* 39, 2–3 (2014): 96–109.
4. Jonathan Nabe, "What's Next for Collection Management and Managers?" *Collection Management* 36, 1 (2010): 7.
5. Sarah C. Michalak, "This Changes Everything: Transforming the Academic Library," *Journal of Library Administration* 52, 5 (2012): 415.
6. C. K. Prahalad and Gary Hamel, "The Core Competence of the Corporation," *Harvard Business Review* 68, 3 (1990): 79–91.
7. Joan Giesecke and Beth McNeil, "Core Competencies and the Learning Organization," *Library Administration & Management* 13, 3 (1999): 158–66; Joan Giesecke and Beth McNeil, "Core Competencies for Libraries and Library Staff," chap. 7 in *Staff Development: A Practical Guide*, ed. Andrea Wigbels Stewart, Carlette Washington-Hoagland, and Carol T. Zsulya (Chicago: American Library Association, 2001), 59–80.
8. Susan Jurow, "Core Competencies: Strategic Thinking about the Work We Choose to Do," *Journal of Academic Librarianship* 22, 4 (1996): 300–302; Donna C. Chan, "Core Competencies and Performance Management in Canadian Public Libraries," *Library Management* 27, 3 (2006): 144–53; Dennis J. Smith, Jessi Hurd, and LeEtta Schmidt, "Developing Core Competencies for Library Staff: How University of South Florida Library Re-Evaluated Its Workforce," *College and Research Libraries News* 74, 1 (2013): 14–7, 35; Wanda V. Dole, "What's All This I Hear about Core Competencies in Library Planning and Assessment?" *Journal of Library Administration* 53, 7–8 (2013): 472–81.
9. Georgetown University Library, "Core Competencies: Georgetown University Librarians," 2015, 2.