

The Departmental Astrophysics Library : End of an Era

Jane Holmquist
Astrophysics, Mathematics and Physics Librarian
Princeton University, USA

LISA VI - Pune, India
15 February 2010

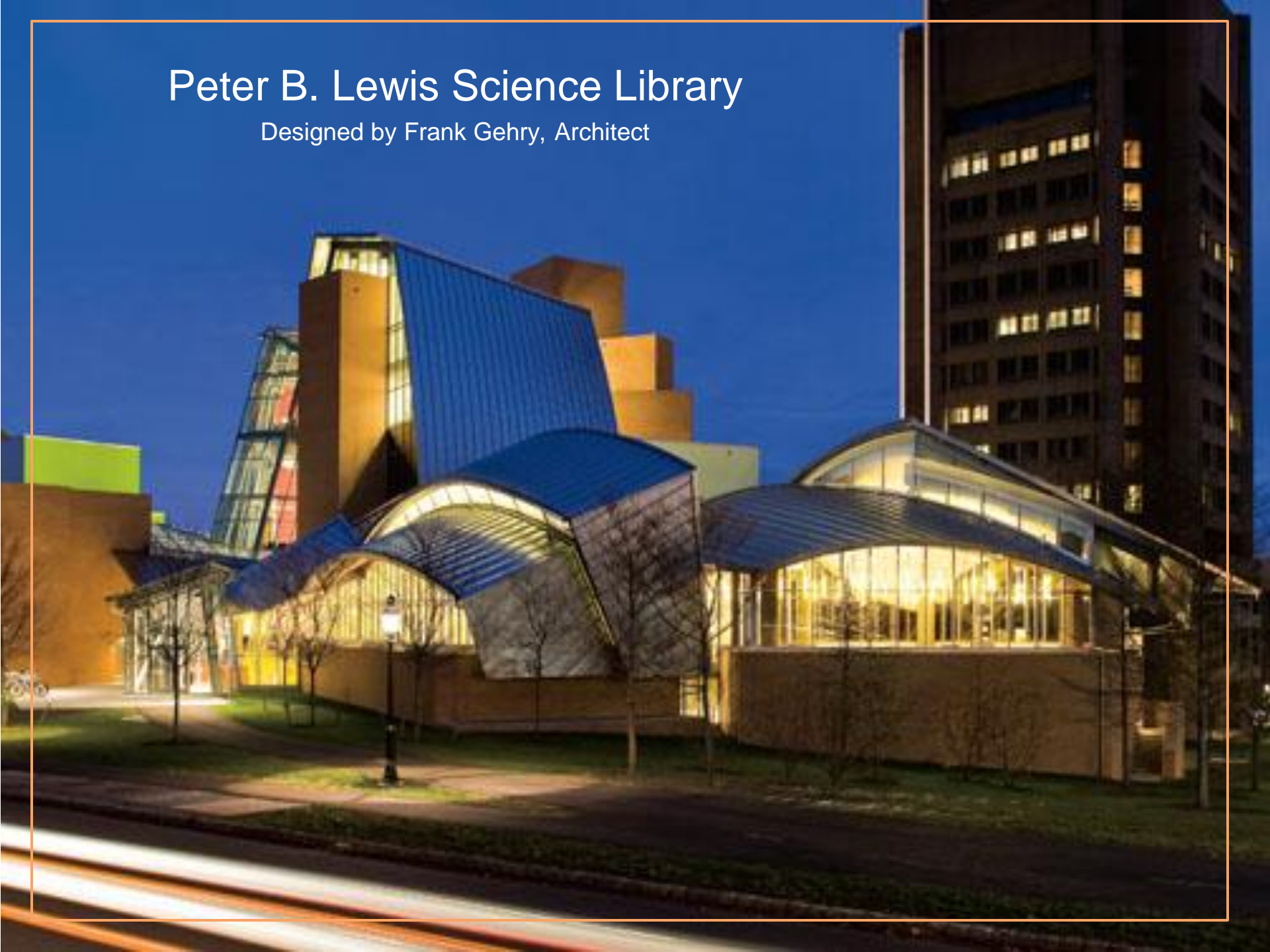
Departmental Astrophysics Library in Peyton Hall

1966 - 2007



Peter B. Lewis Science Library

Designed by Frank Gehry, Architect

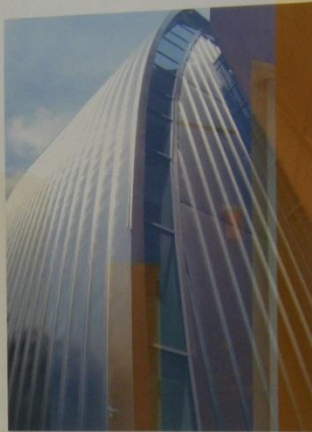


Picture tour of Princeton Science Library



LEWIS LIBRARY


Where Science Lives



New Home For Library Collections in:
Astrophysics, Biology, Chemistry, Geosciences,
Maps & Geospatial Information, Mathematics and Physics

Opening Day
September 11, 2008

The Lewis Library was made possible through a generous gift by Peter B. Lewis, Princeton Class of 1955 and University trustee, and was designed by internationally acclaimed architect Frank Gehry.

 PRINCETON UNIVERSITY









GUSTAVUS
ADOLPHUS
COLLEGE
presents
**NOBEL
CONFERENCE
XXXIII**
October 7 and 8, 1997

JANE HOLMQUIST







NATIONAL BESTSELLER over 500,000 copies sold

William Bridges, PhD
Author of the best-selling **TRANSITIONS**
with Susan Bridges

MANAGING 3rd edition
TRANSITIONS

REVISED and UPDATED for the
NEW WORK ENVIRONMENT

**MAKING
THE MOST
OF CHANGE**

LIFELONG BOOKS

“It isn’t the changes that do you in, it’s the transitions.”

They aren’t the same thing.”

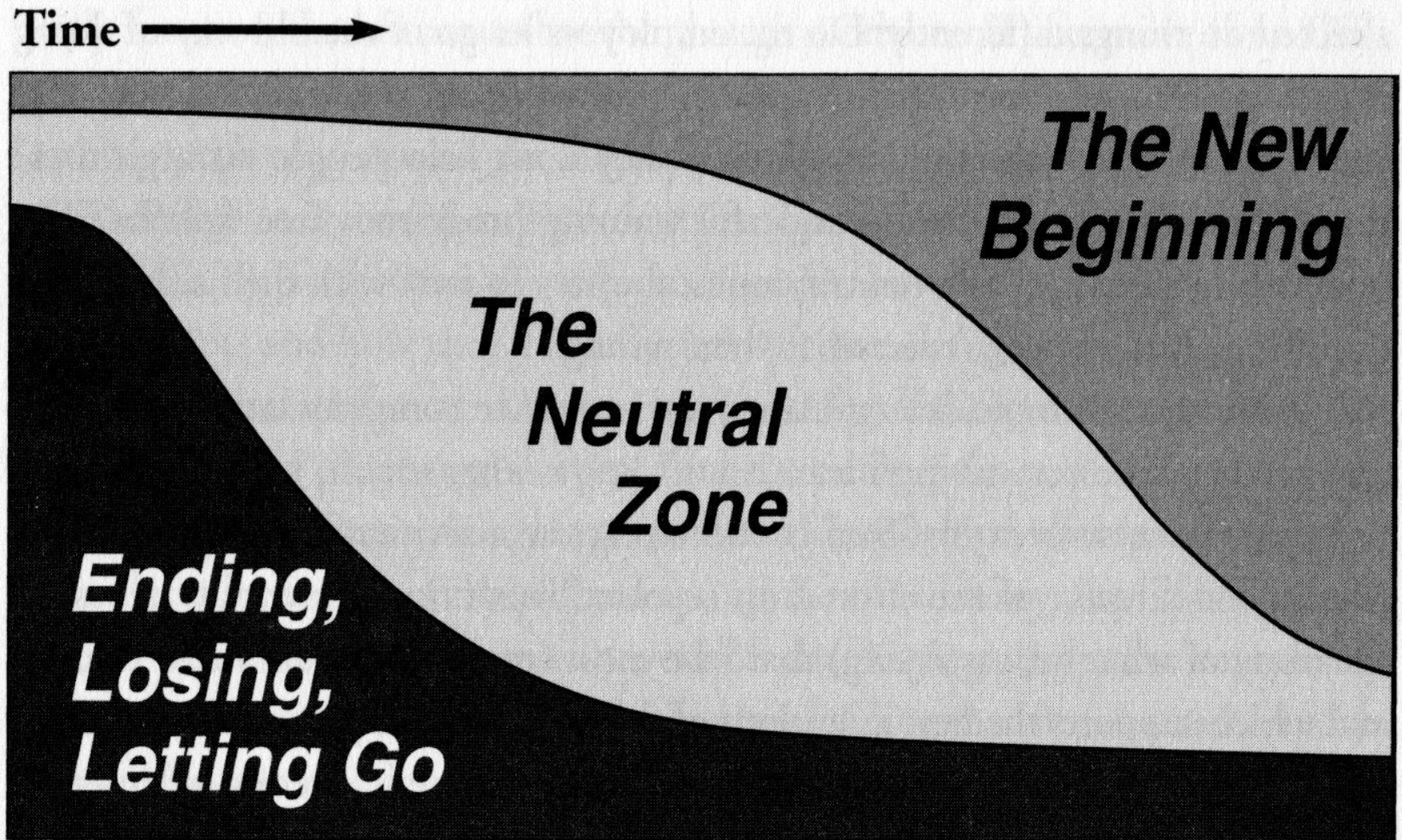
Change is situational:

- the move to a new site
- the decision not to purchase print if an online version exists
- the reorganization of the roles on the team

Transition is psychological:

- It is a three-phase process that people go through as they internalize and come to terms with the details of the new situation that the change brings about.

The Three Phases of Transition



Managing transition is...

**the simple process of helping people
through three phases:**

1. Ending, Losing, Letting Go
2. The Neutral Zone
3. The New Beginning

Phase 1

Letting go of the old ways and the old identity people used to have.

This first phase of transition is an ending, and the time when you have to help people deal with their losses.

Phase 2

Going through an in-between time when the old is gone but the new isn't fully operational.

This is the "neutral zone" : it's when the critical psychological realignments and repatterning take place.

Phase 3

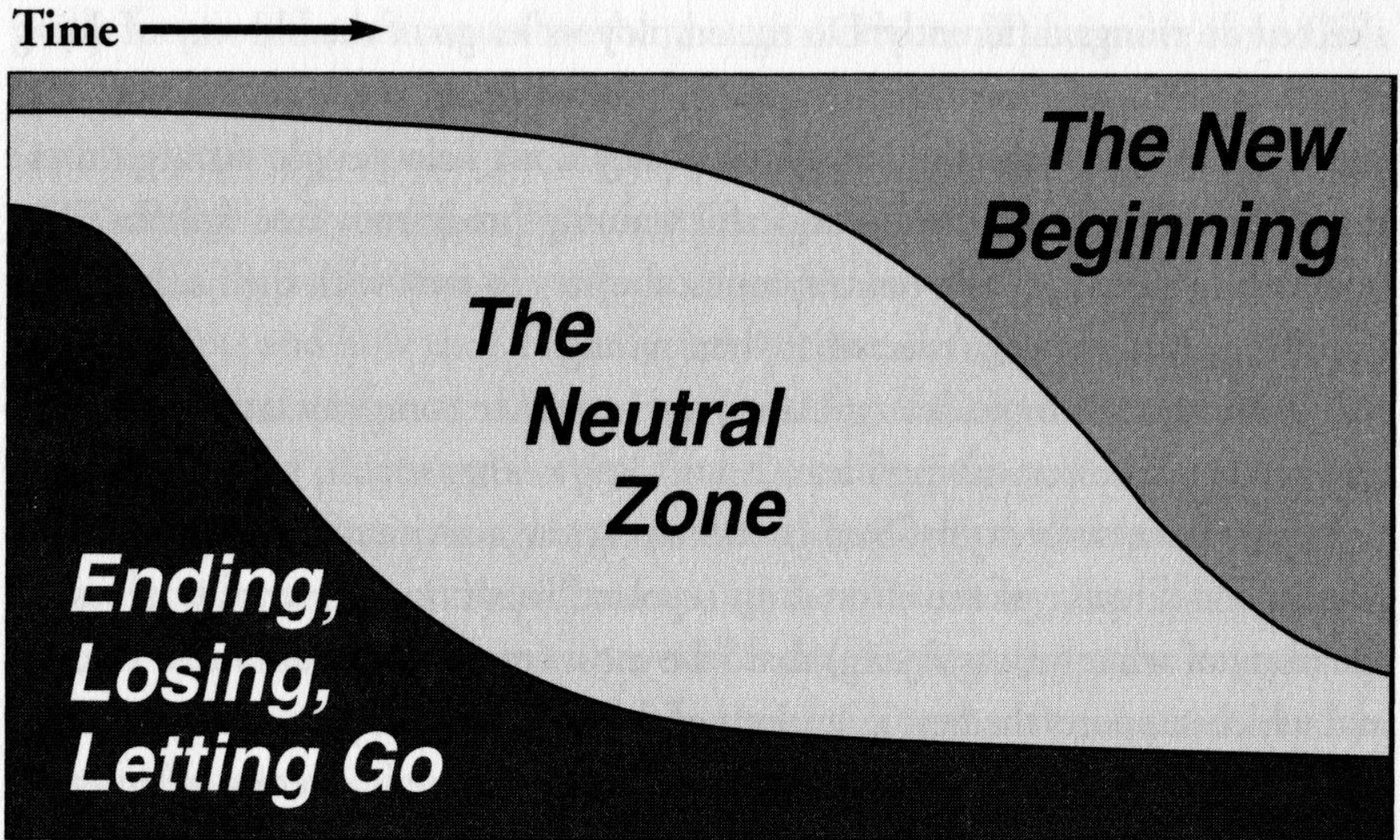
Coming out of the transition and making a new beginning.

This is when people develop the new identity, experience the new energy, and discover the new sense of purpose that make the change begin to work.

Transition...

- starts with an ending
- and finishes with a beginning

The Three Phases of Transition



How to Get People to Let Go

- Identify who's losing what
- Acknowledge the losses openly and sympathetically
- Expect and accept the signs of grieving

How to Get People to Let Go

- Give people information, and do it again and again
- **Define what's over and what isn't**
- Mark the endings
- Treat the past with respect

Departmental Astrophysics Library in Peyton Hall

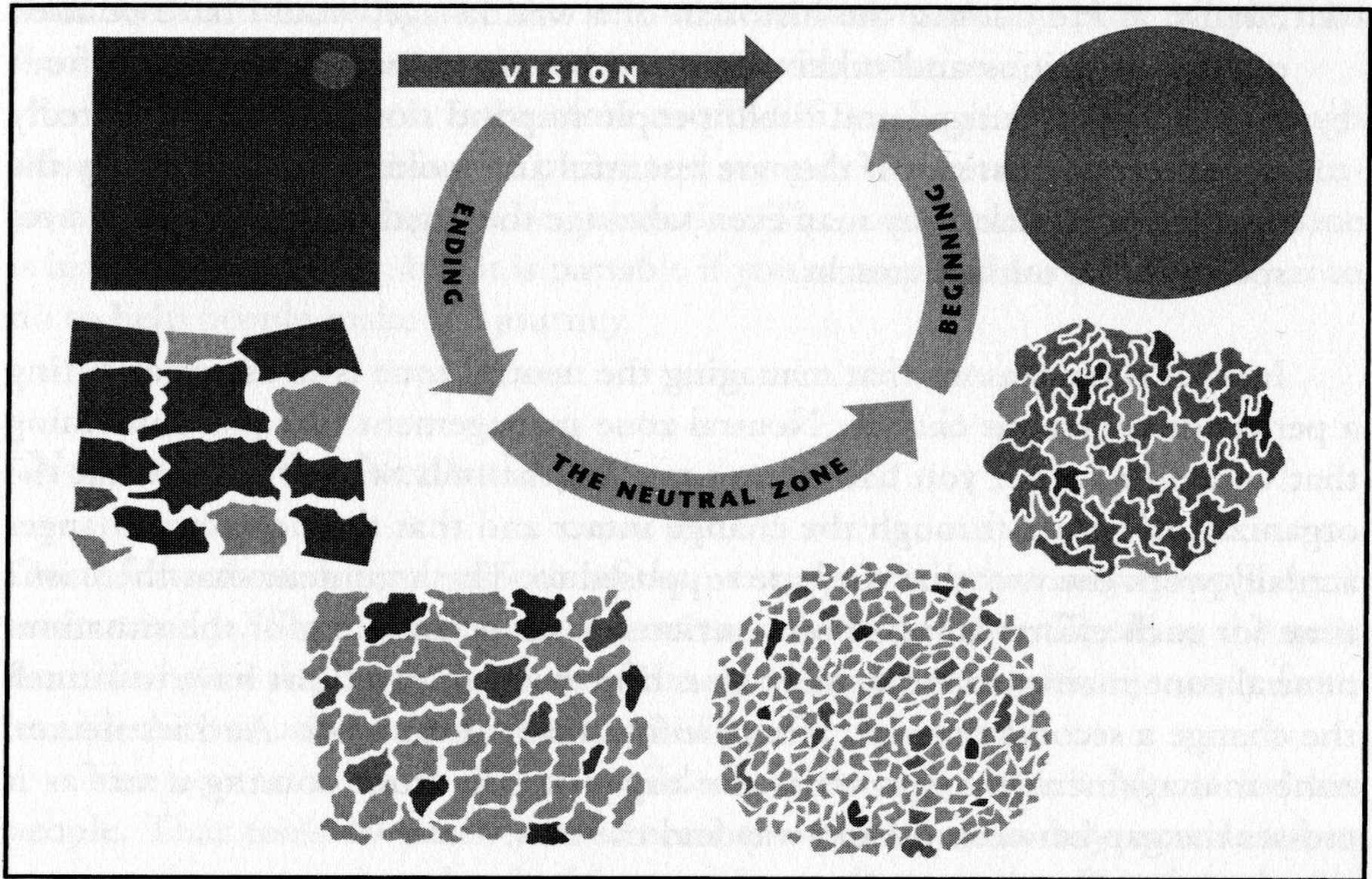
1966 - 2007



Leading People Through the Neutral Zone

- A very difficult time...
- But also a creative time
- “Normalize” the neutral zone
- Create temporary systems for the neutral zone
- Strengthen intragroup connections

Transition : a square morphs into a circle



Launching a New Beginning

Laura H. Kahn

Physician and Research Scholar at Princeton's Woodrow Wilson School
Program on Science and Global Security

Who's In Charge?

Leadership During Epidemics, Bioterror
Attacks, and Other Public Health Crises



Thursday, October 15th
7:30 p.m.
Lewis Library 120
Washington Rd. & Ivy Lane

Book Sale and Signing to Follow

**You may think that
this is the end...**

**But no, the next
chapter is...**

How to Deal with Nonstop Change

**This will be the title of
my talk at the
LISA VII meeting!**