Climbing the Mountain: Competency Development for CARL Libraries

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The Canadian Association of Research Libraries (CARL)

29
of Canada’s largest research libraries

AND

2
National Libraries
Why Create a Competency Statement?

For Librarians
• Manage their careers
• Identify strengths & gaps
• Set development goals

For Library Directors
• Identify competencies for new hires
• Plan professional development opportunities for staff

For the Profession
• Market to new recruits
The CARL Competencies Working Group (CWG) was struck in the summer of 2017 to refresh the 2010 publication.

Members:

- Library directors
- Associate University Librarians
- Librarians with 4-10 years (non management)
- Librarian with 0-3 years experience
Consultation

Highly consultative process— with opportunities for diverse library directors and library staff to provide feedback along the way:

- 2 in-person focus groups and 4 virtual ones
- 1 meeting with deans/directors of library schools
- 1 online survey
- Consultation draft
Nine Broad Categories of Competency

- Vision & Innovation
- Active Learning & Adaptation
- Collaboration
- Consultation & Communication
- Curation & Preservation
- Equity, Diversity & Inclusion
- Engagement & Participation
- Evaluation & Assessment
- Leadership & Facilitation
Example: Vision & Innovation

- The ability to demonstrate creative initiative in exploring and experimenting with new ideas, technologies and services.

- The ability to channel a vision into appropriate experimentation and workable solutions
Example: Active Learning & Adaption

• The ability to anticipate and prepare for future opportunities and challenges with clarity and foresight learned from previous experiences.

• The ability to work flexibly and effectively in the face of ambiguity
A **competency** is a grouping of knowledge, skills and mindsets that define and contribute to success in the field.

A **mindset** is a collection of attitudes, inclinations, or habits of mind useful in achieving an outcome. Mindsets do not have defined limits and therefore allow for development and greater mastery over time.

A **skill** is defined as a learned capacity to carry out a specific task. Skills are often gained through formal training and repetition.
Greater Focus on Equity, Diversity and Inclusion

Identified as a core value

“Understanding cultural differences and beliefs to enhance personal awareness beyond a familiar culture or cultures, as a necessary step in valuing diverse ways of knowing and being in the world.”

“Understanding that all other competencies should be viewed through a lens of equity, diversity, and inclusion.”
Distribution of IT Competencies Across the Domains

- Digital curation
- Digital preservation
- Emerging web technologies
Other Considerations

- Greater focus on user/student centric language
- Statement on librarians being researchers in their own right
- Emphasis on opportunity for leadership and for growth inherent in all of the competency statements.
Next Steps

• Promote the CARL Competencies on listservs, at conferences, and with other professional associations
• Develop an FAQ and talking points along with video profiles and other visuals
• Update the Competencies biennially based on community feedback
Check out our other IFLA events at www.ifla.org/events/all

Visit our Unit’s webpage to find out more about our work at https://www.ifla.org/set