

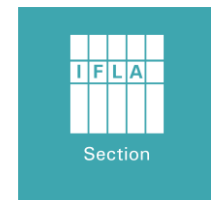
IFLA SET PRESENTS

Climbing the Mountain: Competency Development for CARL Libraries

Kathleen De Long, University of Alberta, Canada

Vivian Lewis, McMaster University, Canada

20/11/2020



privacy

This event is being recorded, including chat.

Video will be posted on YouTube and the link will be posted on the Section on Education and Training webpage and social media (Facebook).

Microphones **have been muted** for this event.

Questions or comments? Please type into the chat or Q&A box.

The talk is GDPR-compliant

IFLA and ZOOM privacy policies:

<https://www.ifla.org/data-protection-policy>

<https://zoom.us/privacy>

Questions regarding privacy:

professionalsupport@ifla.org



speakers



KATHLEEN DE LONG

University of Alberta
Chair of the School of Library and Information Studies



VIVIAN LEWIS

Vice-President / President Elect of the Canadian
Association of Research Libraries



Canada



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

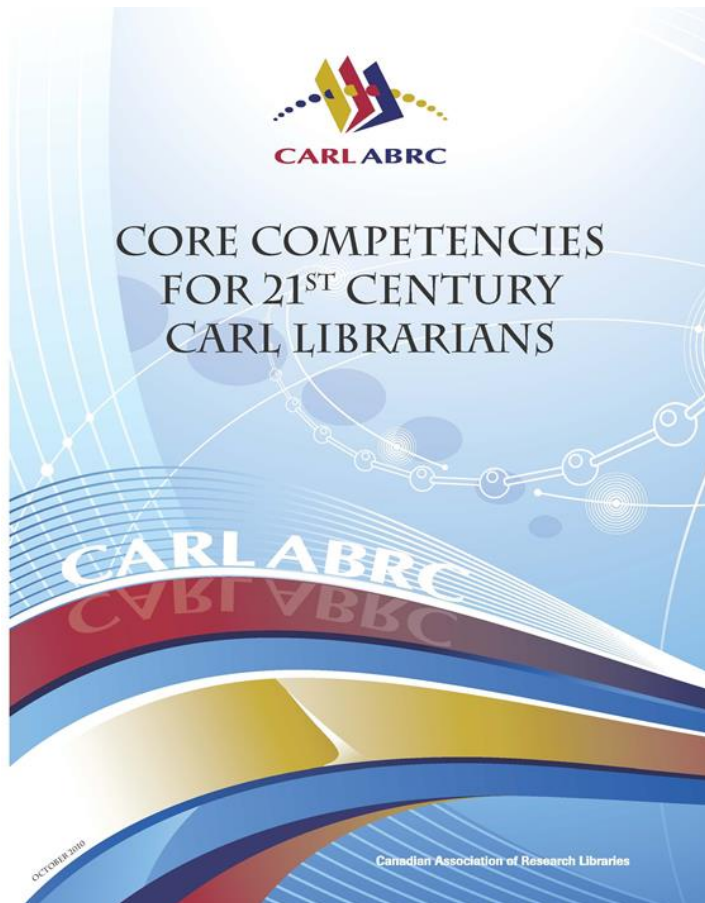
- Identify competencies for new hires
- Plan professional development opportunities for staff

For the Profession

- Market to new recruits



Updating the 2010 CARL Competencies



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



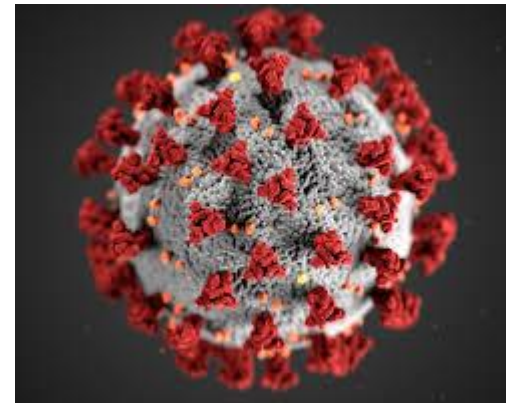
Example: Vision & Innovation

- 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



Distinction between knowledge, skills, and mindsets

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



thank you

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>

