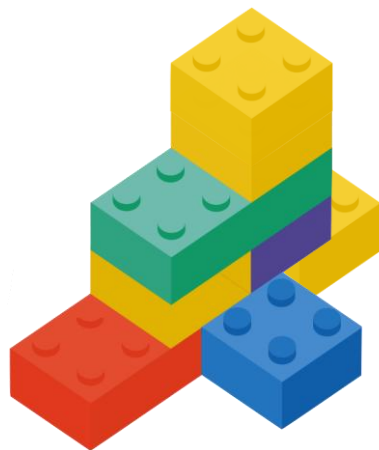


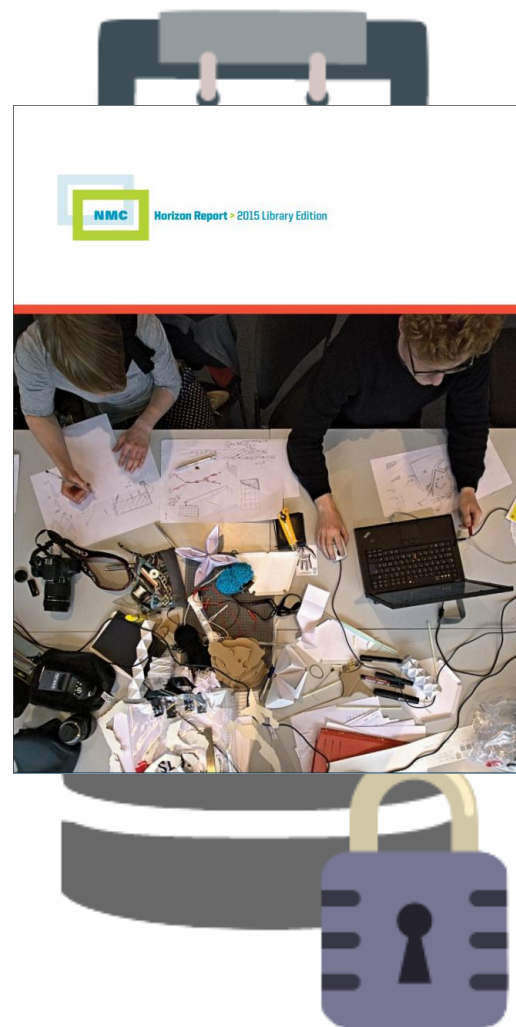
Academic Librarian Competencies Model (ALCM)

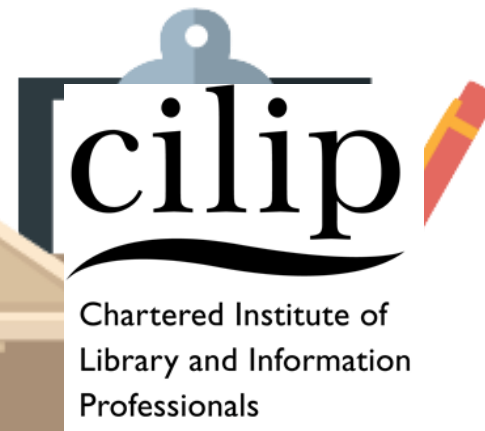
Recognising Skills and Identifying Gaps



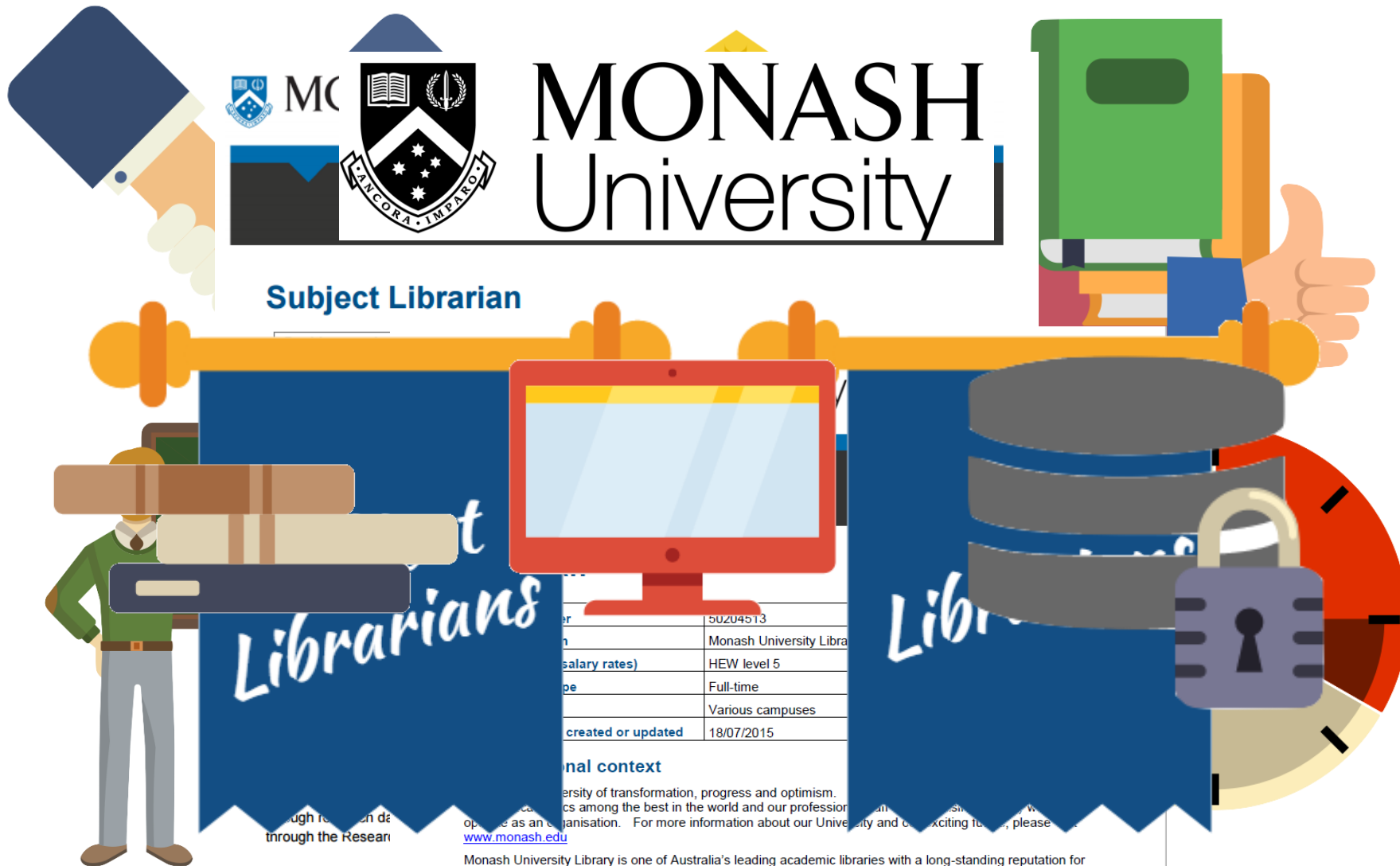
Anna Rubinowski @Rubin259 | Romney Adams @LibraryBeret |
Sylvia Pilz @PilzSylvia #ALCM #national16











MONASH



MONASH University

Subject Librarian

Librarians

50204513
Monash University Libra
salary rates)
HEW level 5
pe
Full-time
Various campuses
created or updated
18/07/2015

Personal context

University of transformation, progress and optimism. We are among the best in the world and our professional staff are the best. We are an exciting organisation. For more information about our University and our exciting future, please visit our website www.monash.edu

Monash University Library is one of Australia's leading academic libraries with a long-standing reputation for a comprehensive collection, technological innovation and professional excellence. We strengthen the University by providing outstanding scholarly resources and research and learning environments and through leadership in research skills development, scholarly communication and use of technology. For more on the work we do, [please visit our website](#).

Position purpose

This position works as part of team to provide services, programs and resources, and to facilitate prompt, seamless and reliable access to high quality scholarly information.

Reporting line: The position reports to either a supervisor or manager depending on the branch or department the position is located in and works as an effective member of a team under general supervision.



FACET OF
WORK SKILL

**Prescribed Direction
Level 1**

Highly structured directions & guidance from supervisor.

Bounded Direction Level 2

Boundaries set by & limited direction from supervisor.

**Scaffolded Direction
Level 3**

Works independently and within provided guidelines.

Self-Actualized Direction
Level 4

Develops own abilities & works innovatively with limited guidance.

Open Direction
Level 5

Works within self-determined guidelines appropriate to discipline / context

reflects on lifelong learning skills and career management.

d. Planning & Management

Organizations manage while others.

e. Problem Solving Critical Thinking

Synthesises and analyses data to create solutions.

f. Communication & Teamwork

Writes, presents & performs with **sensitivity** to interpersonal communication and **accounts** for ethical, cultural and social/team issues [EC5].

UNIVERSITY OF CALIFORNIA, BERKELEY

| to understand and

methods and

Applies a structured approach to understand existing data and knowledge.

Applies a synthesis and analyse existing data and knowledge.

Uses lay language and requires highly structured guidance to communicate within teams. Shows minimal understanding of ECS.

Uses some discipline specific language and requires limited guidance to exchange information and understand ECS.

applicants to enter the knowledge



Uses reflective evaluation and performance

Works independently to synthesise and analyse a range of resources to generate new knowledge.

Uses discipline specific language and shows assertiveness in communicating information and applying ECS.

CCC

Organiser into self-determined applications

Applies critical thinking collaboratively to synthesise, analyse and produce innovative and creative solutions.

Communicates professionally using discipline specific language and shows a high degree of understanding and application of ECS.

IV

Uses refined articulation
innovative
effective

Applies sophisticated critical thinking and analysis to initiate change and extrapolate outcomes.

Communicates professionally to negotiate and assert own values while respecting the contribution of others and in applying ECS.



Self-Assessment: Measuring Your Competencies & Identifying Your Skills

You are invited to participate in a survey. Responses to this survey will inform a paper to be presented at ALIA National 2016, titled: "Academic Librarian Competencies Model (ALCM): Recognising Competencies and Identifying Gaps". The research is being undertaken by Anna Rubinowski, Romney Adams, and Sylvia Pilz.

PURPOSE OF THE RESEARCH

The purpose of this research is to develop and present the Academic Librarian Competencies Model (ALCM), a model which will enable Librarians employed at academic institutions to, at any stage of their career, identify their competencies and skills gaps.

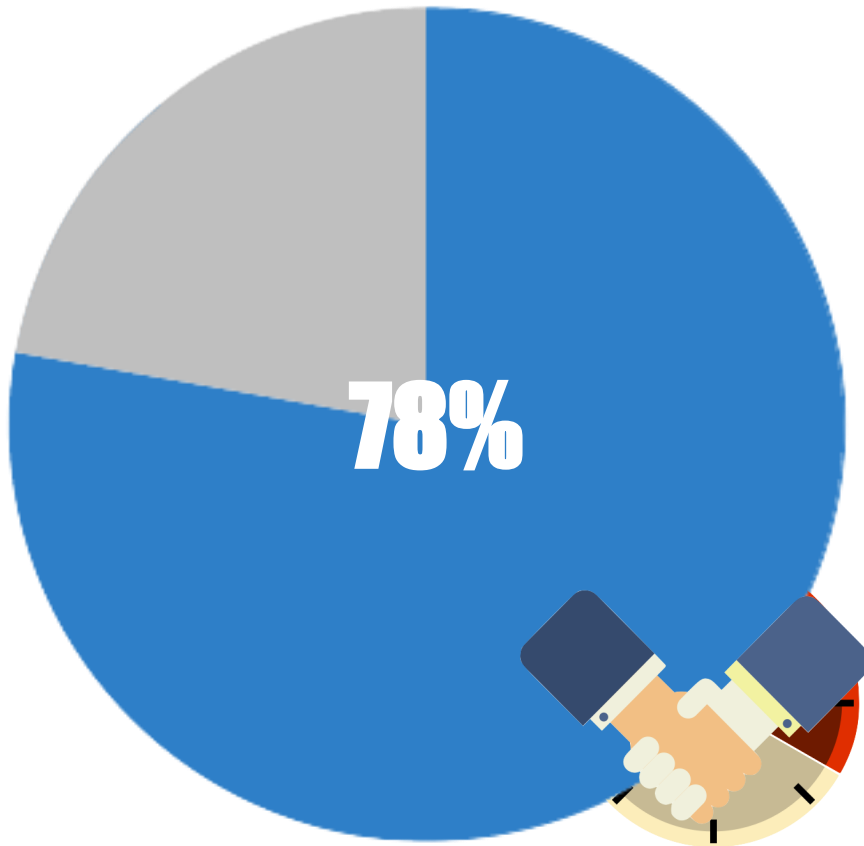
YOUR INVOLVEMENT

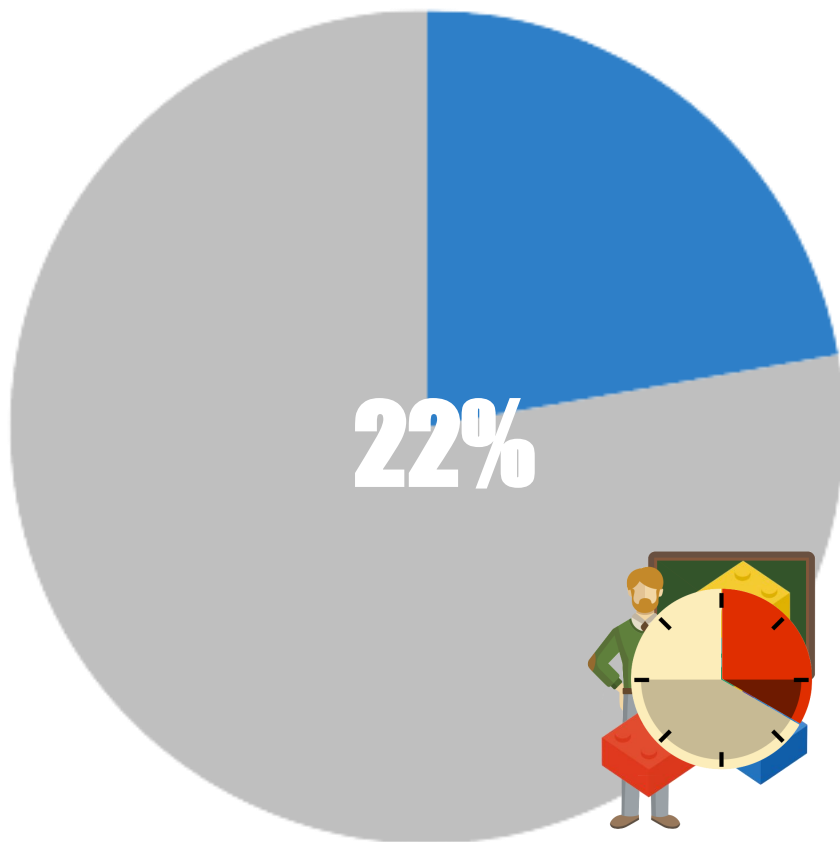
Your completion of this survey is entirely voluntary. If you decide to complete the survey, you will not be asked to give your name. You will be asked about your location of employment (in regards to both branch Library/ies and Faculty Team/s), and the length of your employment, but you can choose not to answer. You will also be asked to complete self-assessment and reflection in connection with a range of skills areas that pertain to your employment.

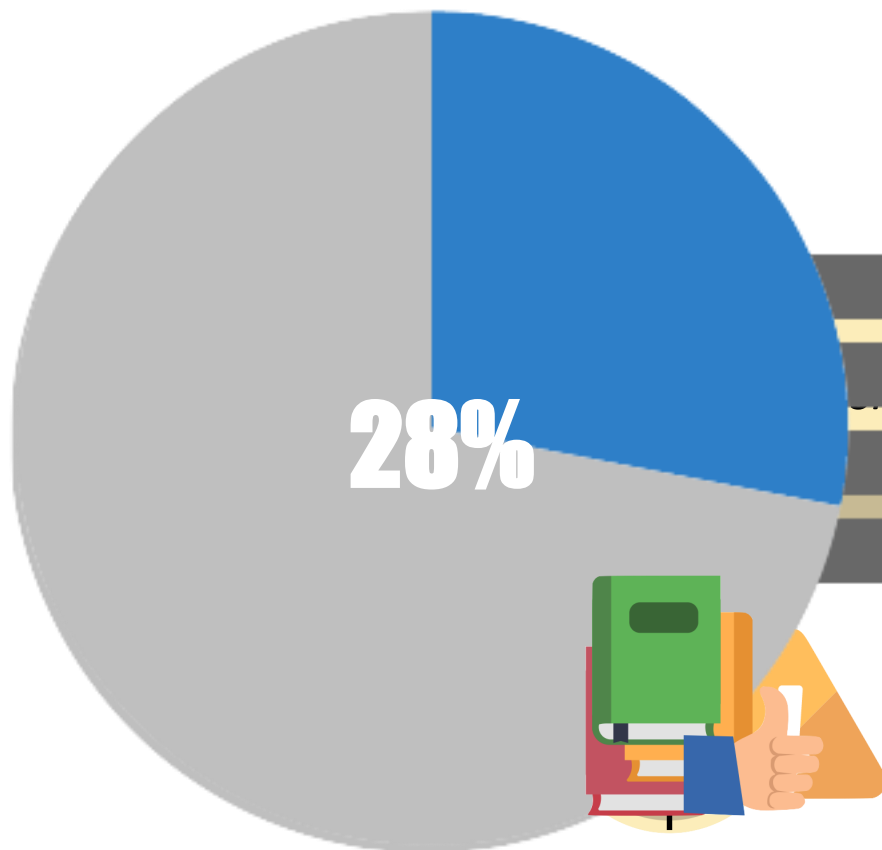
POSSIBLE RISKS, INCONVENIENCES AND DISCOMFORTS

All information collected will be entirely anonymous. No details that may identify you will be collected or reproduced. You are under no obligation to agree to participate. If you do agree to take part, however, you are free to withdraw from the survey at any time.



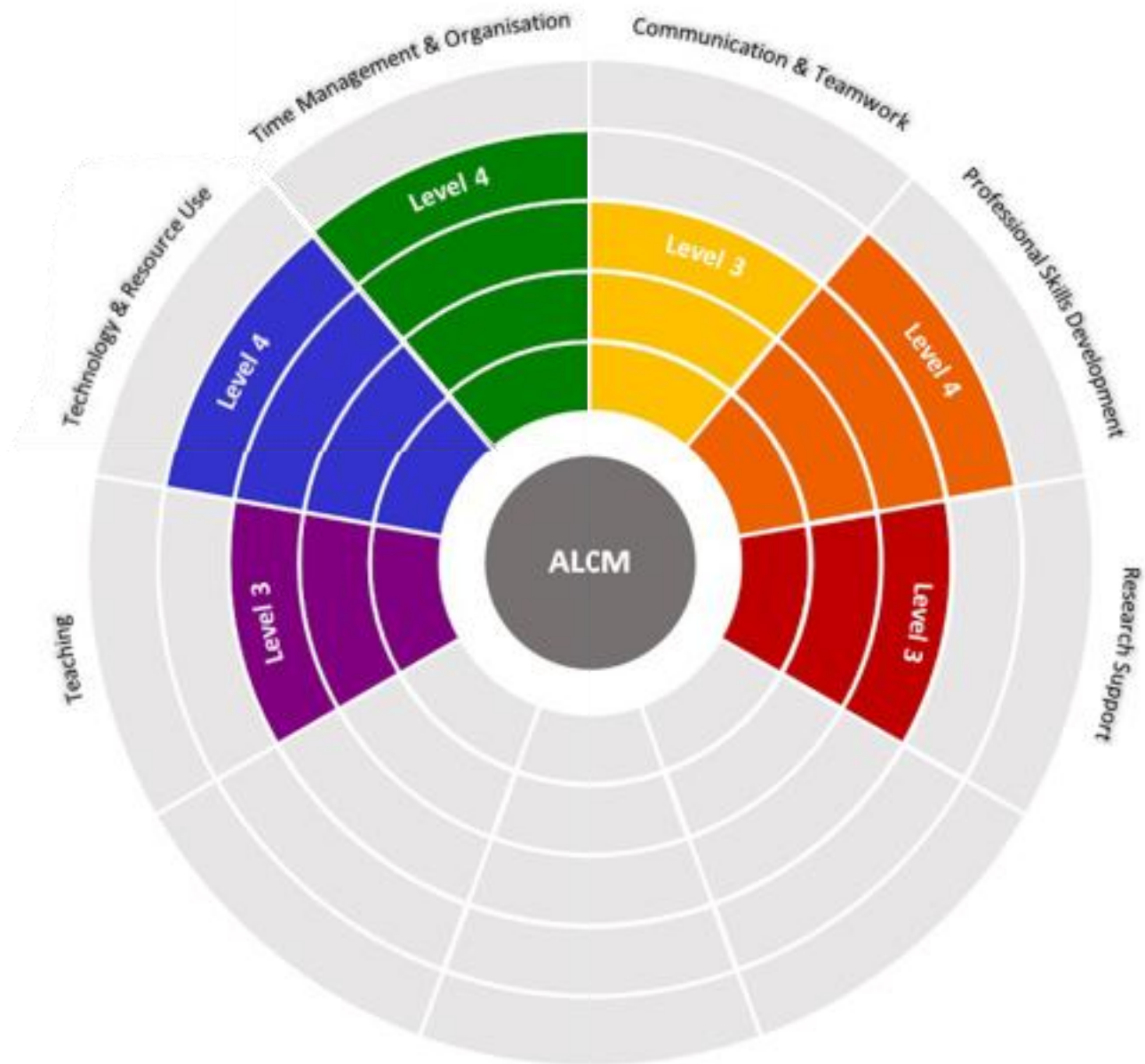


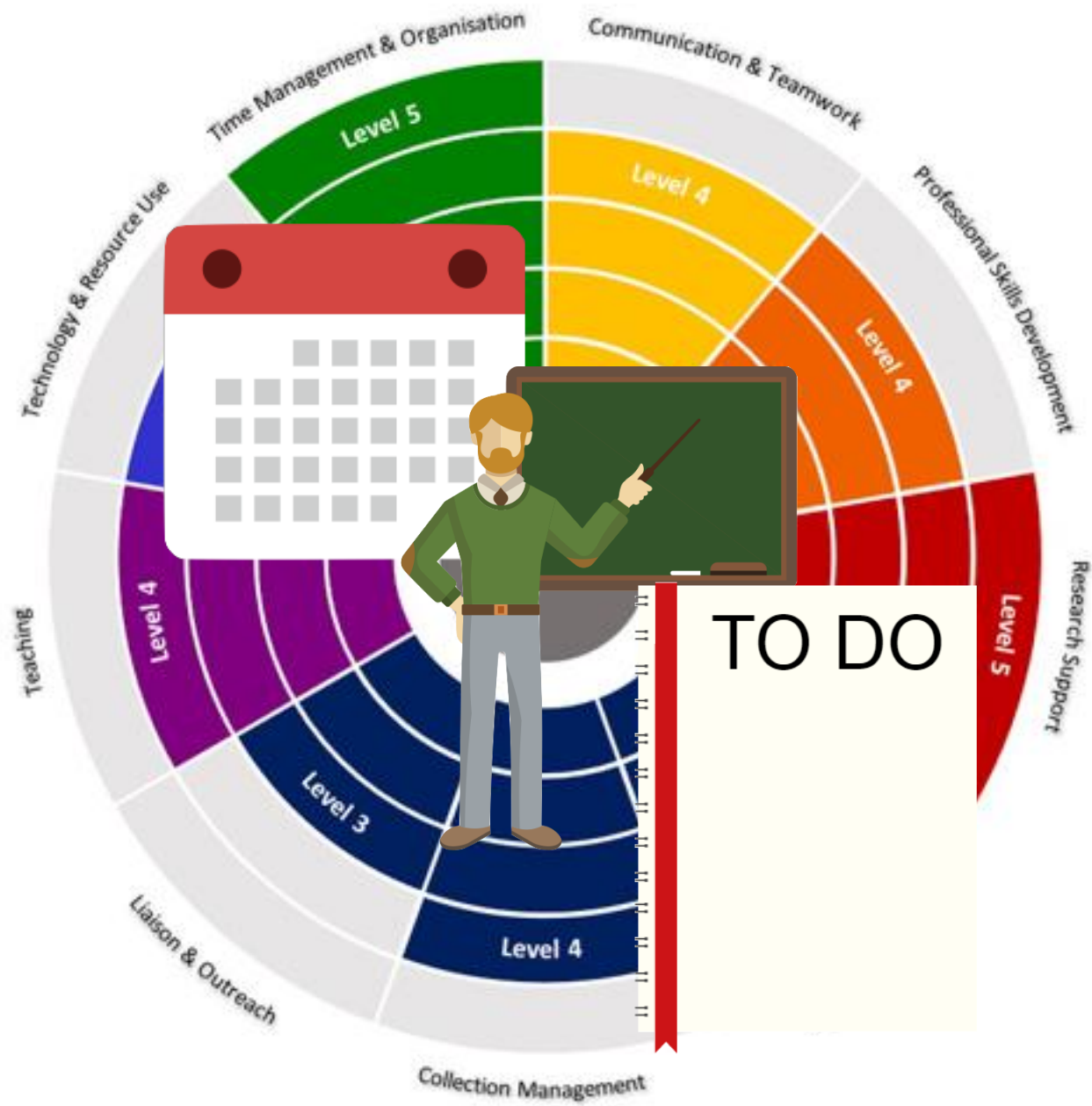


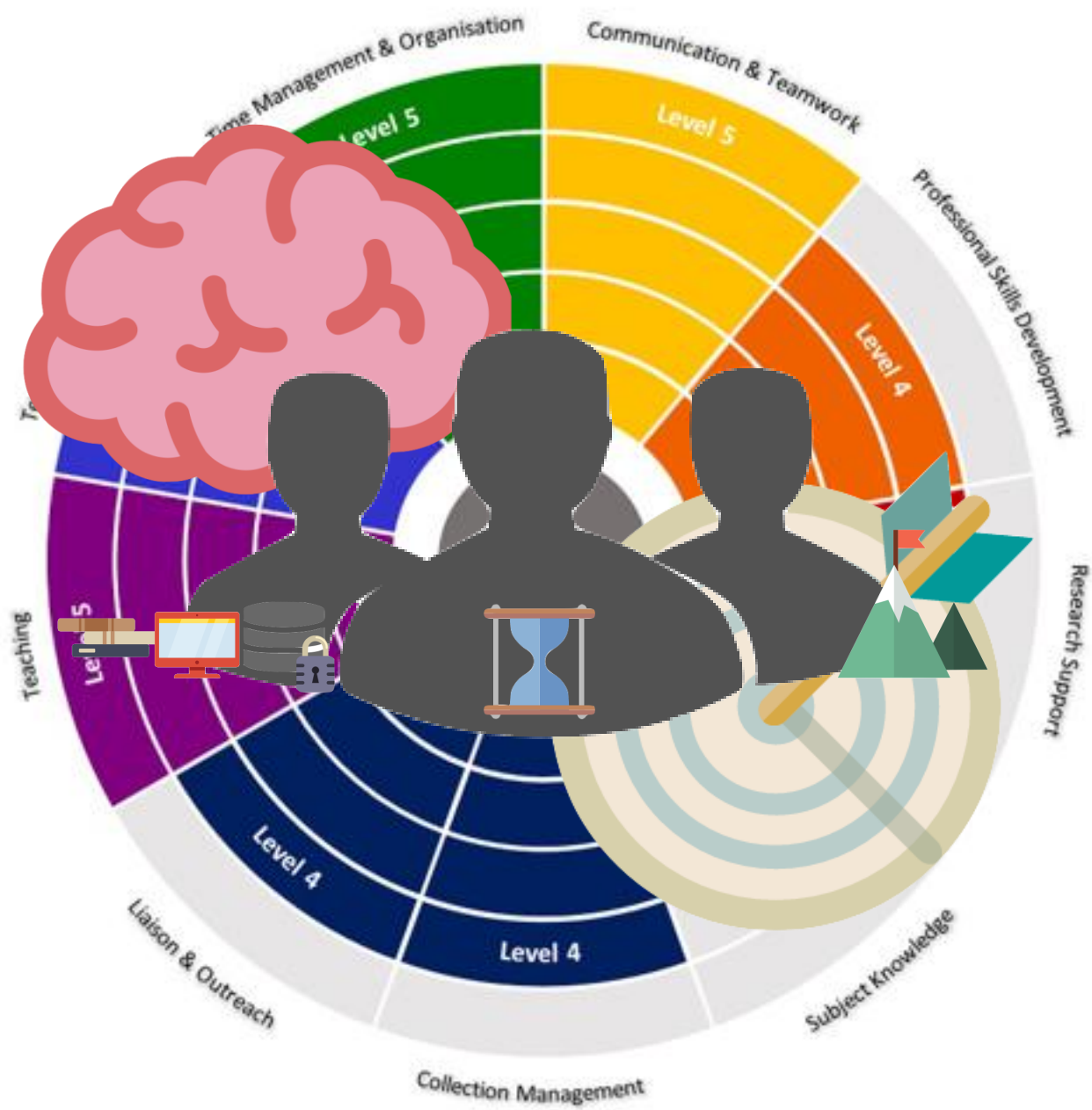


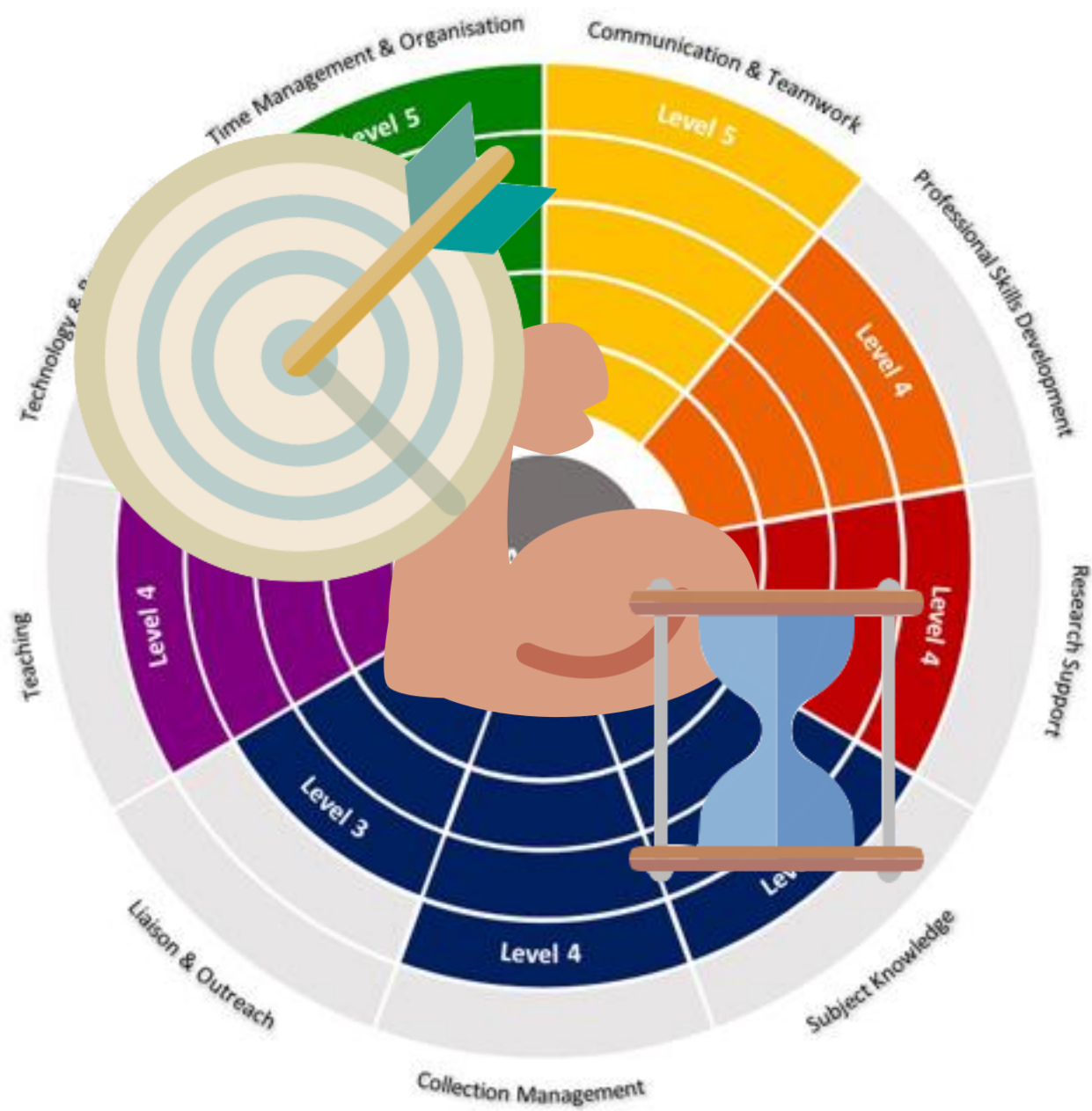
"Ability to understand and assess relevant research methods and information resources, in order to support the research activities of students and/or academic staff"

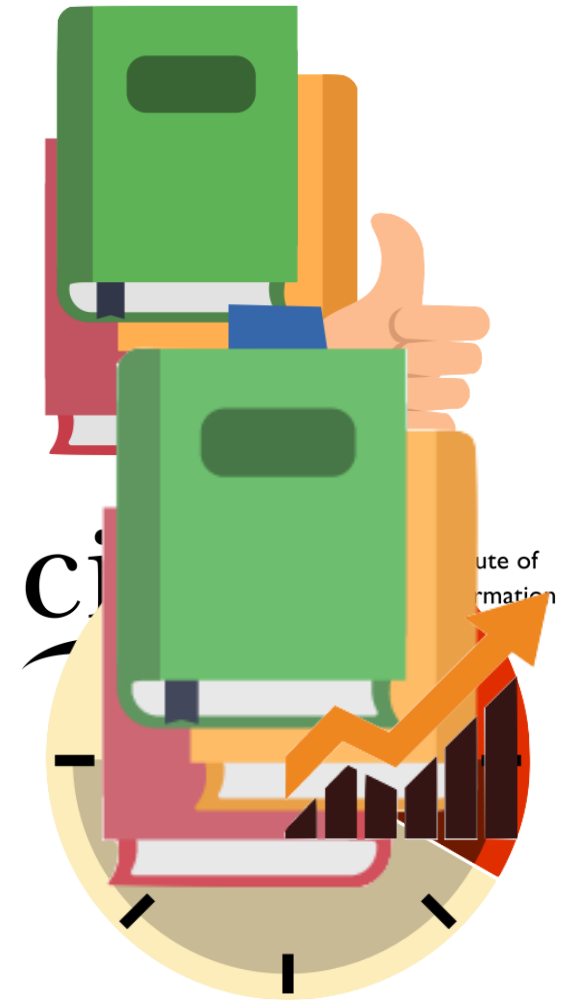


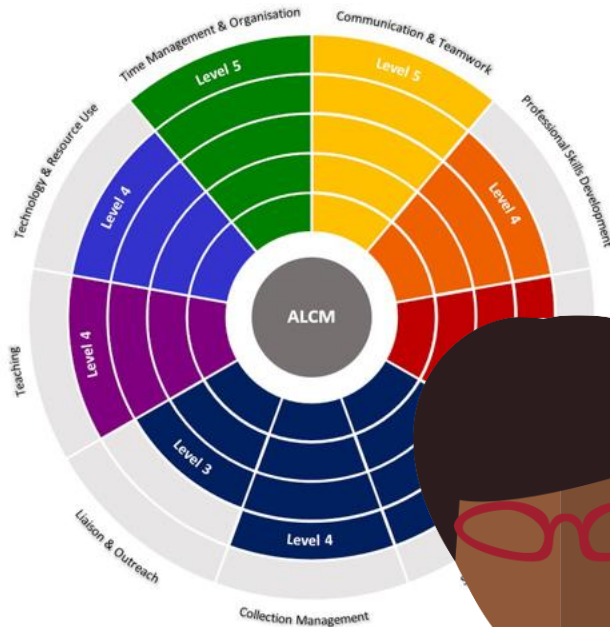




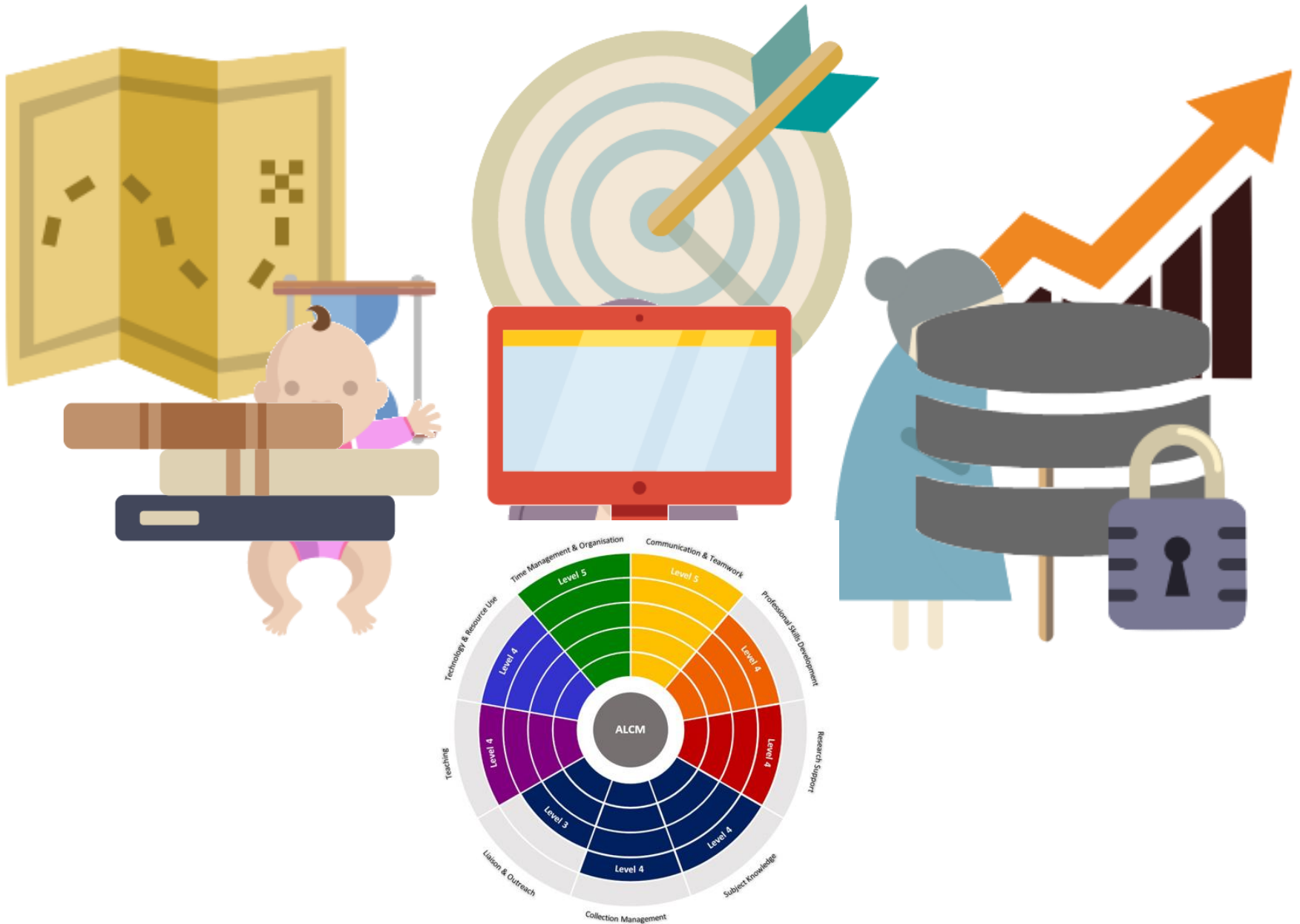








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...Questions?