

New directions and changing perceptions

Julie Toohey

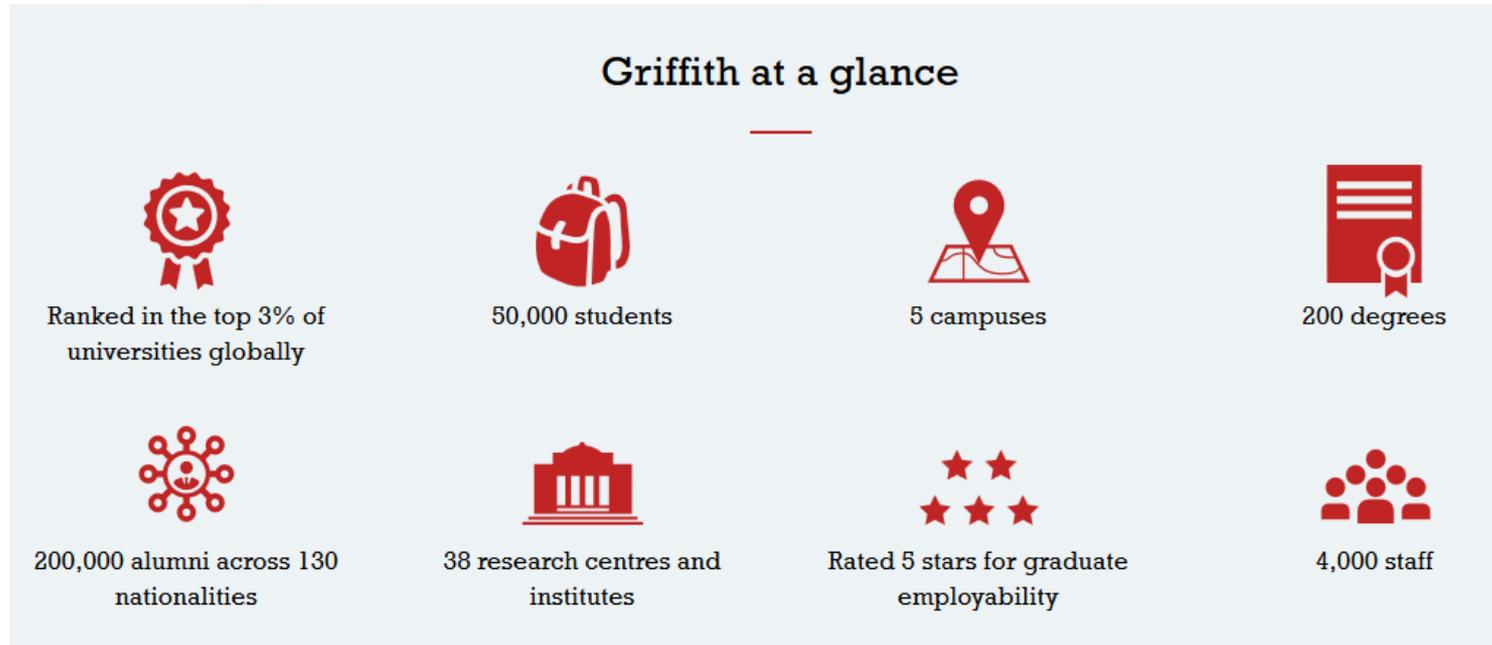
Health Librarian

Kylie Poulton

Business Librarian



Our story is set in ...



Griffith University. (2016). About Griffith. Retrieved 08 August 2016, 2016, from <https://www.griffith.edu.au/about-griffith>

Division of Information Services

Our portfolios



Objectives

- Trace the evolution of the academic librarian role
- Understand the perceptions of our academic librarians regarding the evolving role
- Identify evolving skills sets and potential gaps

Changing roles

Then

Roles



- Collection management
- Reference Services
- Information Literacy

Now

- Scholarly communications
- Data management
- Open access

Clients



- Undergraduates
- Postgraduates
- Higher Degree Researchers
- Academics

- Higher Degree Researchers
- Academics

Methodology

- Position Description analysis
 - Word analysis
 - Roles and skills analysis
 - SFIA (Skills Framework for IT Age) Library Capability Framework
- Survey of Discipline Librarians

Position Description Analysis

2007



Organise
Provide
Maintain Assist
Evaluate
Manage
Liaise Deliver Work
Contribute
Perform Collaborate Select
Support
Develop
Identify
Promote

2010



Operate
Evaluate
Identify
Maintain
Collect Collaborate Select
Develop Negotiate Review
De-select
Analyse
Manage

2011



Negotiate Foster
Operate Contribute
Collaborate
Inform
Use Select Collect
Maintain
Analyse Evaluate
Provide Support
Facilitate
Identify

2014

Analyse
Maintain Inform
Provide
Coach Partner Lead
Review
Develop
Manage Engage
Support

Roles and Skills added and subtracted

 2010

Understanding of the scholarly information and publishing trends



*- General reference services
- Information Literacy*

 2011

Analysis and reporting of research publication and citation patterns and trends



- Collection management

 2014

Leadership, initiative and innovation

- *Partnerships with academics*
- *Coach and develop the capability of staff*
- *Management of projects*

SFIA Library Skills Framework

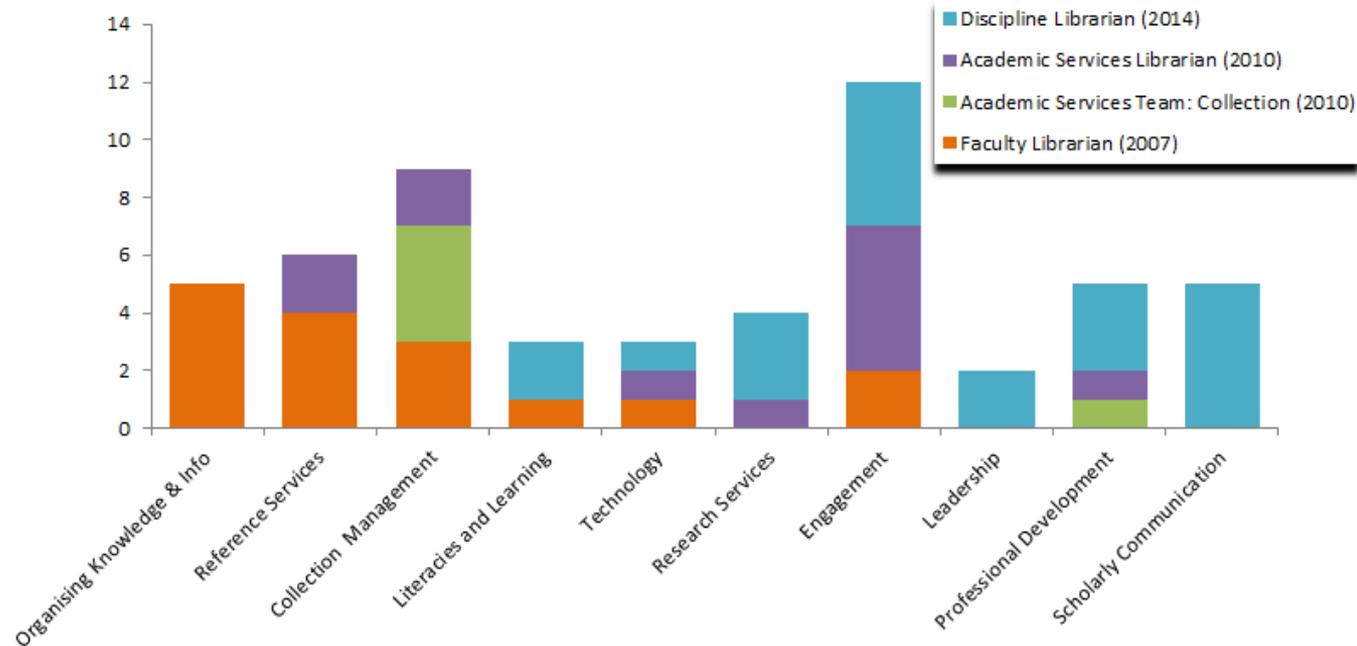
SFIA = The Skills Framework for the Information Age (www.sfia-online.org)

Library Skills Framework

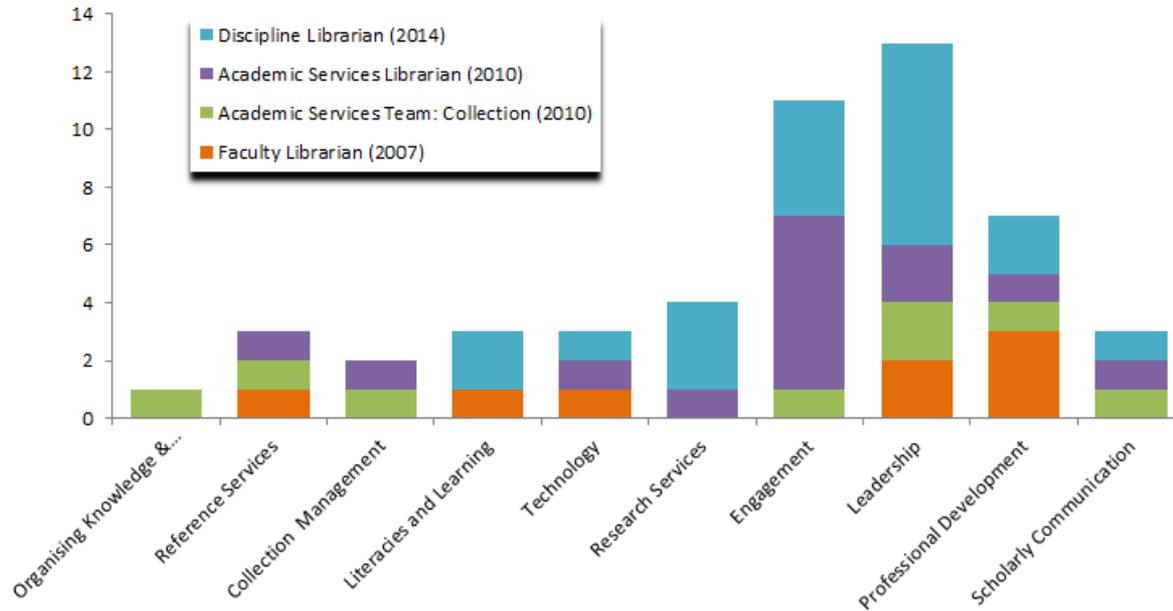
1. Client Value	7. Literacies & Learning
2. Organising Knowledge/Information	8. Technology
3. Reference Services	9. Leadership
4. Research Services	10. Professional Development
5. Collection Management	11. Data Management
6. Engagement	12. Scholarly Communication

Key accountabilities

Mapped against SFIA Capabilities



Selection Criteria Mapped against SFIA Capabilities

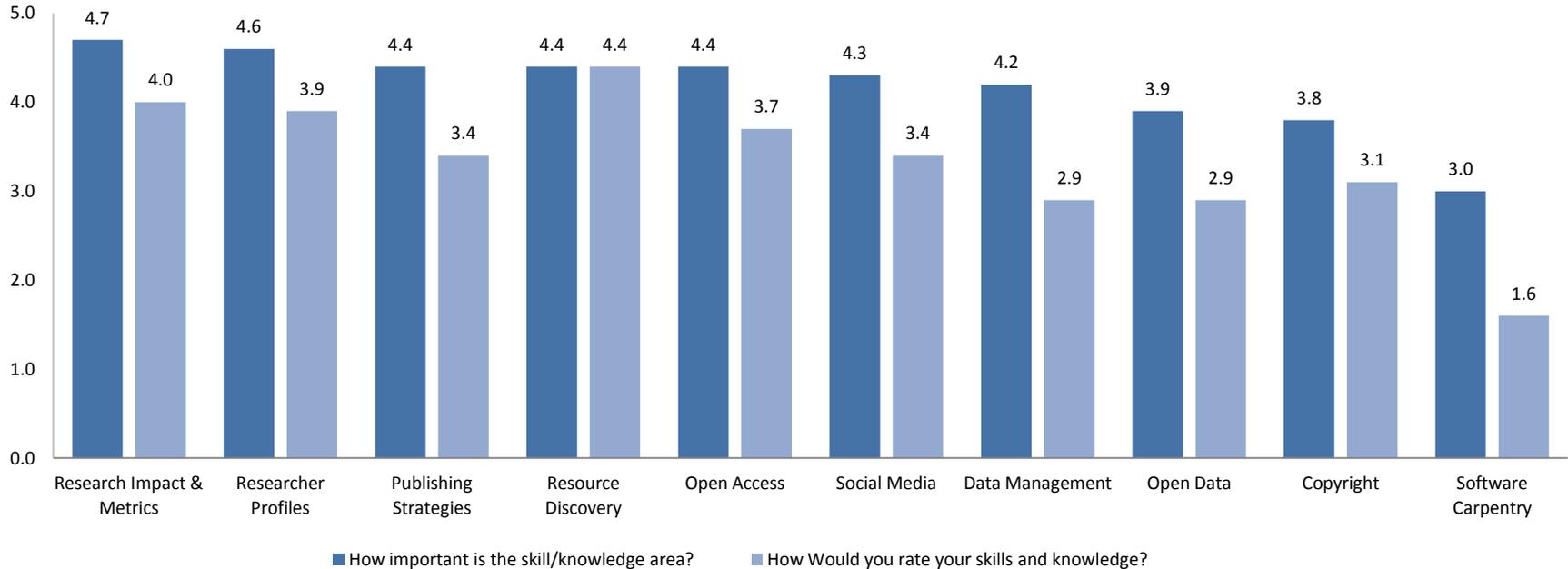


Discipline Librarian Survey

Skill/Knowledge Area

- Research impact and metrics
- Researcher profiles
- Publishing strategies
- Resource discovery
- Open access
- Social media
- Data management
- Open data
- Copyright
- Software Carpentry

How important is the skill?



Developing partnerships

Seek strategic partnerships creating significant value and impact for research

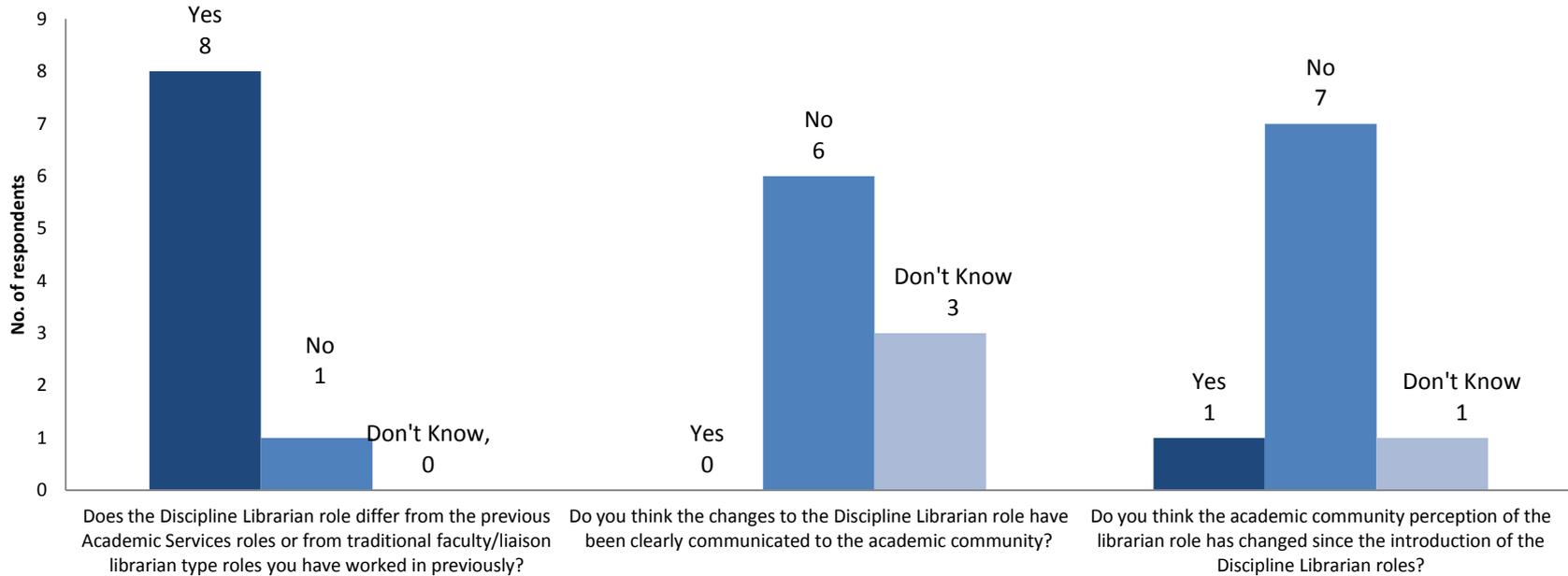
- More intensive engagement with our groups
 - Research Impact
 - Data Mapping and Data Management
 - Information Management Framework

Mentoring

Mentoring strategy for supporting junior librarians in their career and self development

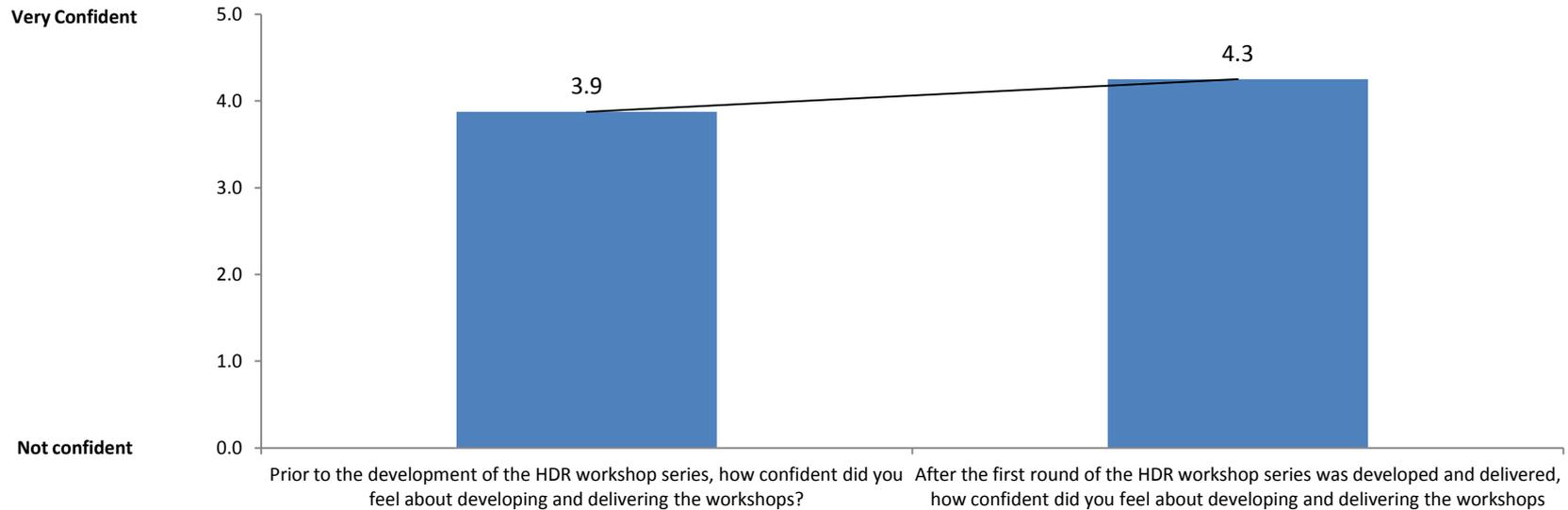
- Informal mentoring considered very successful by DL
- DL have their expertise and experience recognised and used to enhance their own learning through challenging discussions

A changing role

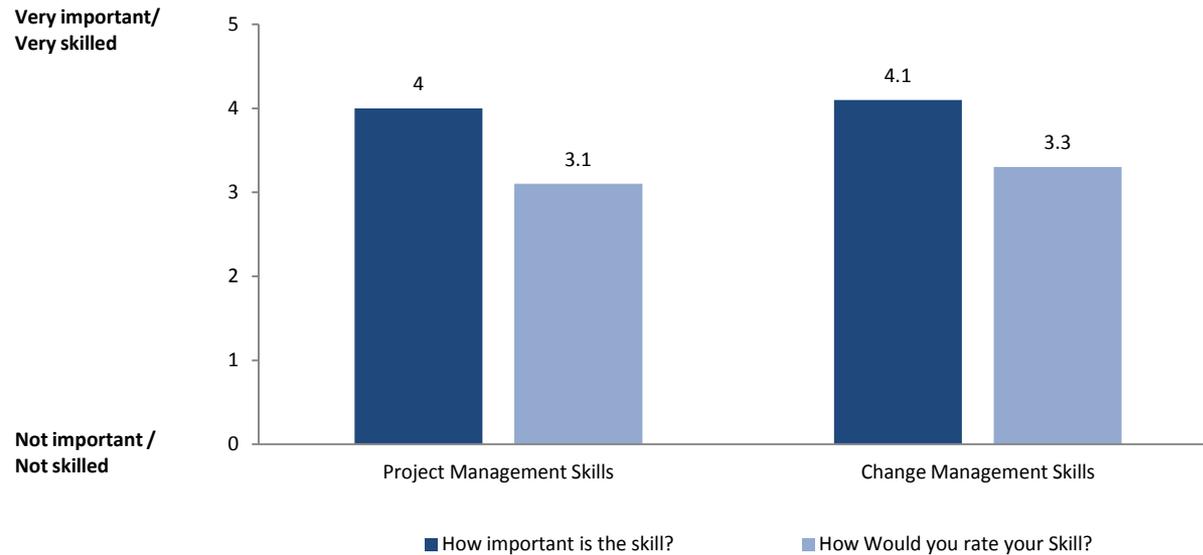


HDR Workshop Series

An opportunity for skill development



New skills



Evolving roles

- Change Managers
- Communication Coordinators
- Data Management
- Project Management

Questions?