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The Way Forward: Smart, Savvy, Sustainable

Professional development and the academic business librarian: A knowledge-competence framework

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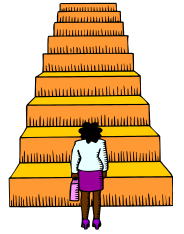✉ akbar@ntu.edu.sg
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Subject librarian stress & nightmares

- Numerous and increasing areas of responsibility
- Uneven expertise and confidence
- Pressure to be an expert in all areas
- No time to be an expert in all areas
- Subject knowledge might be lacking

Are these keeping you awake at night…?

Goals of the framework

- Articulate the broad areas of knowledge and expertise required

- Define the expectation levels of expertise required

- Allow subject librarians to self-assess

- Provide paths for professional development
  Individual, group, community…
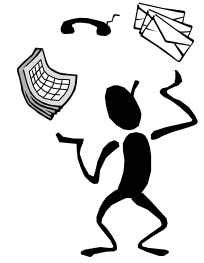
The framework

- NTU Libraries Subject Librarian Framework

- Purposely broad because it is more about knowledge, competence and confidence, than specific skills

- Must be locally defined, as each of our environment is different; each of our seven subject libraries builds upon different strategic strengths

Framework examples

Broad Area	Description	Level	Tips
Higher Education Environment & Trends	University curriculum, special programs	2	Read university reports Ask for course syllabi
	Global Trends e.g. online learning (MOOCs), general education, etc.	1	Scan HE news sources e.g. Chronicle of Higher Ed, Educause
Resource Knowledge	Knowledge of vast array of subject resources	3	Follow blogs or subject guides of subject librarian experts
	Expertise in using main subject databases	4	Do online tutorials Attend workshops Teach colleagues

Other areas…subject knowledge; research environment & trends; instructional; library operations; general skills/knowledge.

Levels of Expertise

1	**Awareness** - able to converse casually
2	**Ability** - able to discuss at a higher level or perform certain activities
3	**Proficiency** - considerable knowledge and/or working experience
4	**Specialist** - seen as the campus expert

Using the Framework

- Individual self-assessment

- Performance coaching with supervisor

- Individual and group priority setting

- Individual professional development

- Group professional development

Possible professional development tasks

Area	Exercise	Format
Subject Knowledge	New Branches of Knowledge in Discipline	Chart or Infographic
Subject Resources	Identify major internet resources, blogs, OERs, data repositories	Updated Subject Guides
Research Environment	Major research interests of School/Researchers	One Page
Education Environment	Core Courses, special programmes	One Page
Instructional Role	Personal statement/philosophy re: Information Literacy	One Paragraph
Overall	Personal statement re: role and impact as a subject librarian	One Paragraph

**Professional development and the academic business librarian:
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Thank you!

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