

## CARL Strengthening Capacity Committee – Terms of Reference

### Introduction

Research libraries' workforce, just like their physical facilities, collections and services, must evolve to keep pace with changes in education and research brought about by digital technologies and socio-economic factors. CARL represents and actively supports the many new and expanded roles for research libraries identified by its members.

CARL's Strategic Directions 2016-2019 state that:

*As changes in research, teaching, and learning continue to accelerate, Canada's research libraries are evolving to include a wider variety of expertise and professional backgrounds in their workforce. CARL provides a forum to explore and advance leadership and workforce development so that its member libraries are leaders within their institutions.*

### Mandate and Role

The Strengthening Capacity Committee focuses on advancing CARL's strategic goal 'Strengthening Capacity.' CARL's Strategic Directions 2016-2019 under this goal state that CARL will:

- Foster development of expertise and capacity for new and emerging roles.
- Support workforce development and renewal through initiatives relating to strategic recruitment, leadership and management development, and diversity.

The Strengthening Capacity Committee develops CARL's priorities and activities to effectively promote CARL's role and efforts in these areas and to ensure that CARL members can support staff development and growth.

Beyond workforce capacity, the Committee will also consider financial, technical, or physical capacity issues when they are deemed to merit CARL members' attention or collaboration on a national basis.

### Responsibilities

The Strengthening Capacity Committee will:

- Advance the above Strategic Directions.
- Develop new collaborations between libraries and other research organizations that will lead to strengthened capacity among CARL libraries.
- Identify the competencies for new and emerging roles to support the changes in teaching, learning and research.
- Develop strategies and programs that will foster the development of new competencies.
- Help members to address resource management issues through evidence-based approaches, fostering leadership and providing a forum to exchange best practices



- Form working groups or subcommittees to undertake a project or initiative, or to advance a goal.
- Adhere to the CARL Committee Guidelines.

The Committee reports regularly to the Board and to the membership at General Meetings.

### **Membership**

The Committee will normally consist of 4-8 CARL library directors. The President and the Executive Director are *ex officio* members of the Committee. Normally at least one member of the Committee will also be a Board member. The Chair of the Committee, as recommended by Committee members, will be approved by the Board and appointed for a term of two years. The term may be renewed at the discretion of the Committee

### **Subcommittees and Working Groups**

The Committee will strike subcommittees or working groups as needed. The members of these groups need not all be members of the Committee, but the Chair of the subgroup normally will be. Subcommittee and working group mandates, chairs, members, and project budgeting will be approved by the Committee.

This Committee was established in January 2016.

Approved: April 25, 2016