

CARL Core Competencies Working Group

Background

In 2010, the Research Libraries Committee of CARL produced a document titled *Core Competencies for 21st Century CARL Librarians*. The publication was provided as a guide to help CARL librarians “manage their careers, set meaningful professional development goals and align those goals with the missions of their respective organizations and act as a means to identify strengths and gaps in personal competencies.”

Following discussion at the fall 2016 CARL Directors’ meeting, a decision was made by the Strengthening Capacity Committee (the successor to the Research Libraries Committee) to strike a small sub group to refresh the 2010 publication.

Objective

The objective of the CARL Core Competencies Working Group (CCWG) is to review and revise the 2010 publication to better reflect the current needs of the profession. The process is expected to be highly consultative – with opportunities for diverse library directors, library staff and representatives from library schools to provide feedback along the way.

Tasks

1. Nominate a working group Chair for the approval by the Strengthening Capacity Committee.
2. Conduct an environmental scan including both scholarly literature and new competency statements released since the CC2010. and emergent activity stemming from the work of the Truth and Reconciliation Commission of Canada (TRC).
3. Recommend a methodology and timeline for consideration by the Strengthening Capacity Committee.
4. Collect information and analyze results. Identify changes to the 2010 publication.
5. Present a draft publication to the Strengthening Capacity Committee.

6. Offer opportunities for broad public consultation (with CARL directors, CARL library staff, administrators and faculty teaching in library & information science programs, etc.)
7. Finalize report.
8. Promote report in a variety of forums.

Membership

Membership includes two representatives from the Strengthening Capacity Committee and 3 participants from CARL member libraries. An invitation will be extended to the deans of directors of Canadian library & information science schools to identify a member or a consultant for the group.

Appointment Process

Members of the Working Group are nominated by CARL member library directors, and appointed by the CARL Strengthening Capacity Committee. Members should have a strong interest in human resources development and organizational behaviour, as well as demonstrated research practice.

Lines of Accountability and Communication

- The Core Competencies Working Group is accountable to the CARL Strengthening Capacity Committee.
- The Chair of the Core Competencies Working Group reports on its activities and submits written recommendations as appropriate.
- Minutes and reports of the Core Competencies Working Group are not confidential unless determined so by the Core Competencies Working Group.

Financial and Administrative Policies

- Service on the Core Competencies Working Group is non-remunerative.
- Travel and meeting expenses for Core Competencies Working Group members are reimbursed according to the policies of CARL.
- Members of the Core Competencies Working Group comply with CARL Board-approved governance and organizational policies, including code of conduct and conflict of interest policies.

- Insofar as it may be feasible, discussions of the Core Competencies Working Group will be conducted by teleconference.

Timeframe

The Core Competencies Working Group will commence in spring 2017 and will disband once its activities have been completed, subject to an annual review by the Strengthening Capacity Committee.