

CARL Strengthening Capacity Committee – Terms of Reference

Revised and adopted in September 2020

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 2019-2022 state that:

As changes in research, teaching, and learning continue to accelerate, Canada's universities require a wider variety of expertise from their research libraries. CARL fosters development of expertise and capacity for new and emerging roles

Mandate and Role

The Strengthening Capacity Committee focuses on advancing CARL's strategic goal 'Strengthen Capacity.' CARL's Strategic Directions 2019-2022 under this goal state that CARL will:

- Support leadership and workforce development across the broad spectrum of competencies required for success in contemporary research libraries.
- Encourage research into areas of strategic focus to CARL.
- Advance equity, diversity, and inclusion in research libraries.
- Enable research libraries' work toward reconciliation, Indigenization, and decolonization, framed by the Truth and Reconciliation Commission of Canada's Calls to Action.

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.
- Form working groups or subcommittees to undertake a project or initiative, or to

advance a goal.

- Adhere to the CARL Committee Guidelines.
- Help members to address resource management issues through evidence-based approaches, fostering leadership and providing a forum to exchange best practices.
- 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.