

Preparing Our Librarians for the Future OR *Whatever Happened to Those KSA Survey Results?*

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Project Summary

Goals

- To analyze the gaps in knowledge, skills and abilities (KSAs) of AP division librarians
- To provide a focus for professional development and future hiring

Methodology

In 2007, we developed an online self-assessment based on the AP Position Description Framework; in 2008, it was administered to all 53 librarians and archivists through SurveyMonkey with a response rate of 65%.

Sample KSA Statements

- Proactively develop working relationships with faculty in assigned or relevant areas
- Understand and apply principles of learning theory
- Participate in development of new tools and services in response to user needs
- Understand the nature and purpose of primary source research and the significance of original artifacts
- Advocate for sustainable models of scholarly communication

Assessment Scale

- Basic or less
- Basic or less, but need to know more
- Intermediate
- Intermediate, but need to know more
- Advanced
- N/A

Outcomes

What Did AP Librarians Need?

Project management expertise

Support for developing programs in AP (e.g., information literacy, scholarly communication)

Understanding of relevance of archives and special collections to other AP departments

Instructional design skills

Examples of how to develop partnerships with faculty

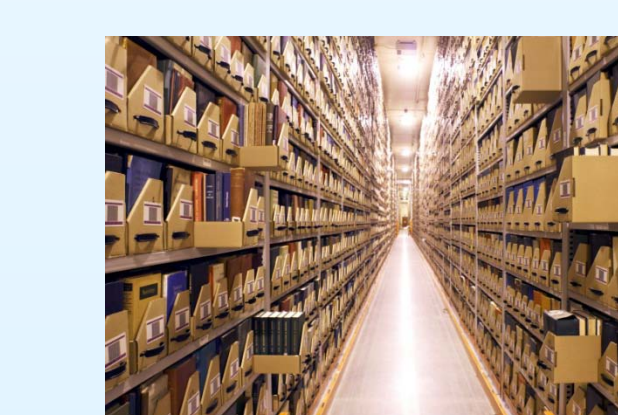
Additional skills in instruction and information literacy

Identify grant opportunities and write effective grant proposals

How Did AP Respond?

Project management workshops for 50 staff members (February 2008, April 2010); Advanced workshop for 25 staff members (August 2010)

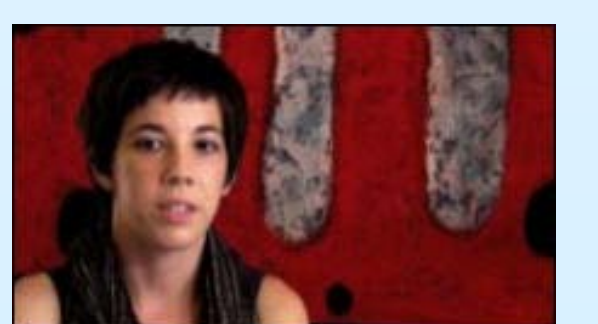
Program development initiative for 15 AP staff members (September 2010-July 2011)



Session to familiarize staff with ASC collections and processes (June 2010)

Instructional designer, Paul Zenke, hired (September 2010)

Video series, "Liaisons in Action" (2009); training plan for liaison's first 3 months (2010)



Kate Brooks, Liaison in Action training video, July 2009

Information Literacy Collaborative workshops on assessment and active learning



Grant writer and Community Outreach Assistant, Linda Greve, hired (September 2008)



<http://www.flickr.com/photos/librarianbyday/2821327301/>

Stephanie H. Crowe and Janice M. Jaguszewski, "Preparing Our Librarians for the Future: Identifying and Assessing Core Competencies at the University of Minnesota Libraries," in *The Expert Library: Staffing, Sustaining and Advancing the Academic Library in the 21st Century*. Ed. Scott Walter and Karen Williams. Chicago, IL: Association of College and Research Libraries, 2010. 127-157. <http://purl.umn.edu/96954>