Skills And Competencies for Scholarly Communication: An Indian Perspective.
Hello!

Good Afternoon

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‘The system through which research and other scholarly writings are created, evaluated for quality, disseminated to the scholarly community, and preserved for future use.’

(Association of College and Research Libraries, 2002)
Competence has been defined as the interplay of knowledge, understanding, skills and attitudes required to do a job effectively from the point of view of both the performer and the observer (Murphy, 1991).
Outline

▷ Background

▷ Objectives, Research Design

▷ Services extended by Libraries for Scholarly Communication

▷ Skills and Competencies Assessed

▷ Training needs of Librarians

▷ Reflections
Background

▷ Society publications the scholarly communication pattern in India was parallel to global developments.

▷ Establishment of universities, national level documentation centers and Information systems like NASSDOC and NISSAT, NIC enhanced research output in India.

▷ Advent of ICT and dynamic and interdisciplinary nature of research triggered libraries to reinvent themselves to serve researchers.
Further establishment of INFLIBNET and its taking up under its umbrella of E-Shodhsindhu gave further responded to overwhelming pace of changes in research activity.

To meet the changing needs of researchers libraries have to extend new services or realign existing services.

Therefore the need for newer skills and competencies
Objectives

▷ To examine the current research support services extended by the university libraries in India.

▷ To identify skills and the level of their proficiency and competencies needed for scholarly communication services.

▷ To ascertain the training needs in the area of scholarly communication.
Research Design

▷ Descriptive Survey
▷ Questionnaire (Online Survey Software :Survey Monkey)
▷ Research Lifecycle Model with four stages used to identify services extended for each phase.
▷ Skills and Competencies List based on CILIP and NASIG guidelines
▷ Sample represented Indian University Libraries from East, West, North and South India
Profile: Universities

45 university libraries
▷ 23 state universities
▷ 8 deemed universities
▷ 7 central universities
▷ 5 Institutes of National Importance
▷ 2 state private universities
Research Life cycle

Services extended by libraries identified on the basis of model.
Services for Stage I: Idea Discovery

- Facilitate in-depth discovery services
- Research guides/tutorials
- Scholarly communication training
- Research Commons
Services for Stage II: Getting Prepared

Funding Sources and Policies

Compliance to OA

RDM Plans

No support
Services for Stage III: Conducting Research

- Managing Citations
- Guidance on Ethics in Research
- Software used for Research
- Long Term Data Curation and Preservation

![Bar chart showing services for Stage III: Conducting Research](chart_image)
Services for Stage IV: Dissemination

▷ Anti-plagiarism Software
▷ Assisting in Publication
▷ Style Guide & Ref Management Software
▷ Building and maintaining IR and ETD
▷ Identifying predatory publishers
▷ Assisting with OA publication
▷ Compliance with copyright conditions laid down by publications
▷ Improving visibility of the publications
▷ Helping researchers with their author profiles and research evaluation metrics
Skills and Competencies

Self assessment of skills and competencies and training needs identified
Personal Strengths

ICT Applications  Social Media applications  Designing Online and Offline IL programs

Communication  Collaboration  Adaptation

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Skills- Collection and Retrieval

- Information retrieval from databases and search engines
  - Most of the staff possessed advance level skills
- Negotiations with the publishers & Licence agreements
  - Basic and Intermediate Level
- Digital Rights Management skills
  - Majority lacked this skill
Skills- Funder Mandates and Data Management Plans

- Skills in the area of Funder Mandates and RDM: Lower as compared to other skills. Majority lacked this skill.

- Information about funder Mandates find mandates: Basic Level Skills

- Research Data Management: Very Few possessed skills in the area of RDM
Skills-IR and ETD

- Selection and Implementation
- Applying Publishers Policies about archiving
- Contribution to Policy Development for the Institution

Majority Librarians possessed Advance Level Skills

2/3 possessed Intermediate and Advance level Skill

Intermediate
Skills- Publications

- Use of different style guides and citation Management Tools
  Most possessed Intermediate or Advance level skills

- Evaluation of Journals
  Most possessed Intermediate or Advance level skills

- Author Rights
  Very few possessed skills
Skills-Metrics and Visibility

- Skills for use of social media for increasing visibility
  - Highest among among skills in this area

- Knowledge of emerging metrics
  - Intermediate Level of skills.

- Author Profiling systems
  - Basic and Intermediate level skills.
# Training Needs of LIS Professionals

<table>
<thead>
<tr>
<th>Training Need</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>RDM</td>
<td>90.00%</td>
</tr>
<tr>
<td>Licensing and DRM</td>
<td>80.00%</td>
</tr>
<tr>
<td>Copyright and author rights</td>
<td>70.00%</td>
</tr>
<tr>
<td>Digital Scholarship</td>
<td>60.00%</td>
</tr>
<tr>
<td>Upgradation in Technology</td>
<td>50.00%</td>
</tr>
<tr>
<td>E-Science</td>
<td>40.00%</td>
</tr>
</tbody>
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Methods of Skill Development

- Majority of the skills were acquired through Self-directed learning
- IR Management was the exception.
- It was acquired through attending CEPs
- Possession of Advance level skills among Librarians in IR/ETD Management was thus evident.
Reflections

- Skills in the areas of RDM, Copyright and author rights, Licensing and DRM, digital scholarship and OA mandates need to be inculcated
- Indian LIS associations expected to play leading role
- Schools & Departments of LIS - design skill oriented training programmes
- HRD UGC centres - Courses for University Librarians
- Research on researchers’ expectations
- Bright and promising picture
Thank You