The LIBSENSE Research Agenda – Progress on AC3 Plans and Future Activities
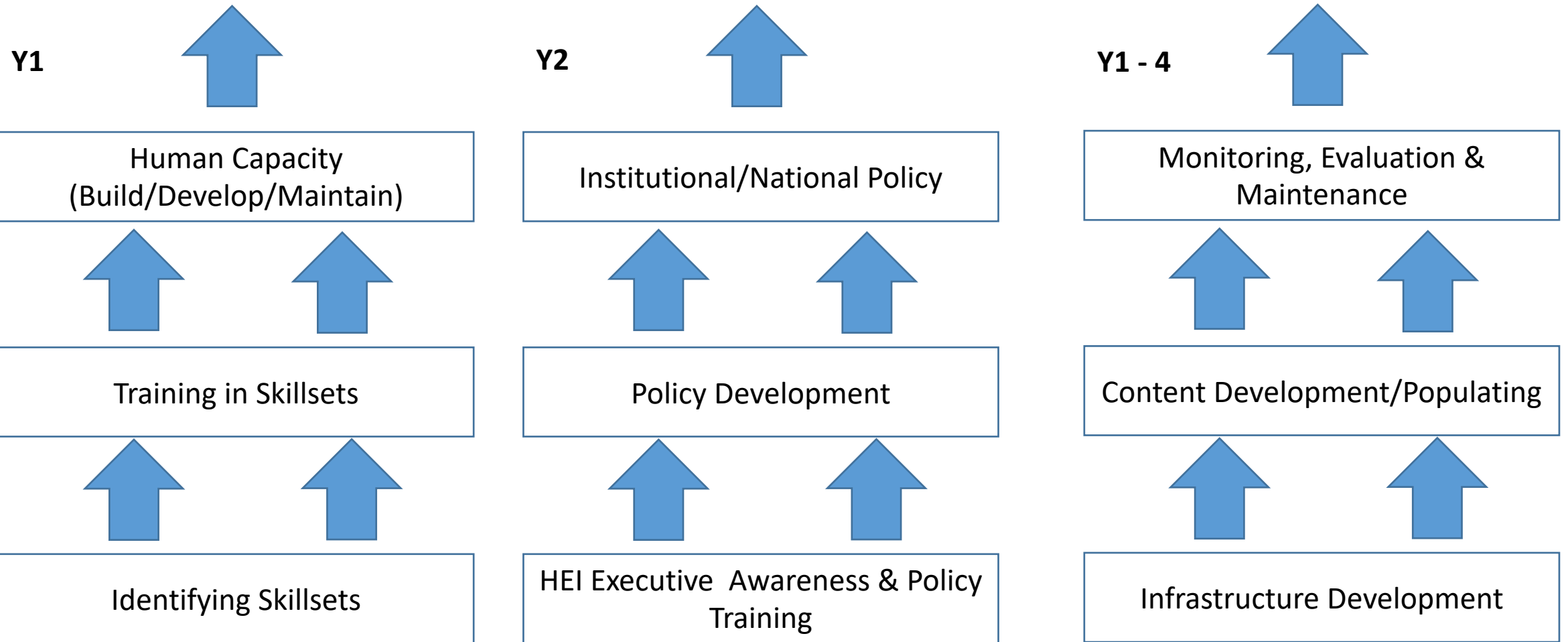
Presented by Dr Pamela Abbott

As part of LIBSENSE activities in AfricaConnect3

at WACREN 2021

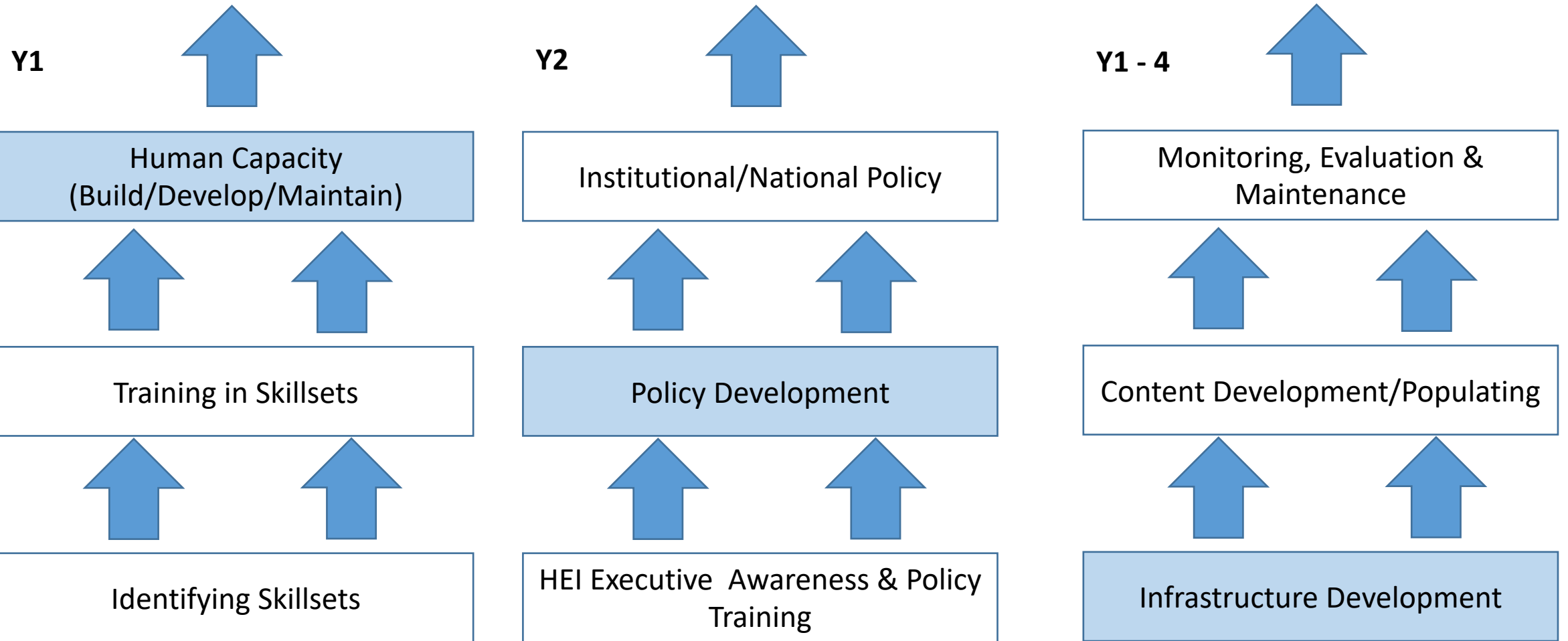**AC3 Plans - Framework for Sustainable OAR & OAJ Development**

Y1

Human Capacity (Build/Develop/Maintain)

Training in Skillsets

Identifying Skillsets

2.4.1.1

Y2

Institutional/National Policy

Policy Development

HEI Executive Awareness & Policy Training

2.4.1.2

Y1 - 4

Monitoring, Evaluation & Maintenance

Content Development/Populating

Infrastructure Development

2.4.1.3

Action Research – Ongoing evaluation of the entire programme

AC3 Plans - Framework for Sustainable OAR & OAJ Development

Y1

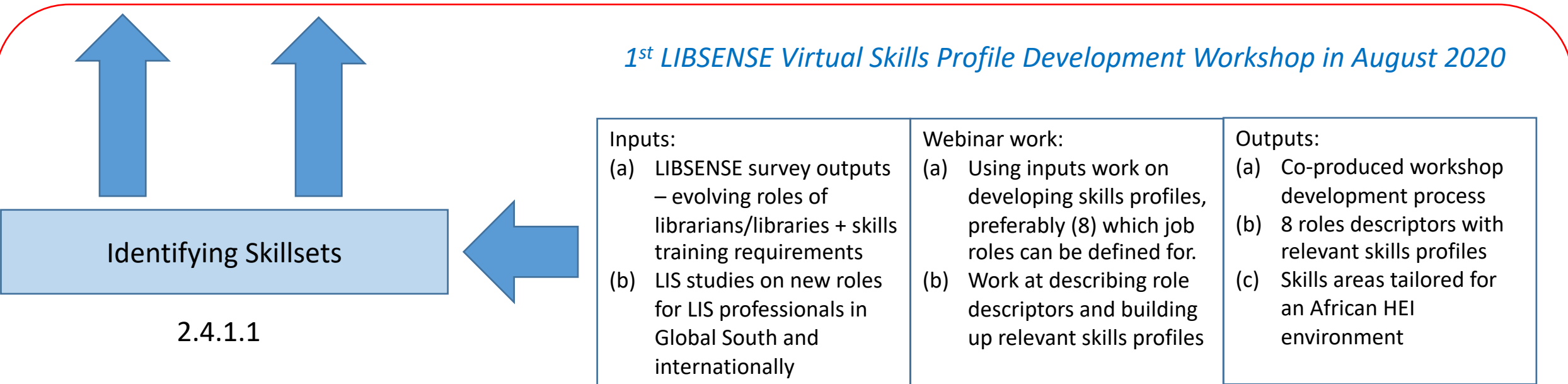**Y2**

Y1 - 4

Human Capacity (Build/Develop/Maintain)	Institutional/National Policy	Monitoring, Evaluation & Maintenance
Training in Skillsets	Policy Development	Content Development/Populating
Identifying Skillsets	HEI Executive Awareness & Policy Training	Infrastructure Development

2.4.1.1

2.4.1.2

2.4.1.3

Action Research – Ongoing evaluation of the entire programme

Y1

Human Capacity (Build/Develop/Maintain) ← Development of CPD and on-the-job training ← LIBSENSE Community/ Working Groups

Training in Skillsets ← Development of OER training materials for delivery to librarian staff regionally and for their deployment in their own institutions. ← LIBSENSE Collaborators/ Partners

1st LIBSENSE Virtual Skills Profile Development Workshop in August 2020

Identifying Skillsets

2.4.1.1

Inputs:	Webinar work:	Outputs:
(a) LIBSENSE survey outputs – evolving roles of librarians/libraries + skills training requirements	(a) Using inputs work on developing skills profiles, preferably (8) which job roles can be defined for.	(a) Co-produced workshop development process
(b) LIS studies on new roles for LIS professionals in Global South and internationally	(b) Work at describing role descriptors and building up relevant skills profiles	(b) 8 roles descriptors with relevant skills profiles
		(c) Skills areas tailored for an African HEI environment

Skills Development Webinar Process – 8-week timeline

A participatory co-development process

Planning	Co-developing workshop material	Preparing for the webinar	Hosting the webinar	Keeping post-workshop engagement

Planning
- Developing the workshop/webinar template
  - Full schedule
  - Timing
  - Logistics
  - Platform
  - Contents
  - Evaluation

Co-developing workshop material
- Enlist expert facilitators
  - Selecting and meeting facilitators
  - Booking guest speaker
- Researching content
  - Doing data analysis on LIBSENSE results
  - Researching skills profiles
- Drafting and reviewing material with facilitators
  - Information packs
  - Role descriptors
  - Skills profiles worksheets

Preparing for the webinar
- Advertising and distributing pre-workshop material
- Registering participants
- Zoom set-up
- Rehearsal with facilitators
- Testing technology and interactive elements

Hosting the webinar
- Delivering the content
- Managing the audience participation and interaction
- Responding to events
- Adjusting the schedules
- Preparing post workshop material

Keeping post-workshop engagement
- Distributing post workshop material
- Continuing post workshop worksheet participation
- Doing post workshop evaluation and digital capabilities survey
- Documenting workshop template process
- Feeding into other AC3 LIBSENSE activities

Sample materials

Skills Profiles Development Webinar Role Description (Guide for Facilitators)

3. Metadata Librarian

This role involves supplying structured descriptions and metadata for resources (such as books, articles, maps, images and objects) to enable service users to find what they need.

Potential KSAOs[1]

Knowledge of:

- Cataloguing and metadata standards such as MARC21/MARCXML, AARC2, Dublin Core and RDA; controlled vocabularies.
- If necessary, a particular language or subject area
- Knowledge of metadata harvesting protocols like OAI-PMH

Ability to:

- Create and remediate metadata for open access resources striving to make open access materials findable and accessible
- Ensure and monitor metadata quality on an ongoing basis
- Train and assist librarians and researchers who are creating metadata for digital objects
- Strategizing for and implementing means by which metadata can better advance open access goals and improve tools
- In consultation with others, strategize for optimising the metadata in the institutional repository and its subsequent integration with other discovery tools
- Promote and implement persistent identifiers for researchers and resources to support search precision/recall, identification of missing content, measures of scholarly output, etc.
- Provide strategic and innovative leadership for metadata services
- Train and mentor cataloguing staff through changes in library technology

A sample 'Role Descriptor' document for Metadata Librarian

Skills Profile Worksheet

Group Number: 3
Facilitators: Mr David Bukenya
Group Members <List held with facilitator>:

Aims:
To discuss evolving skills profiles of African HLI librarians using feedback generated from the LIBSENSE workshops in 2018/19 and to determine a set of preferred skills profiles to support ongoing digitalization (e.g. OAR development, data analytics, support for Open Science) that suit an African HLI context.

Key objectives:
- Stimulating discussion around the topic through content that is a mixture of LIBSENSE outputs, African scholars/librarian professionals and the workshop participants
- Providing feedback and input into capacity development areas of the LIBSENSE activities under AfricaConnect3

Library Service(s):	Digital Collections/Institutional Repository/Research Data Management
Identified Role:	Metadata Librarian

Role definition:
This role involves supplying structured descriptions and metadata for resources (such as books, articles, maps, images and objects) to enable service users to find what they need.

Potential skills areas: [10 minutes to brainstorm]

Librarian-focused Skills (Skills areas that are normally associated with library staff, are socio-technical or hybrid, or are 'soft skills')	Technical Skills (Skills areas normally associated with an IT department or an IT specialist)
Analytical skills (Entity identification)	Computer skills (Basic, Internet use, Systems administration...)
Metadata standards (cataloguing, descriptive standards)	Metadata creation/production (Data entry, mapping
Process/workflow and rules designer	Metadata clean up (eg. Open refine)

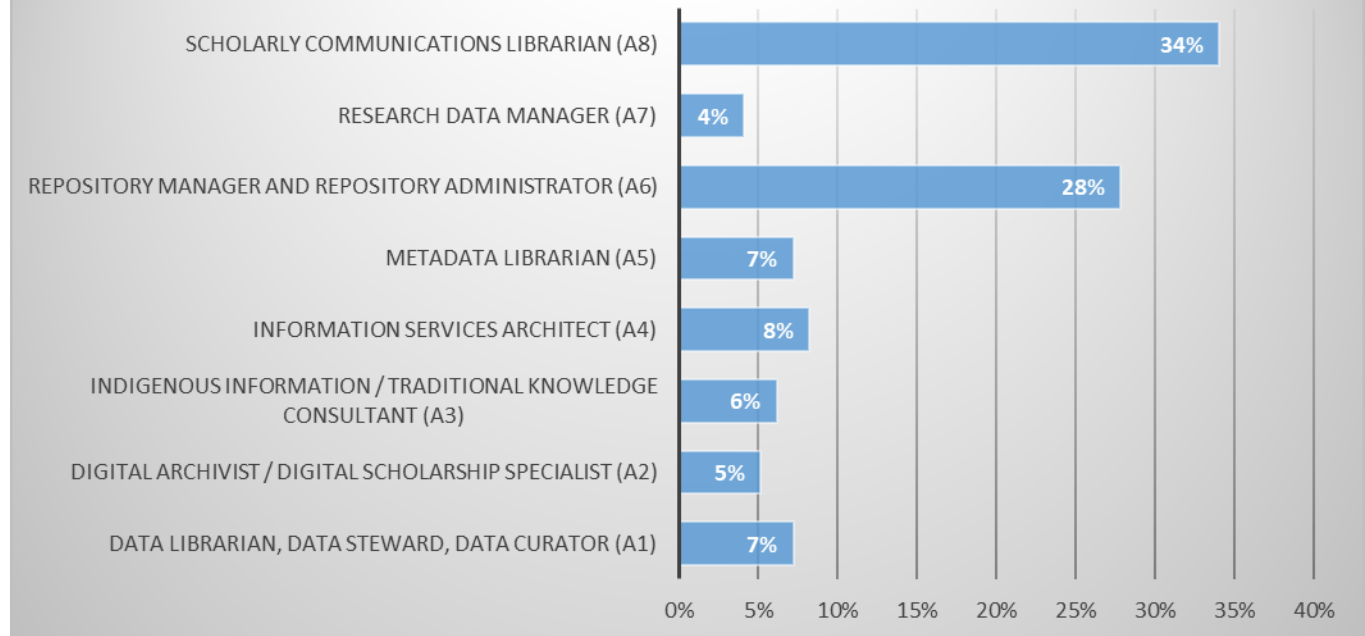*A sample interactive 'Skills Profile Worksheet' document for Metadata Librarian*

Webinar Skills Profiles

8 Role Descriptors Identified:

1. Data Librarian, Data Steward, Data Curator
2. Digital Archivist / Digital Scholarship Specialist
3. Indigenous Information / Traditional Knowledge Consultant
4. Information Services Architect
5. Metadata Librarian
6. Repository Manager and Repository Administrator
7. Research Data Manager
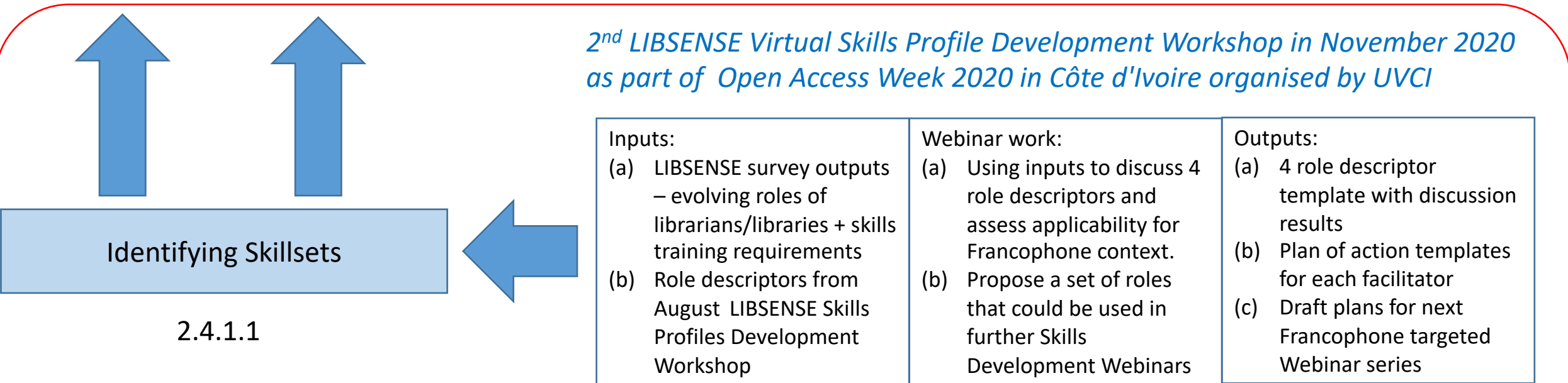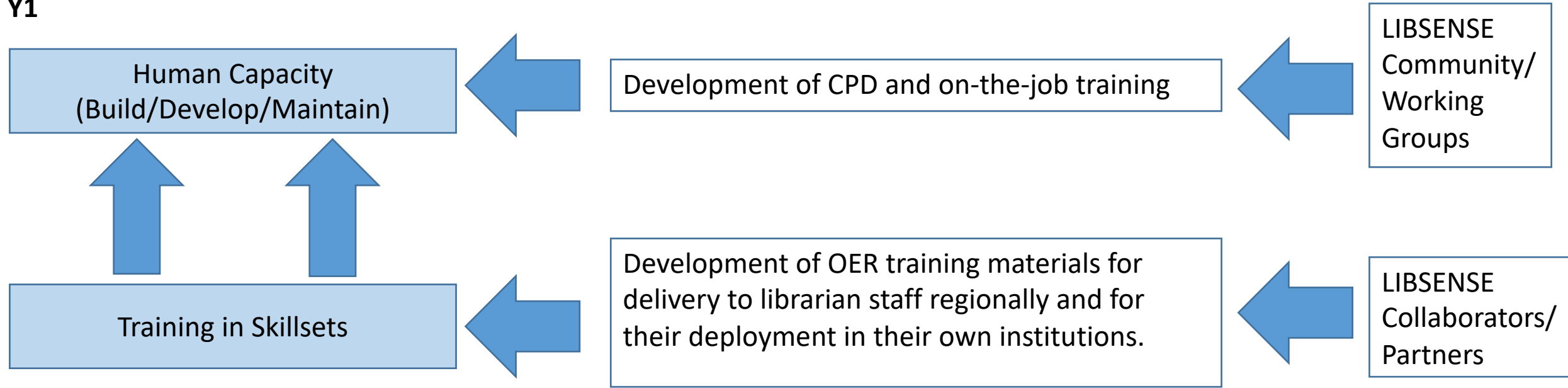8. Scholarly Communications Librarian

In consultation with the expert facilitators, this list of 8 relevant role descriptors were drawn up and discussed in the workshop.

Attendee Interest in Role Descriptors

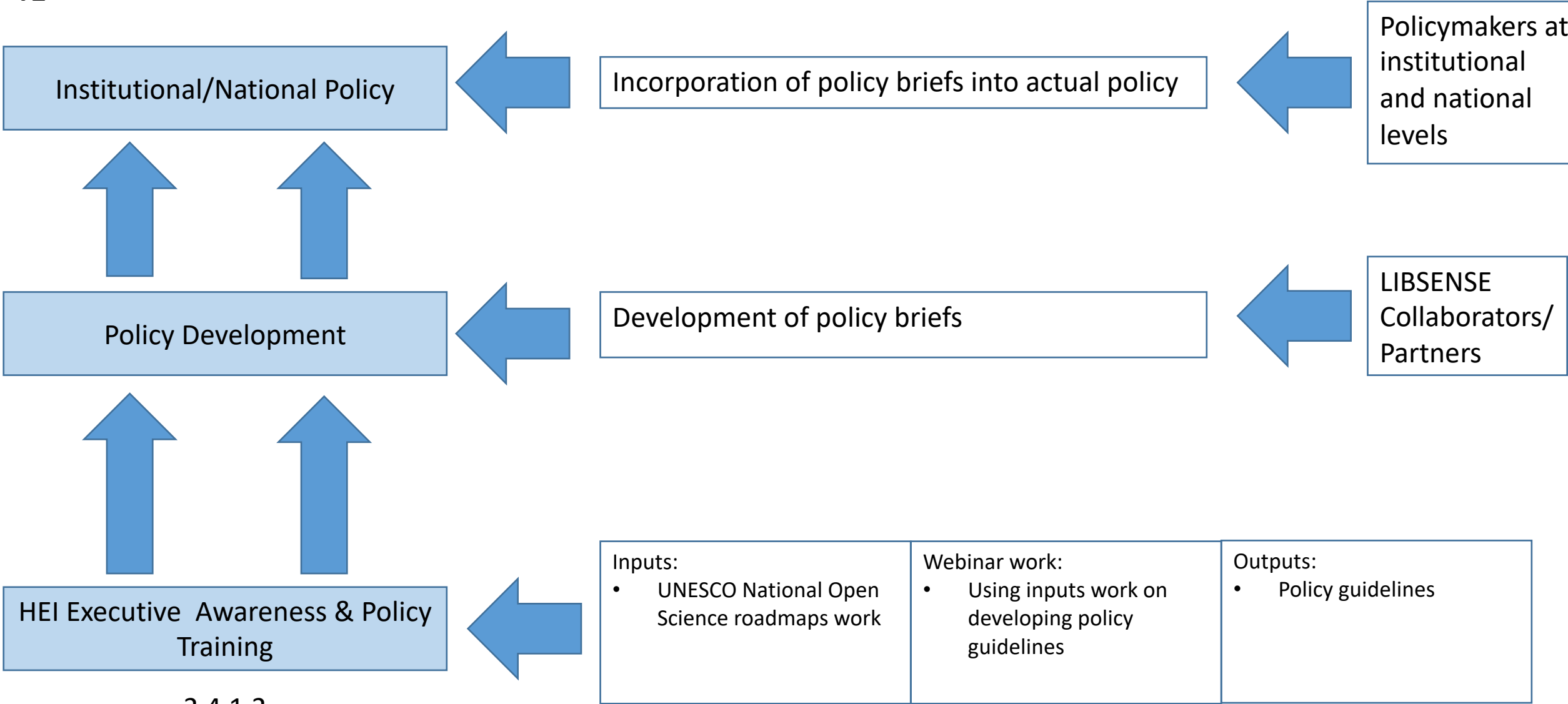| Role	Interest
SCHOLARLY COMMUNICATIONS LIBRARIAN (A8)	34%
RESEARCH DATA MANAGER (A7)	4%
REPOSITORY MANAGER AND REPOSITORY ADMINISTRATOR (A6)	28%
METADATA LIBRARIAN (A5)	7%
INFORMATION SERVICES ARCHITECT (A4)	8%
INDIGENOUS INFORMATION / TRADITIONAL KNOWLEDGE CONSULTANT (A3)	6%
DIGITAL ARCHIVIST / DIGITAL SCHOLARSHIP SPECIALIST (A2)	5%
DATA LIBRARIAN, DATA STEWARD, DATA CURATOR (A1)	7%

The greatest interest was in the roles 'scholarly communications librarian' and 'repository manager/administrator'.

Y1

Human Capacity (Build/Develop/Maintain) ←	Development of CPD and on-the-job training ←	**LIBSENSE Community/ Working Groups**

↑ ↑

Training in Skillsets ←	Development of OER training materials for delivery to librarian staff regionally and for their deployment in their own institutions. ←	**LIBSENSE Collaborators/ Partners**

↑ ↑

Identifying Skillsets

2.4.1.1

2nd LIBSENSE Virtual Skills Profile Development Workshop in November 2020 as part of Open Access Week 2020 in Côte d'Ivoire organised by UVCI

Inputs:	Webinar work:	Outputs:
(a) LIBSENSE survey outputs – evolving roles of librarians/libraries + skills training requirements	(a) Using inputs to discuss 4 role descriptors and assess applicability for Francophone context.	(a) 4 role descriptor template with discussion results
(b) Role descriptors from August LIBSENSE Skills Profiles Development Workshop	(b) Propose a set of roles that could be used in further Skills Development Webinars	(b) Plan of action templates for each facilitator
		(c) Draft plans for next Francophone targeted Webinar series

Outcome of Francophone webinar

- Representation from the following countries:
  - Benin, Cameroon, Côte d'Ivoire, Senegal, Burkina Faso, Mali
- Reports on the following:
  - Ongoing projects related to developing digital skills for open access/open science
  - Deficiencies/existing problems hampering progress
  - Suggestions for planned actions to address these
- Main issues identified lie around:
  - Infrastructure, capacity-building and policy
  - Lack of institutional supports
- Plan:
  - To use the reports to frame Francophone-focused skills development webinars in consultation with key facilitators from the above-named countries

Y2

Institutional/National Policy	Incorporation of policy briefs into actual policy	Policymakers at institutional and national levels
Policy Development	Development of policy briefs	LIBSENSE Collaborators/ Partners
HEI Executive Awareness & Policy Training	Inputs: • UNESCO National Open Science roadmaps work	Webinar work: • Using inputs work on developing policy guidelines

Outputs:
• Policy guidelines

2.4.1.2

Y2 Plan

| Q1	Q2	Q3	Q4
Engagement with IFLA (extension of LIBSENSE to non-academic libraries) Development of Francophone skills development training programme OAR/OAJ action plan meetings & action plan development New partnerships for OAR and RDM demonstrators	• AAU policy workshop planning (facilitators) • AAU policy workshop planning (Anglophone participants) • AAU policy workshop planning (Francophone participants)	• AAU Policy Development Workshops/Webinars • Workshop reporting • Policy brief development	• Training Workshops/Webinars • Presentations at UA Conference • Workshops/webinars at eAge Conference

Y2 Focus
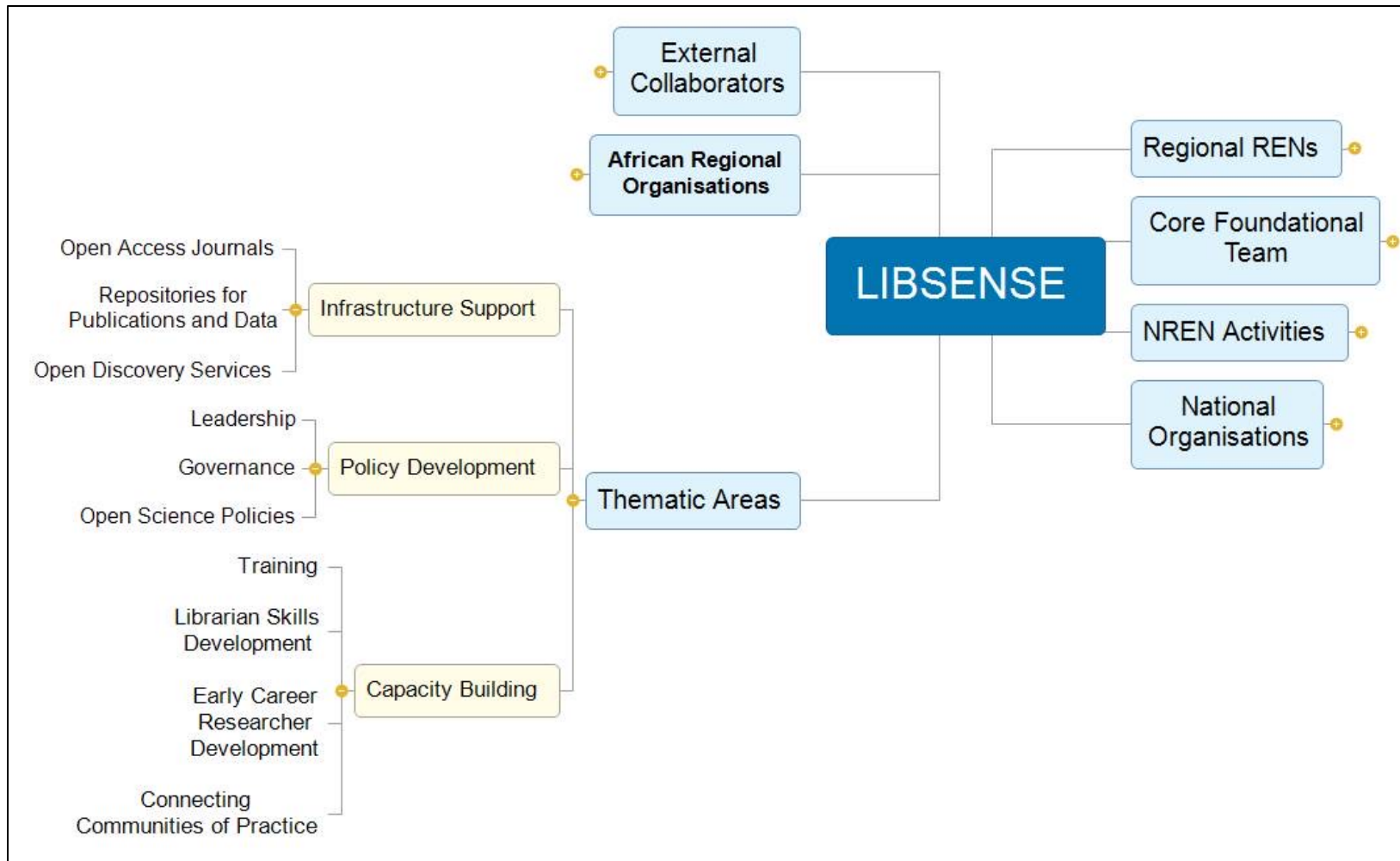
- Strengthen and stabilise 3 main LIBSENSE pillars: Infrastructure Support, Policy Development, Capacity building
- Focus on Policy development
- Strengthen existing partnerships and work on new ones
- Engage in activities to build on strength of existing collaborations

References

- Abbott, P., Appiah, K., & Oaiya, O. (2020, June 8). Barriers and Enablers to Open Access Repository (OAR) Development and Management in African HLIs: Research from the LIBSENSE OAR Workshops in the UA, WACREN and ASREN Regions. Zenodo. https://doi.org/10.5281/zenodo.3884974

- LIBSENSE Survey Results for all 3 regions

- Skills Profiles Development Webinar – August 19th materials and outputs

- Journee Francophone LIBSENSE November 26th agenda