

Canadian Association of Research Libraries
**Librarians'
 Research Institute**

Selinda A Berg, University of Windsor
 Heidi LM Jacobs, University of Windsor
 Kristin Hoffmann, University of Western Ontario



Basics of the Institute

Assumptions About Librarians Ability to do Research:

- librarians face significant deficits to do research
 - one must possess a specific fundamental research skill set to be able to do research
 - we need to seek expertise beyond our profession and beyond our national borders to create a strong and effective research culture.
- ... and yet...
- ... a significant number of highly respected Canadian academic librarians have and are producing high-calibre research

(Jacobs & Berg, 2013)

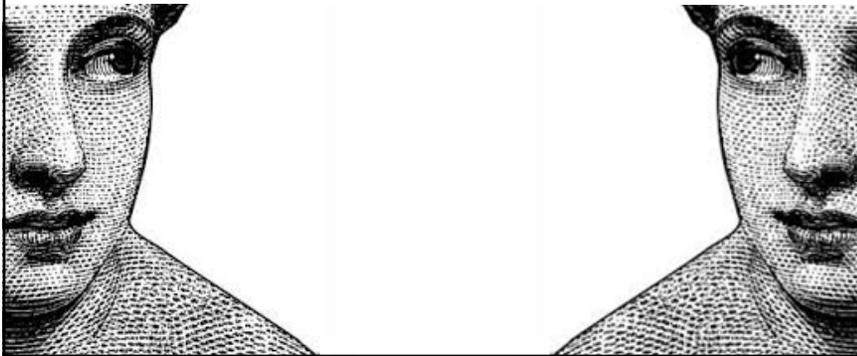
Three Underlying Principles of Librarians' Research Institute

1. For Librarians, By Librarians
2. Strengths, Not Deficits
3. Habits of Mind, Not Skills

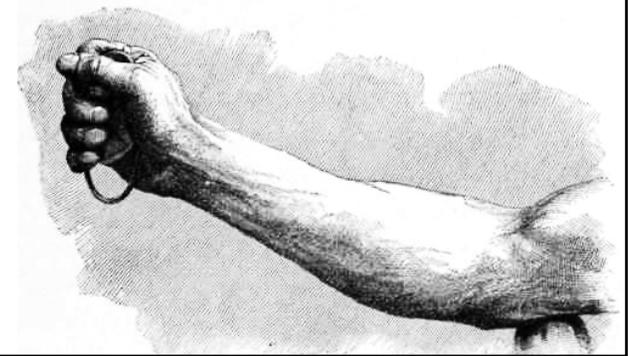
For Librarians, By Librarians

- Recognition of the value of a curriculum developed and delivered by Canadian academic librarians
- Expert researchers from the Canadian academic library community as peer mentors
- Peer mentors developed a curriculum containing the following sections:
 - *Balancing Research and Practice*
 - *Research Problems and Research Questions*
 - *Research Methods and Approaches*
 - *Research Processes and Planning*
 - *Dissemination and Professional Contribution*

For Librarians, By Librarians



Strengths, Not Deficits



Strengths, not Deficits

- Success in research is more than navigating, negotiating and surviving obstacles
- Focus on the capacities, talents, and knowledge that participants and peer mentors possessed
- Emphasize the positive outcomes of participants' effort and achievement, as well as strengths
- Focus on collective and individual strengths to push research in new and exciting directions

Habits of Minds, Not Skills

- Skills often must be learned in the context of specific projects
- Other learning opportunities available to learn skills
- Foster the development of habits of mind that assist with problem solving (Costa & Kallick): *thinking flexibly, persisting, responding to wonderment and awe, striving for accuracy, creating, imagining, innovating, questioning and posing problems.*
- Very challenging dimension of the Institute

Habits of Minds, Not Skills



Outcomes of the LRI

The formal evaluation from the 2012 LRI found that following the LRI, librarians:

- recognized that Canadian librarians are committed to research
- recognized that their own institutions are committed to research
- began to look beyond their own institution for research culture
- had access to a broader network
- were more *hopeful*

Outcomes of the LRI

We have observed:

- increased confidence in librarians
- increased enthusiasm
- published research that was informed by the LRI
- ongoing connections between participants and participants & peer mentors
- an explosion of local initiatives (sharing research, support groups)

How Can We Continue to Improve?

- Consistent contact across Canada
- More acknowledgements and celebrations of research accomplishments
- Be patient and keep striving to develop a research culture
- Explore research funding options, locally and nationally
- Bringing together important voices
- More generosity to ourselves and our institutional colleagues

What's Next for the LRI?

- Continuing to evolve the content to meet the changing needs of Canadian academic librarians
- Integration with Canadian Association of Information Science (CAIS) annual conference at Congress

Research Culture in Canadian Academic Libraries