

From Competencies to Competence



Presented By:

Lindsay Cronk & Rachel Fleming

Hosted by ALCTS, Association for Library Collections and Technical Services

HELLO!

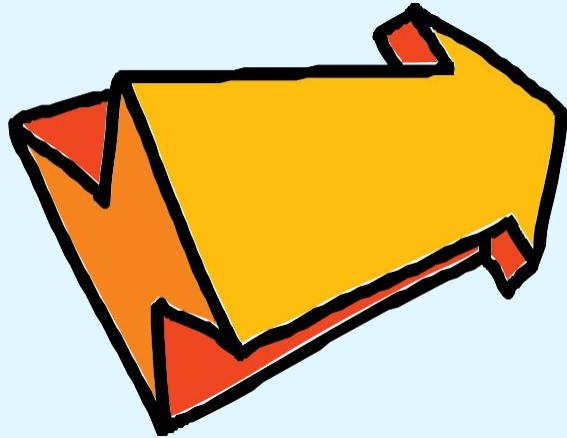


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Today's Agenda

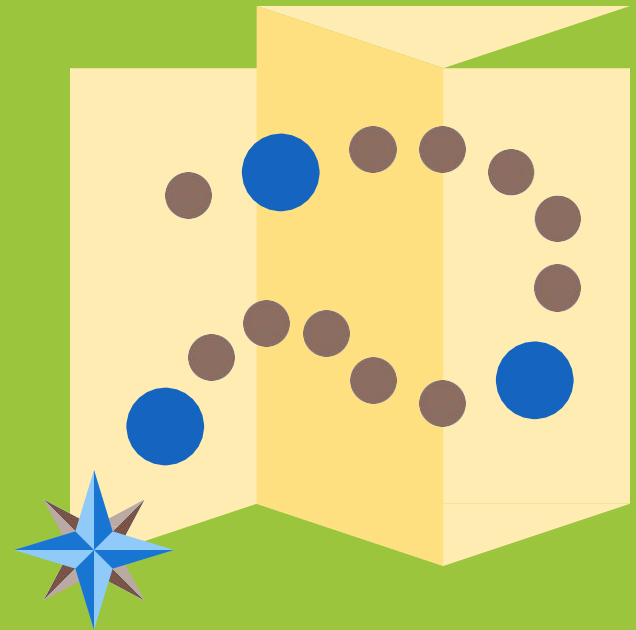


- Introduction
- Competencies Overview
- Developing Training Plans
- Conclusion + Next Steps

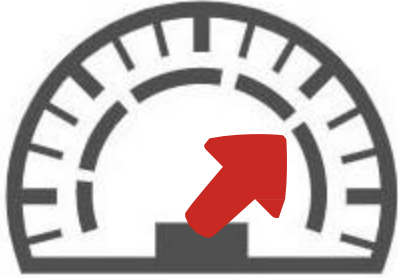
What's your role in acquisitions?

We're glad you're here.

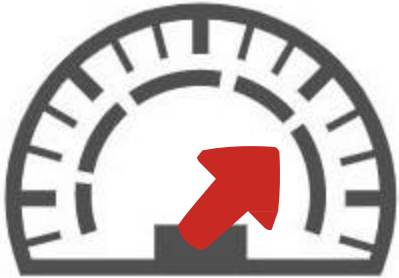
We need to more
proactively and mindfully
approach training.



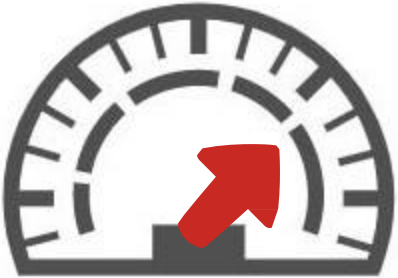
Considering preparedness



Time



Support



Energy

How prepared were you?

Overview of Competencies



Knowledge

Learn



**Skills +
Ability**

Apply



Behavioral

Practice

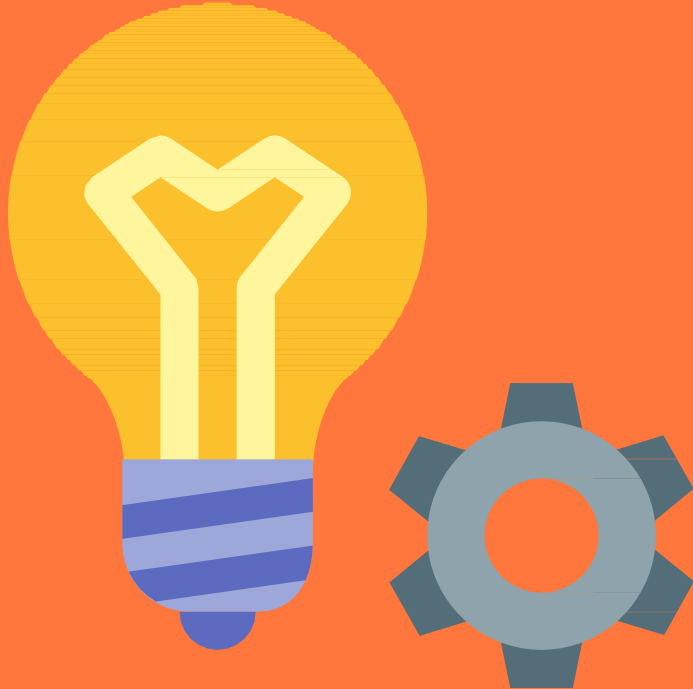
Special Thanks:

The members of the Education Committee of the Acquisitions Section, ALCTS - Maria Collins, Jo Crawford, Kay Granskog, Dracine Hodges, Stacey Marien, L. Angie Ohler, Christee Pascale, Susan Rathbun-Grubb, Trey Shelton, and Laura Sill.

How familiar are you with the
Core Competencies?

Knowledge

Background & Context



1. Library and Publishing Industry Knowledge
2. Business, Legal, and Financial Knowledge
3. Management Knowledge
4. Systems, Technology, and Standards Knowledge

Skills & Ability

Synthesizing Principles & Techniques



1. Applies managerial principles in organization and supervision of acquisitions operations and personnel
2. Applies legal and financial principles in compliance with all parent organization, state and federal requirements
3. Applies industry and professional knowledge to acquire materials in all formats, maintain and assess vendor relations, and keep abreast of best practices in systems technology and use

Behavioral Refining Approaches

1. Communication and Cooperation
2. Accuracy and Efficiency
3. Creativity and Innovation
4. Professional Integrity, Diversity and Inclusion





Beyond the Competencies

Applying the
Core
Competencies to
positions and
departments.



Developing Training Plans



- A. Gap Analysis
- B. Closing Gaps
- C. Training Opportunities

Organizational Efficiency



Barriers to Training



Time



Resources

Barriers to Training



Time



Resources

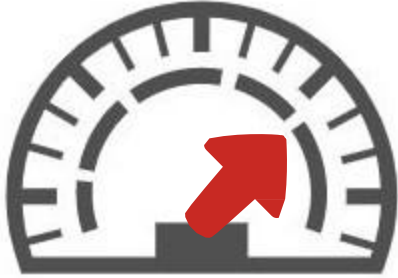
Moral Imperative



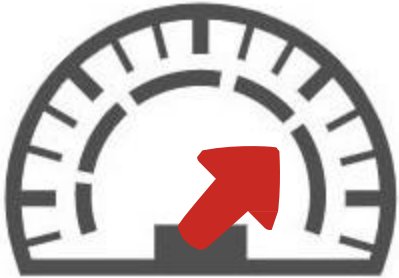
Conclusion



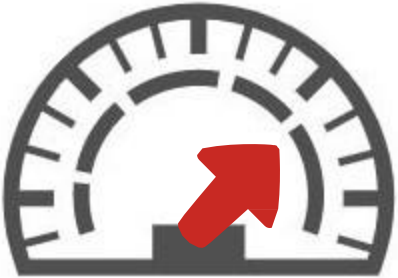
Considering Your Capacity



Time



Support



Energy

Thank You! Keep in Touch!
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