Is the doctor in?
PhD to professional: complementary perspectives in research libraries

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Introduction

• Evolving research environment
• Research libraries are changing to meet needs of researchers and institutional research strategies
• New skills needs for librarians
• Development in training for researchers
• Researchers possess transferable skills
• Researcher Development Framework could provide model for librarian training
Researcher Skills and Experience

• 2002 UK Roberts’ report: SET for Success
• 2011 Vitae Researcher Development Framework (RDF)
  ➢ Personal, professional and career development of researchers
  ➢ Knowledge, behaviours and attributes of successful researchers

“until the late 20\textsuperscript{th} and early 21\textsuperscript{st} centuries the primary purpose of acquiring a doctorate in the UK was for entry to the academic profession, now this is just one of many options for doctoral graduates.” (QAA, 2015)
<table>
<thead>
<tr>
<th>Transferable skills identified by researchers working outside academia (Vitae, 2016)</th>
<th>Researcher Development Framework descriptors (Vitae, 2011)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication</td>
<td>Communication methods/media</td>
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<tr>
<td>Critical thinking</td>
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<tr>
<td>Problem solving</td>
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<td>Teamwork and collaboration</td>
<td>Team working/collaboration</td>
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<td>Independent working</td>
<td>Responsibility/preparation</td>
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<tr>
<td>Project management</td>
<td>Project planning and delivery</td>
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<tr>
<td>Adaptability</td>
<td>Responsiveness to change</td>
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<tr>
<td>Time management</td>
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<tr>
<td>Networking</td>
<td>Collegiality/networking</td>
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What do researchers need from a research library?

• 2011 RIN/RLUK report: The value of libraries for research and researchers
• Library graduate skills: information-related activities

“libraries seem to have lost all their visibility. Lots of ECRs [early career researchers] have not gone to the library for years […] Libraries appear to have little to offer to the big new wave of researchers, so down the line there have to be worries for their long term future as resources for postdocs.” (CIBER, 2016)
Boundaries are once again blurring between researchers and research support librarians.
<table>
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<th>Skills identified as needed for librarians</th>
<th>Researcher Development Framework descriptors (Vitae, 2011)</th>
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<tr>
<td>Passion for research and scholarship</td>
<td>Enthusiasm/commitment to research</td>
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<td>Project management</td>
<td>Project planning and delivery</td>
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<td>Ability to work under pressure</td>
<td>Perseverance</td>
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<td>Ease with the developing digital environment</td>
<td>Responsiveness to change/research methods</td>
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<tr>
<td>Creativity and ability to seek solutions</td>
<td>Inquiring mind/intellectual risk/innovation</td>
</tr>
<tr>
<td>Teaching</td>
<td>Teaching</td>
</tr>
<tr>
<td>Leadership</td>
<td>Influence and leadership</td>
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</table>
Library Research Support Staff

University of Leeds: Library Research Support and Research Data teams
Survey of staff: White Rose Libraries

• Leeds, Sheffield, and York
• Research Support Services and Special Collections/Archives
• 87% have been in current role less than 5 years
• 46% current role is first job in sector
• 59% have Library and Information Science (LIS) or Archive qualifications
• 41% do not have LIS or Archive qualifications
Did your qualification equip you for your current role working with researchers?

- Fully equipped:
  - LIS/Archives: 9%
  - PhD: 29%

- Partly equipped:
  - LIS/Archives: 64%
  - PhD: 57%

- Not equipped:
  - LIS/Archives: 27%
  - PhD: 14%
Were these skills/competencies part of your qualification training?

- Information seeking: 87% (LIS/Archives) 67% (PhD)
- Information literacy and management: 65% (LIS/Archives) 50% (PhD)
- IPR and copyright: 43% (LIS/Archives) 17% (PhD)
- Teamworking: 61% (LIS/Archives) 33% (PhD)
- Collaboration: 39% (LIS/Archives) 33% (PhD)
- Public engagement: 22% (LIS/Archives) 17% (PhD)
- Income funding and generation: 9% (LIS/Archives) 0% (PhD)
Were these skills/competencies part of your qualification training?

- Subject knowledge
- Research methods
- Academic literacy
- Analysing
- Critical thinking and inquiring mind
- Intellectual insight
- Innovation
- Enthusiasm
- Perseverance
- Integrity
- Responsibility
- Commitment to research
- Responsiveness to change
- Project planning and delivery
- Networking
- Publication
- Teaching
- Attribution and citation

Comparison between LIS/Archives and PhD.
Are these skills/competencies relevant to your current role?

- LIS/Archives
- PhD
Thank you.

I welcome questions, comments and discussion.

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