

MLIS & DUAL

Foundational Professional Competencies

1. Graduates are able to apply the foundational knowledge and skills of the profession. Specifically, graduates have the ability to:

1.1 identify, analyze and assess the information needs of diverse individuals, communities and organizations, and respond to those needs through the design, provision and assessment of information resources, services and systems;

1.2 appraise, organize and manage information for effective preservation, discovery, access and use;

1.3 apply knowledge of current and emerging technologies to real world situations, taking into account the perspectives of institutional and community stakeholders;

1.4 reflect in a critical and informed manner on individual and institutional practices and on the role of the information professions in society

	Source	Measure	2019/20	2018/19	2017/18
1.1	LIBR 506 <i>In Class Search Assignment</i> [Assignment 1B Reflections]	% of students met or exceeded expectations in all the relevant components of the rubric	97.5% (n=85)	99% (n=81)	96% (n=80)
1.1	LIBR 506 <i>Term Project</i> [Report/Product Assignment 3c]	% of students met or exceeded expectations in all the relevant components of the rubric	92% (n=85)	98% (n=81)	88% (n=80)
1.1	Alumni Survey¹ Question #19	% of self-assessment ratings on this competency were at least 3/5	92.5% (n=40)	92% (n=37)	85% (n=27)
1.2	LIBR 509 <i>Subject Heading System</i> [Assignment 2]	% of students met or exceeded expectations in all the relevant components of the rubric	73.5% (n=83)	100% (n=79)	95% (n=81)
1.2	LIBR 580 <i>Collection Sector Assessment, Evaluation & Selection Report</i> [Project 2]	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n=35)		100% (n=29)
1.2	Alumni Survey Question #20	% of self-assessment ratings on this competency were at least 3/5	92.5% (n=40)	100% (n=37)	89% (n=27)
1.3	Practicum and Prof. Exp. Supervisor Reports Q1	% of students who receive exceptional or very good on this competency	86% (n=29)	94% (n=32)	71% (n=24)
1.3	LIBR 506 <i>In Class Search Assignment</i> [1B. Reflection]	% of students met or exceeded expectations in all the relevant components of the rubric	97.5% (n=85)	99% (n=81)	96% (n=80)

¹ Questions on the Alumni Survey were framed as follows: Upon graduation, please rate the level to which you felt prepared for the job market (1=Completely Unprepared; 5=Fully Prepared). Results for MLIS and MAS both include Dual Alumni.

	Source	Measure	2019/20	2018/19	2017/18
1.3	LIBR 554 SQL Queries & Physical Design [Assignment 3]	% of students met or exceeded expectations in all the relevant components of the rubric	90% (n=11)	91% (n=45)	91% (n=45)
1.3	LIBR 581 Term Project (# 5)	% of students met or exceeded expectations in all the relevant components of the rubric		93% (n=29)	93% (n=29)
1.3	Alumni Survey Question #21	% of self-assessment ratings on this competency were at least 3/5	92.5% (n=40)	95% (n=37)	78% (n=27)
1.3	Coop Employer Evaluation Competencies Section Q15	% of students received exceptional or very good on this competency	85% (n=39)	87.5% (n=40)	85% (n=61)
1.4	LIBR 508 Topics Briefing Final [Assignment 3c]	% of students met or exceeded expectations in all the relevant components of the rubric	95% (n=84)	93% (n=81)	100% (n=44)
1.4	LIBR569C Reflective Essay	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n=12)	100% (n=23)	96% (n=20)
1.4	LIBR564/569A Problematic Situation Reflections	% of students met or exceeded expectations in all the relevant components of the rubric		100% (n=15)	100% (n=24)
1.4	Alumni Survey Question #22	% of self-assessment ratings on this competency were at least 3/5	95% (n=40)	95% (n=37)	89% (n=27)

2. Graduates are able to communicate effectively. Specifically, graduates have the ability to:
- 2.1 articulate ideas and concepts fluently and thoughtfully in a variety of communication modes;
- 2.2 assess, select and employ communication and instructional tools based on an understanding of diverse communicative goals and audiences.

	Source	Measure	2019/20	2018/19	2017/18
2	Practicum and Prof. Exp. Supervisor Reports Q2	% of students received exceptional or very good on this competency	86% (n=29)	91% (n=32)	83% (n=24)
2	Alumni Survey Question #23	% of self-assessment ratings on this competency were at least 3/5	100% (n=40)	97% (n=37)	100% (n=27)
2	Coop Employer Evaluation Competencies Section Q16	% of students received exceptional or very good on this competency	77% (n=39)	77.5% (n=40)	74% (n=61)
2.1	LIBR 508 Seminar Facilitation [Assignment 2a]	% of students met or exceeded expectations in all the relevant components of the rubric	97.5% (n=84)	100% (n=81)	100% (n=44)
2.1	LIBR 506 In Class Search Assignment [3b. Presentation]	% of students met or exceeded expectations in all the relevant components of the rubric	97.5% (n=85)	99% (n=81)	96% (n=80)
2.1	LIBR 535 Face-to-Face Teaching [Assignment 3]	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n=22)	100% (n=28)	82% (n=22)
2.2	LIBR 508 Topics Briefing Final [Assignment 3c]	% of students met or exceeded expectations in all the relevant components of the rubric	95% (n=84)	93% (n=81)	100% (n=44)
2.2	LIBR 535 E-Learning Project [Assignment 4]	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n=22)	100% (n=28)	86% (n=22)

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Management Competencies

3. Graduates are able to work effectively in team and institutional settings. Specifically, graduates have the ability to:
- 3.1 demonstrate leadership, initiative and effective collaboration within team and small group settings;

3.2 apply principles of effective management and decision-making to organizational issues and challenges

	Source	Measure	2019/20	2018/19	2017/18
3	Alumni Survey Question #24	% self-assessment rating on this competency were at least 3/5	70% (n=40)	57% (n=37)	63% (n=27)
3.1	Practicum and Prof Exp. Supervisor Reports Q3	% of students received exceptional or very good on this competency	85% (n=27)	91% (n=32)	79% (n=24)
3.1	LIBR 504 <i>Environmental Scan</i> [Assignment 1]	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n=54)	100% (n=26)	86% (n=30)
3.1	LIBR 506 <i>In Class Search Assignment</i> [3.c. Report/Product]	% of students met or exceeded expectations in all the relevant components of the rubric	97.5% (n=85)	99% (n=81)	88% (n=80)
3.1	Coop Employer Evaluation Competencies Section Q17	% of students received exceptional or very good on this competency	79% (n=39)	82.5% (n=40)	79% (n=61)
3.2	LIBR 504 <i>Budget Presentation</i> [Assignment 3]	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n=54)	100% (n=26)	100% (n=30)
3.2	LIBR571 <i>Team Charter</i>	% of students met or exceeded expectations in all the relevant components of the rubric <i>(new metric introduced data not yet</i>		100% (n=12)	
3.2	LIBR574 [Final Closing Assignment]	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n=13)	100% (n=13)	90% (n=25)

	Source	Measure	2019/20	2018/19	2017/18
3.2	Practicum and Prof Exp. Supervisor Reports Q6	% of students received exceptional or very good on this competency	96.5% (n=28)	78% (n=32)	54% (n=24)
3.2	Coop Employer Evaluation Competencies Section Q18	% of students received exceptional or very good on this competency	73% (n=26)	61% (n=33)	56% (n=61)

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Research Competencies

4. Graduates are able to conduct original research and assessment. Specifically, graduates have the ability to:

4.1 synthesize and apply existing scholarship from their field of knowledge and from related fields to identify and analyze significant theoretical and practical questions;

4.2 design and execute programs of inquiry and assessment informed by relevant theory and method.

	Source	Measure	2019/20	2018/19	2017/18
4	Professional Experience Supervisor Reports Q4	% students received exceptional or very good on this competency	83% (n=18)	94% (n=32)	75% (n=24)
4	Alumni Survey Question #25	% of self-assessment ratings on this competency were at least 3/5	97.5% (n=40)	97% (n=37)	93% (n=27)
4	Coop Employer Evaluation Competencies Section Q19	% of students received exceptional or very good on this competency	89% (n=35)	91% (n=35)	79% (n=61)
4.1	LIBR 507 Evidence-based Review [Assignment 2]	88% of students met or exceeded expectations in all the relevant components of the rubric	97.25% (n=80)	98% (n=82)	88% (n=43)
4.1	LIBR 581 Issues Paper [Assignment #4]	% of students met or exceeded expectations in all the relevant components of the rubric <i>(new metric introduced, data not yet available)</i>		86% (n=29)	
4.1	LIBR 592 Directed Research Project	% of students met or exceeded expectations in all the relevant components of the rubric		100% (n=5)	100% (n=3)
4.2	LIBR 507 Research Design [Assignment 3]	% of students met or exceeded expectations in all the relevant components of the rubric	94.75% (n=80)	91% (n=82)	88% (n=43)

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Professionalism Competencies

5. Graduates are able to represent their chosen profession. Specifically, graduates have the ability to:

5.1 conduct themselves in a manner consistent with the philosophy, principles and ethics of the profession, while maintaining a critical perspective on the role of the professional in society;

5.2 advocate on behalf of the profession and the diverse constituencies that the profession serves;

5.3 contribute to the advancement of the field through participation in professional development, teaching, research or community service.

	Source	Measure	2019/20	2018/19	2017/18
5	Alumni Survey Question #26	% of self-assessment ratings on this competency were at least 3/5	87.5% (n=40)	95% (n=37)	78% (n=27)
5.1	Practicum and Prof. Exp. Supervisor Reports Q5	% of students who receive exceptional or very good on this competency	83.3% (n=24)	94% (n=32)	92% (n=24)
5.1	Coop Employer Evaluation Competencies Section Q20	% of students received exceptional or very good on this competency	90% (n=39)	87.5% (n=40)	90% (n=61)
5.1	LIBR561 Policy Briefing [Assignment 4]	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n=23)		100% (n=21)
5.1	LIBR569C Leading Discussion	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n=12)	100% (n=23)	100% (n=20)
5.2	LIBR 508 Topics Briefing Final [Assignment 3c]	% of students met or exceeded expectations in all the relevant components of the rubric	95% (n=84)	93% (n=81)	100% (n=44)
5.2	LIBR569C Briefing Topic	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n=12)	100% (n=23)	96% (n=20)

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Professionalism (cont'd)

	Source	Measure	2019/20	2018/19	2017/18
5.2	LIBR504 Budget Presentation assignment [Assignment 3]	100% of students that met or exceeded expectations in all the relevant components of the rubric	100% (n=54)	100% (n=26)	100% (n=30)
5.2	Coop Employer Evaluation Competencies Section Q21	% of students who receive exceptional or very good on this competency	83% (n=18)	82% (n=34)	N/A
5.3	Alumni Survey Question #18	% of respondents are members of a professional organization	60% (n=40)	73% (n=37)	81% (n=27)

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1.3 apply knowledge of current and emerging technologies to real world situations, taking into account the perspectives of institutional and community stakeholders;

1.4 reflect in a critical and informed manner on individual and institutional practices and on the role of the information professions in society.

	Source	Measure	2019/20	2018/19	2017/18
1.1	Alumni Survey² Question #19	% of self-assessment ratings on this competency were at least 3/5	94% (n=17)	75% (n=8)	100% (n=7)
1.2	Alumni Survey Question #20	% of self-assessment ratings on this competency were at least 3/5	100% (n=17)	100% (n=8)	100% (n=7)
1.3	Practicum and Prof. Exp. Supervisor Reports Q1	% of students received exceptional or very good on this competency	92% (n=12)	75% (n=16)	62% (n=8)
1.3	Alumni Survey Question #21	% of self-assessment ratings on this competency were at least 3/5	88% (n=17)	88% (n=8)	71% (n=7)
1.3	Coop Employer Evaluation Competencies Section Q15	% of students received exceptional or very good on this competency	100% (n=11)	84% (n=19)	78% (n=18)
1.4	Alumni Survey Question #22	% of self-assessment ratings on this competency were at least 3/5	94% (n=17)	100% (n=8)	100% (n=7)

² Questions on the Alumni Survey were framed as follows: Upon graduation, please rate the level to which you felt prepared for the job market (1=Completely Unprepared; 5=Fully Prepared). Results for MLIS and MAS both include Dual Alumni.

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	Source	Measure	2019/20	2018/19	2017/18
2	Practicum and Prof. Exp. Supervisor Reports Q2	% of students received exceptional or very good on this competency	92% (n=12)	88% (n=16)	75% (n=8)
2	Alumni Survey Question #23	% of self-assessment ratings on this competency were at least 3/5	100% (n=17)	88% (n=8)	100% (n=7)
2	Coop Employer Evaluation Competencies Section Q16	% of students received exceptional or very good on this competency	100% (n=12)	89% (n=19)	72% (n=18)

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	Source	Measure	2019/20	2018/19	2017/18
3	Alumni Survey Question #24	% self-assessment rating on this competency of at least 3/5	56% (n=17)	75% (n=8)	57% (n=7)
3.1	Practicum and Prof Exp. Supervisor Reports Q3	% of students who receive exceptional or very good on this competency	100% (n=12)	75% (n=16)	75% (n=8)
3.1	Coop Employer Evaluation Competencies Section Q17	% of students who receive exceptional or very good on this competency	100% (n=10)	78% (n=18)	83% (n=18)
3.2	Practicum and Prof Exp. Supervisor Reports Q6	% of students who receive exceptional or very good on this competency	100% (n=12)	56% (n=16)	37% (n=8)
3.2	Coop Employer Evaluation Competencies Section Q18	% of students who receive exceptional or very good on this competency	71% (n=7)	62% (n=13)	56% (n=18)

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4.2 design and execute programs of inquiry and assessment informed by relevant theory and method.

	Source	Measure	2019/20	2018/19	2017/18
4	Professional Experience Supervisor Reports Q4	% of students received exceptional or very good on this competency	91% (n=11)	88% (n=16)	100% (n=8)
4	Alumni Survey Question #25	% of self-assessment ratings on this competency were at least 3/5	94% (n=17)	100% (n=8)	100% (n=7)
4	Coop Employer Evaluation Competencies Section Q19	% of students who receive exceptional or very good on this competency	100% (n=11)	93% (n=15)	89% (n=18)

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5.2 advocate on behalf of the profession and the diverse constituencies that the profession serves;

5.3 contribute to the advancement of the field through participation in professional development, teaching, research or community service.

	Source	Measure	2019/20	2018/19	2017/18
5	Alumni Survey Question #26	% of self-assessment ratings on this competency were at least 3/5	82% (n=17)	88% (n=8)	100% (n=7)
5.1	Practicum and Prof. Exp. Supervisor Reports Q5	% of students who receive exceptional or very good on this competency	91% (n=11)	94% (n=16)	100% (n=8)
5.1	Coop Employer Evaluation Competencies Section Q20	% of students received exceptional or very good on this competency	100% (n=12)	95% (n=19)	89% (n=18)
5.2	Coop Employer Evaluation Competencies Section Q21	% of students who receive exceptional or very good on this competency	100% (n=3)	100% (n=14)	(n=18)
5.3	Alumni Survey Question #18	% of respondents are members of a professional organization	65% (n=17)	87 % (n=8)	71% (n=7)