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	2020/21	2019/20	2018/19
1.1	**LIBR 506 *In Class Search Assignment* [Assignment 1B Reflections]**	% of students met or exceeded expectations in all the relevant components of the rubric	100 % (n = 87)	97.5% (n=85)	99% (n=81)
1.1	**LIBR 506 *Term Project* [Report/Product Assignment 3c]**	% of students met or exceeded expectations in all the relevant components of the rubric	98.84% (n = 87)	92% (n=85)	98% (n=81)
1.1	**Alumni Survey[1] Question #19**	% of self-assessment ratings on this competency were at least 3/5	93% (n=41)	92.5% (n=40)	92% (n=37)
1.2	**LIBR 509 *Subject Heading System* [Assignment 2]**	% of students met or exceeded expectations in all the relevant components of the rubric	96% (n = 90)	73.5% (n=83)	100% (n=79)
1.2	**LIBR 580 *Collection Sector Assessment, Evaluation & Selection Report* [Project 2]**	% of students met or exceeded expectations in all the relevant components of the rubric	N/A	100% (n=35)	N/A
1.2	**Alumni Survey Question #20**	% of self-assessment ratings on this competency were at least 3/5	93% (n=41)	92.5% (n=40)	100% (n=37)
1.3	**Practicum and Prof. Exp. Supervisor Reports Q1**	% of students who receive exceptional or very good on this competency	96% (n = 25)	86% (n=29)	94% (n=32)
1.3	**LIBR 506 *In Class Search Assignment* [1B. Reflection]**	% of students met or exceeded expectations in all the relevant components of the rubric	100 % (n = 87)	97.5% (n=85)	99% (n=81)

---

[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	2020/21	2019/20	2018/19
1.3	**LIBR 554 *SQL Queries & Physical Design* [Assignment 3]**	% of students met or exceeded expectations in all the relevant components of the rubric	96.5 (n = 43)	90% (n=11)	91% (n=45)
1.3	**LIBR 581 *Term Project* (# 5)**	% of students met or exceeded expectations in all the relevant components of the rubric	N/A	N/A	93% (n=29)
1.3	**Alumni Survey Question #21**	% of self-assessment ratings on this competency were at least 3/5	90% (n=41)	92.5% (n=40)	95% (n=37)
1.3	**Coop Employer Evaluation *Competencies Section Q15***	% of students received exceptional or very good on this competency	88% (n=25)	85% (n=39)	87.5% (n=40)
1.4	**LIBR 508 *Topics Briefing Final* [Assignment 3c]**	% of students met or exceeded expectations in all the relevant components of the rubric	94% (n = 90)	95% (n=84)	93% (n=81)
1.4	**LIBR569C *Reflective Essay***	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n = 17)	100% (n=12)	100% (n=23)
1.4	**LIBR564 *Problematic Situation Reflections***	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n = 20)	N/A	100% (n=15)
1.4	**Alumni Survey Question #22**	% of self-assessment ratings on this competency were at least 3/5	98% (n=41)	95% (n=40)	95% (n=37)

MLIS & DUAL

Communication Competencies

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	2020/21	2019/20	2018/19
2	Practicum and Prof. Exp. Supervisor Reports Q2	% of students received exceptional or very good on this competency	92% (n = 25)	86% (n=29)	91% (n=32)
2	Alumni Survey Question #23	% of self-assessment ratings on this competency were at least 3/5	98% (n=41)	100% (n=40)	97% (n=37)
2	Coop Employer Evaluation Competencies Section Q16	% of students received exceptional or very good on this competency	84% (n=25)	77% (n=39)	77.5% (n=40)
2.1	LIBR 508 *Seminar Facilitation* [Assignment 2a]	% of students met or exceeded expectations in all the relevant components of the rubric	92.25% (n = 90)	97.5% (n=84)	100% (n=81)
2.1	LIBR 506 *In Class Search Assignment* [3b. Presentation]	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n = 87)	97.5% (n=85)	99% (n=81)
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 = 20)	100% (n=22)	100% (n=28)
2.2	LIBR 508 *Topics Briefing Final* [Assignment 3c]	% of students met or exceeded expectations in all the relevant components of the rubric	94% (n = 90)	95% (n=84)	93% (n=81)
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 = 20)	100% (n=22)	100% (n=28)

MLIS & DUAL

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	2020/21	2019/20	2018/19
3	**Alumni Survey Question #24**	% self-assessment rating on this competency were at least 3/5	76% (n=41)	70% (n=40)	57% (n=37)
3.1	**Practicum and Prof Exp. Supervisor Reports Q3**	% of students received exceptional or very good on this competency	88% (n = 25)	85% (n=27)	91% (n=32)
3.1	**LIBR 504 *Environmental Scan* [Assignment 1]**	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n = 21)	100% (n=54)	100% (n=26)
3.1	**LIBR 506 *In Class Search Assignment* [3.c. Report/Product]**	% of students met or exceeded expectations in all the relevant components of the rubric	100 % (n = 87)	97.5% (n=85)	99% (n=81)
3.1	**Coop Employer Evaluation Competencies Section Q17**	% of students received exceptional or very good on this competency	84% (n=25)	79% (n=39)	82.5% (n=40)
3.2	**LIBR 504 *Budget Presentation* [Assignment 3]**	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n = 21)	100% (n=54)	100% (n=26)
3.2	**LIBR571 *Team Charter***	% of students met or exceeded expectations in all the relevant components of the rubric *(new metric introduced, data not yet*	N/A	N/A	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 = 8)	100% (n=13)	100% (n=13)

	Source	Measure	2020/21	2019/20	2018/19
3.2	**Practicum and Prof Exp. Supervisor Reports Q4**	% of students received exceptional or very good on this competency	84% (n = 19)	96.5% (n=28)	78% (n=32)
3.2	**Coop Employer Evaluation Competencies Section Q18**	% of students received exceptional or very good on this competency	75% (n=20)	73% (n=26)	61% (n=33)

MLIS & DUAL

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	2020/21	2019/20	2018/19
4	**Practicum and Prof. Exp. Supervisor Reports Q5**	% students received exceptional or very good on this competency	85% (n = 20)	83% (n=18)	94% (n=32)
4	**Alumni Survey Question #25**	% of self-assessment ratings on this competency were at least 3/5	95% (n=41)	97.5% (n=40)	97% (n=37)
4	**Coop Employer Evaluation Competencies Section Q19**	% of students received exceptional or very good on this competency	88% (n=24)	89% (n=35)	91% (n=35)
4.1	**LIBR 507** *Evidence-based Review* **[Assignment 2]**	88% of students met or exceeded expectations in all the relevant components of the rubric	100% (n = 86)	97.25% (n=80)	98% (n=82)
4.1	**LIBR 581** *Issues Paper* **[Assignment #4]**	% of students met or exceeded expectations in all the relevant components of the rubric *(new metric introduced, data not yet available)*	N/A	N/A	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 = 1)	N/A	100% (n=5)
4.2	**LIBR 507** *Research Design* **[Assignment 3]**	% of students met or exceeded expectations in all the relevant components of the rubric	97.5% (n = 86)	94.75% (n=80)	91% (n=82)

MLIS & DUAL

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	2020/21	2019/20	2018/19
5	**Alumni Survey Question #26**	% of self-assessment ratings on this competency were at least 3/5	90% (n=41)	87.5% (n=40)	95% (n=37)
5.1	**Practicum and Prof. Exp. Supervisor Reports Q6**	% of students who receive exceptional or very good on this competency	96% (n = 25)	83.3% (n=24)	94% (n=32)
5.1	**Coop Employer Evaluation Competencies Section Q20**	% of students received exceptional or very good on this competency	96% (n=24)	90% (n=39)	87.5% (n=40)
5.1	**LIBR561 *Policy Briefing* [Assignment 4]**	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n = 18)	100% (n=23)	N/A
5.1	**LIBR569C *Leading Discussion***	% of students met or exceeded expectations in all the relevant components of the rubric	100% (n = 17)	100% (n=12)	100% (n=23)
5.2	**LIBR 508 *Topics Briefing Final* [Assignment 3c]**	% of students met or exceeded expectations in all the relevant components of the rubric	94% (n = 90)	95% (n=84)	93% (n=81)
5.2	**LIBR569C *Briefing Topic***	% of students met or exceeded expectations in all the relevant components of the rubric	94% (n = 17)	100% (n=12)	100% (n=23)

Professionalism (cont'd)

	Source	Measure	2020/21	2019/20	2018/19
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 = 21)	100% (n=54)	100% (n=26)
5.2	**Coop Employer Evaluation Competencies Section Q21**	% of students who receive exceptional or very good on this competency	87% (n=15)	83% (n=18)	82% (n=34)
5.3	**Alumni Survey Question #18**	% of respondents are members of a professional organization	54% (n=41)	60% (n=40)	73% (n=37)

MAS & 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	2020/21	2019/20	2018/19
1.1	**Alumni Survey[2] Question #19**	% of self-assessment ratings on this competency were at least 3/5	93% (n=15)	94% (n=17)	75% (n=8)
1.2	**Alumni Survey Question #20**	% of self-assessment ratings on this competency were at least 3/5	93% (n=15)	100% (n=17)	100% (n=8)
1.3	**Practicum and Prof. Exp. Supervisor Reports Q1**	% of students received exceptional or very good on this competency	100% (n = 10)	92% (n=12)	75% (n=16)
1.3	**Alumni Survey Question #21**	% of self-assessment ratings on this competency were at least 3/5	93% (n=15)	88% (n=17)	88% (n=8)
1.3	**Coop Employer Evaluation Competencies Section Q15**	% of students received exceptional or very good on this competency	91% (n=11)	100% (n=11)	84% (n=19)
1.4	**Alumni Survey Question #22**	% of self-assessment ratings on this competency were at least 3/5	93% (n=15)	94% (n=17)	100% (n=8)

---

[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.

MAS & DUAL

Communication Competencies

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	2020/21	2019/20	2018/19
2	**Practicum and Prof. Exp. Supervisor Reports Q2**	% of students received exceptional or very good on this competency	100% (n = 11)	92% (n=12)	88% (n=16)
2	**Alumni Survey Question #23**	% of self-assessment ratings on this competency were at least 3/5	93% (n=15)	100% (n=17)	88% (n=8)
2	**Coop Employer Evaluation Competencies Section Q16**	% of students received exceptional or very good on this competency	82% (n=11)	100% (n=12)	89% (n=19)

MAS & DUAL

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	2020/21	2019/20	2018/19
3	**Alumni Survey Question #24**	% self-assessment rating on this competency of at least 3/5	80% (n=15)	56% (n=17)	75% (n=8)
3.1	**Practicum and Prof Exp. Supervisor Reports Q3**	% of students who receive exceptional or very good on this competency	100% (n = 11)	100% (n=12)	75% (n=16)
3.1	**Coop Employer Evaluation Competencies Section Q17**	% of students who receive exceptional or very good on this competency	100% (n=11)	100% (n=10)	78% (n=18)
3.2	**Practicum and Prof Exp. Supervisor Reports Q4**	% of students who receive exceptional or very good on this competency	100% (n = 10)	100% (n=12)	56% (n=16)
3.2	**Coop Employer Evaluation Competencies Section Q18**	% of students who receive exceptional or very good on this competency	70% (n=10)	71% (n=7)	62% (n=13)

MAS & DUAL

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	2020/21	2019/20	2018/19
4	**Professional Experience Supervisor Reports Q5**	% of students received exceptional or very good on this competency	100% (n = 11)	91% (n=11)	88% (n=16)
4	**Alumni Survey Question #25**	% of self-assessment ratings on this competency were at least 3/5	93% (n=15)	94% (n=17)	100% (n=8)
4	**Coop Employer Evaluation Competencies Section Q19**	% of students who receive exceptional or very good on this competency	100% (n=11)	100% (n=11)	93% (n=15)

MAS & DUAL

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	2020/21	2019/20	2018/19
5	Alumni Survey Question #26	% of self-assessment ratings on this competency were at least 3/5	93% (n=15)	82% (n=17)	88% (n=8)
5.1	Practicum and Prof. Exp. Supervisor Reports Q6	% of students who receive exceptional or very good on this competency	100% (n = 11)	91% (n=11)	94% (n=16)
5.1	Coop Employer Evaluation Competencies Section Q20	% of students received exceptional or very good on this competency	100% (n=11)	100% (n=12)	95% (n=19)
5.2	Coop Employer Evaluation Competencies Section Q21	% of students who receive exceptional or very good on this competency	100% (n=9)	100% (n=3)	100% (n=14)
5.3	Alumni Survey Question #18	% of respondents are members of a professional organization	53% (n=15)	65% (n=17)	87 % (n=8)