# LIS Research Practitioner Specialisation Skills Audit

Welcome to the ALIA PD Scheme LIS Research Practitioner Specialisation Skills Audit. The skills audit will help you identify gaps in your knowledge and provide guidance for choosing your most appropriate continuing professional development activities.

The audit supports the key competencies for the LIS Research Practitioner Specialisation. These competencies were identified as required for LIS practitioners. Each competency has associated guiding skills listed.

When marking the tables, consider how well you think you can apply the skill:

- **Really well** - means that you are very proficient, and have an advanced level of knowledge or skills
- **Well** - means that you are more than just proficient, but you could still learn more about the skill
- **I can do this** - means you are proficient and have a basic level of knowledge or skills
- **More practice** - means that you are not quite proficient, and need to learn more about this skill or knowledge
- **Learn this** - means that you need to learn this skill or knowledge
- **No interest** - means that this skill or knowledge has no interest to you or the career path you are pursuing. It could also be something you may wish to learn later in your career.

# 1. Understand concepts of evidence-based practice, evaluation and research; their main differences and similarities.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|---|---|---|---|---|---|
| (a) I understand what evidence-based practice involves. | | | | | | |
| (b) I know the purpose of evidence-based practice. | | | | | | |
| (c) I understand the principles for the evaluation of research. | | | | | | |
| (d) I am aware of LARK and resources available on the ALIA Research Resources webpage. | | | | | | |
| (e) I understand the importance of both theory and practice in research. | | | | | | |

## 2. Understand the foundations and framing of research including major philosophies and their associated paradigms, research planning, patterns, practice and management of outcomes.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|---|---|---|---|---|---|
| (a) I understand the importance of research. | | | | | | |
| (b) I understand the impact of research paradigms/ world view/ philosophy of research on how research is conducted. | | | | | | |
| (c) I am aware that there are a wide range of research paradigms and the importance of self-awareness. | | | | | | |
| (d) I am aware of some of the major western philosophies behind research, e.g., Positivism, Interpretivism, Critical Theory. | | | | | | |
| (e) I am aware of the Indigenous research paradigm and its impact on research. I understand the AIATSIS Code. | | | | | | |
| (f) I am aware of the importance of respectful research. | | | | | | |
| (g) I am aware of the Islamic research paradigm and its impact on research. | | | | | | |
| (h) I understand my philosophical stance/ research paradigm will impact on my research. | | | | | | |
| (i) I understand deductive and inductive reasoning. | | | | | | |

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|---|---|---|---|---|---|---|
| (j) I can provide a design for undertaking my research. | | | | | | |
| (k) I understand the importance of research to professional practice. | | | | | | |

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### 3. Understand issues of framing and conducting research in an organisational context.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|---|---|---|---|---|---|
| (a) I understand the organisational context for my research. | | | | | | |
| (b) I know my organisation requirements for undertaking research e.g. ethics approval processes. | | | | | | |
| (c) I have explored the various funding bodies to assist with my research. | | | | | | |
| (d) I have viewed the LIS Research topic database on the ALIA website. | | | | | | |
| (e) I am aware of Library and Information Science Research Australia (LISRA). | | | | | | |
| (f) I am aware of READ ALIA Repository and the resource access it provides. | | | | | | |
| (g) I am aware of ALIA LIS research ProQuest journal and Ebook access for ALIA members. | | | | | | |

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**4. Understand research methods such as surveys, case studies, action research, constructivist grounded theory, bibliometric research, design science research, historical research, ethnographic research and experimental design with an emphasis on methods suitable for practice-based research.**

| METHODS | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|---|---|---|---|---|---|
| (a) I understand and can use surveys in my research. | | | | | | |
| (b) I understand and can use case studies in my research. | | | | | | |
| (c) I understand and can use action research. | | | | | | |
| (d) I understand and can use constructivist grounded theory in my research. | | | | | | |
| (e) I understand and can use bibliometric research methods. | | | | | | |
| (f) I understand and can use design science research methods. | | | | | | |
| (g) I understand and can use historical research methods. | | | | | | |
| (h) I understand and can use ethnographic research methods. | | | | | | |
| (i) I understand and can use experimental design methods. | | | | | | |
| (j) I understand and can use practice-based research methods. | | | | | | |

**5. Awareness of research techniques or tools used for sample selection, data collection and the use of existing organisational data; data analysis, such as sampling, questionnaire design, individual interviews, focus group sampling, observation, quantitative data analysis, qualitative data analysis.**

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|---|---|---|---|---|---|
| (a) I understand and can apply sample selection techniques. | | | | | | |
| (b) I understand data collection and the use of existing organisational data. | | | | | | |
| (c) I understand data analysis e.g. sampling and questionnaire design. | | | | | | |
| (d) I understand and can conduct interviews. | | | | | | |
| (e) I understand and can use observation during my research. | | | | | | |
| (f) I understand the difference between quantitative and qualitative data analysis. | | | | | | |

## 6. Awareness of research practice and communication including ethical research practices, research data management.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|---|---|---|---|---|---|
| (a) I am aware of the principles associated with the ethical conduct of research (e.g. ethics committees, informed consent etc.) | | | | | | |
| (b) I understand the importance of research governance and adhere to the *Australian Code for the Responsible Conduct of Research*. | | | | | | |
| (c) I understand obligations for dealing with personal information and adhere to the *Privacy Act*. | | | | | | |
| (d) I understand best practice for managing and sharing sensitive data (e.g. confidentialising data, conditional access etc.) | | | | | | |
| (e) I have awareness of Aboriginal and Torres Strait Islander cultures and can apply this understanding to the sensitive use, access and preservation of information relating to Aboriginal and Torres Strait Islanders. | | | | | | |
| (f) I am aware of state/national standards in metadata, records management, accessibility and scholarly publishing. | | | | | | |

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|---|---|---|---|---|---|---|
| (g) I am aware of privacy and security issues surrounding network management, mobile technologies, social media etc. | | | | | | |

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## 7. Awareness of research practice in publication and dissemination of research findings within organisation and broader communities of practice.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|---|---|---|---|---|---|
| (a) I know about the key journals for publishing my research. | | | | | | |
| (b) I am aware that I can publish in ALIA publications such as The Journal of the Australian Library and Information Association (JALIA) and INCITE. | | | | | | |
| (c) I know what it means to be peer reviewed. | | | | | | |
| (d) I have chosen a preferred form of referencing. | | | | | | |
| (e) I know about ORCID. | | | | | | |

## 8. Understand laws, regulations, codes, standards and policies applicable to research at both institutional and broader levels.

|  | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|---|---|---|---|---|---|
| (a) I am aware of the laws, regulations and directives which underpin research. |  |  |  |  |  |  |
| (b) I operate within the policy framework of my organisation and Australian research standards at all times. |  |  |  |  |  |  |
| (c) I ensure that policies and procedures are designed and implemented according to research standards. |  |  |  |  |  |  |
| (d) I am aware of Australian copyright laws and the procedures and policies relevant to them. |  |  |  |  |  |  |
| (e) I have awareness of Aboriginal and Torres Strait Islander cultures and can apply this understanding to the sensitive use, access and preservation of information relating to Aboriginal and Torres Strait Islanders. I understand the AIATSIS Code. |  |  |  |  |  |  |

## 9. Apply technology and systems to manage scholarly information resources in a research lifecycle, including copyright, research data management, publication selection, and dissemination including open access versions.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|---|---|---|---|---|---|
| (a) I understand the basic principles of automated systems, data standards, and system analysis techniques. | | | | | | |
| (b) I am able to acquire, use and evaluate information technologies. | | | | | | |
| (c) I am aware of the security, copyright and privacy protocols for providing access to electronic information. | | | | | | |
| (d) I am aware of applications used in emerging areas of the fields relevant to my organisation including digital repositories, open access, 'big data', and citation metrics. | | | | | | |
| (e) I understand the basic communications and information infrastructure, including digital repositories. | | | | | | |
| (f) I am aware of state/national standards in metadata, records management, accessibility and scholarly publishing. | | | | | | |
| (g) I am aware of privacy and security issues surrounding network management, mobile technologies, social media etc. | | | | | | |

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## 10. Identify, analyse and critically evaluate research resources across different disciplinary areas and from different industry or organisational sources.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|---|---|---|---|---|---|
| (a) I am aware of the wide range of quantitative and qualitative research methodologies used by the disciplines relevant to my organisation. | | | | | | |
| (b) I know how to locate research literature and data through my knowledge of relevant databases and datasets, using advanced searching to find and filter relevant information resources. | | | | | | |
| (c) I can demonstrate my understanding of the principles of various research methods. | | | | | | |
| (d) I am able to search and analyse grey literature, datasets, citation databases, and report and disseminate findings to users. | | | | | | |
| (e) I actively search for opportunities to support quality improvement in my organisation through the provision of relevant research. | | | | | | |

## 11. Develop partnerships with professional researchers.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|---|---|---|---|---|---|
| (a) I have the ability to work collaboratively with researchers, data custodians, and support staff, as well as external organisations. | | | | | | |
| (b) I am aware of the importance of accountability and transparency in decision making and document my process as necessary. | | | | | | |
| (c) I am able to write and verbalise clear and concise policies, procedures and correspondence to communicate to a diverse range of users and stakeholders. | | | | | | |
| (d) I have good general knowledge regarding academic workflows and practices (e.g. grant writing, scholarly publication etc.). | | | | | | |

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## 12. Maintain currency of professional knowledge and practice.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|---|---|---|---|---|---|
| (a) I participate in lifelong education and professional development opportunities from a variety of sources. | | | | | | |
| (b) I am able to design and implement a plan for continuing professional development. | | | | | | |
| (c) I actively participate in professional organisations relevant to research, including attendance at conferences and workshops. | | | | | | |
| (d) I contribute to publishing and research (for example editing or writing articles for professional newsletters, journals or conferences, conducting research for reports or projects). | | | | | | |
| (e) I participate in informal and formal learning activities within the workplace. | | | | | | |