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Lets Talk: Introduction of Personnel Appraisal Interviews as a Means of Human Resources Development in a Medical Library

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Tekst jest udostępniony do wykorzystania w ramach dozwolonego użytku.

**LETS TALK: INTRODUCTION OF PERSONNEL APPRAISAL
INTERVIEWS AS A MEANS OF HUMAN RESOURCES DEVELOPMENT
IN A MEDICAL LIBRARY**

Abstract

Since 2006, the Campus Library of Biomedical Sciences of K.U.Leuven University is systematically reconsidering its role in supporting education and research.

Providing scientific information (both by investing in collections and setting up good interlibrary loan) is certainly the most important mission of our library. However, instruction in information literacy (providing students and academic staff with the skills for efficient retrieval and use of scientific information) is becoming a very important task too.

In the past, this was limited to organizing guided tours and library instruction sessions, if asked by a professor. This was of course on a very individual and unsystematic basis.

This changed in 2006, when we were asked by the Faculty of Medicine to reconsider part of the academic curriculum in the light of integrating information literacy in it.

The following considerations were made:

1. information literacy should be integrated in a systematic way in the curriculum of medical students
2. minimal skills of information literacy should be determined for each level of the academic curriculum
3. instruction in information literacy should be a continuous line starting in the first and ending in the last year of the academic curriculum (vertical line)
4. information literacy should be acquired in an active way in as many lessons as possible (horizontal line)
5. instruction in information literacy is a shared responsibility of library and academic staff

As a result, the biomedical library was given the formal and actual responsibility of information literacy in the beginning of the curriculum, while academic staff took the responsibility of the rest. At the same time, the library invested a lot in providing our academic staff with tools, formats and learning objects for integrating information literacy in their lessons. We also started planning systematic trainings for keeping our academic staff up to date with major changes in scientific information.

The new curriculum of the Faculty of Medicine was put in practice in October 2006. It was soon followed by similar projects in all other biomedical faculties of our university.

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MANAGERIAL ISSUES IN ESTABLISHING AND RUNNING AN OPEN REPOSITORY – CASE DVIKKI

Abstract

The Viikki Science Library of the University of Helsinki was among the first libraries in Finland to analyze and adopt the DSpace IR system for the disciplinary open repository of the Viikki campus in 2003. The pilot phase of the DViikki- service, as it is called, started in 2004. The broad disciplines of the Viikki campus are veterinary medicine, pharmacy, biosciences, agriculture and forestry. The aim of the library was to provide a tool for storing diverse institutional scholarly materials and making them accessible and visible. That material could vary from the output of individual researchers i.e. pre-prints, dissertations, reports and students' theses to digitized materials such as books and photographs.

In accordance with a recommendation of the Ministry of Education, the University of Helsinki is in its research policy for the coming years also stating support for freely or publicly accessible digital repositories and urging researchers to archive their research outputs in order to maximize access and use of their research results.

DViikki was thought of as a service for author self- archiving. The experiences so far are that few faculty members would submit their own work. To obtain initial content for the system the library offered a project-based preservation service by digitizing old historical material and provided publishing services for “born-digital” textbooks and teaching materials . DViikki has for instance become an important platform for providing books and publications to the faculty and the students of veterinary medicine and to the veterinary community.