

Building Bridges And Improving Partnerships: Comparing Health Sciences Librarian and Healthcare Executive Competency Frameworks

Jamie Gray*

Nicole Capdarest-Arest **

Abstract

Introduction

Effectively interacting with and influencing interprofessional stakeholders is key to advocating and influencing on behalf of our staff and divisions. Therefore, health sciences librarians must have an understanding of leadership not only within our profession, but also more broadly across healthcare disciplines. Health sciences librarians have documented competencies to guide professional practice, such as those published by the Medical Library Association (MLA) and the Australian Library and Information Association (ALIA). In these frameworks, leadership is described as a subset of the overall professional expectations. Building on our prior work, we have further analyzed MLA and ALIA leadership expectations along with the multidisciplinary Healthcare Leadership Alliance (HLA) competency set in order to bridge understanding of leadership expectations across professions.

Methods

We identified two professional competency frameworks for health sciences librarians. The HLA framework was selected as representative of various health care professionals, as it identifies standards from organizations representing executives in nursing, physicianship, healthcare administration, health informatics, and health financial management. We reviewed each leadership section of the library documents, and the complete HLA documentation. As competency examples differed among disciplines, higher-level domains and clusters were assigned for consistent comparison. All competencies related to leadership across MLA, ALIA, and HLA were documented, categorized, and compared.

* Weill Cornell Medicine , Qatar, jmg2015@qatar-med.cornell.edu

** University of California - Davis, USA, ncapdarest@ucdavis.edu

Results

There were 5 domains and 22 clusters that could be assigned. All 5 domains are represented within the three analyzed frameworks. Of note, Professionalism is captured as a domain within the HLA framework, but is separated in the library documents. In the MLA and ALIA frameworks, competencies fell mainly within the HLA domain designated Business Knowledge and Skills (BKS). This domain is further comprised of “clusters” consisting of 8 unique themes (e.g., Organizational Dynamics and Governance). At cluster level, library competencies mapped most closely with BKS clusters relating to Strategic Planning & Marketing and General Management.

Discussion

Leadership skills are critical to the success of health libraries, but receive less emphasis in discourse and development. Although there are specific competencies identified for leadership, within librarianship these skills are a component of overall professional competency frameworks versus a standalone framework as seen in other professions. By examining the leadership competencies valued in health sciences librarianship and comparing these to those of healthcare leadership groups, we can better lead, communicate, and influence more broadly, ultimately improving interaction and partnerships of the library across the organization.

Keywords: Librarianship; Competencies; Professional Organizations; Leadership

MARMARA
ÜNİVERSİTESİ