



THE CATHOLIC UNIVERSITY OF AMERICA

*Department of Library & Information Science*

*Washington, DC 20064*

Professional Competencies for Graduates of the  
Masters in Library and Information Science Degree Program

Adopted by the Faculty March 26, 2008

(Revised September 2024)

Area	Scope note
Professional Identity	<p>Graduate education from the Department of Information Sciences (DIS) includes philosophical, theoretical, practical, and experiential learning infused with an enduring sense of commitment to the evolving profession of library and information science. The DIS program offers students the opportunity to learn and develop in the areas of:</p> <ul style="list-style-type: none"><li>• the history and importance of the profession to the world;</li><li>• values, principles, legal, and ethical responsibilities of the profession;</li><li>• professional development and leadership;</li><li>• and active individual and collective responsibility for the betterment of humanity.</li></ul>
Management	<p>Information professionals require an understanding of the broad range of competencies required for effective management in organizations of all types. The DIS program enables students to develop competencies in working with and through others to achieve the effective and efficient operation of libraries and information services. These competencies include:</p> <ul style="list-style-type: none"><li>• strategic management and planning;</li><li>• human resource management;</li><li>• budgeting and financial management;</li><li>• marketing, including promotion;</li><li>• ethical management;</li><li>• leadership;</li><li>• communication;</li><li>• negotiation and teamwork;</li><li>• the management of technology;</li><li>• change and innovation;</li><li>• and the evaluation of organizational processes and programs.</li></ul>

<p>Information Resources</p>	<p>Information professionals are skilled in developing, curating, managing, and evaluating data and information resources designed to meet the needs of the communities they serve. Their work demands knowledge of sources that are published and unpublished, commercially-available and freely-available, current and retrospective, and in all formats and media. It also demands that they have a solid familiarity with resources about the topics and subject matter of greatest importance to their community.</p> <p>In addition, they must be skilled in the principles of evaluating resources, and physically caring for resources to ensure their integrity and preservation, in accordance with professional standards and community needs.</p> <p>The DIS program affords the student the opportunity to become knowledgeable about the principles, practices, trends, and responsibilities for:</p> <ul style="list-style-type: none"> <li>• Developing</li> <li>• Curating</li> <li>• Managing, and</li> <li>• Evaluating data and information resources as applicable to their particular professional goals and interests.</li> </ul> <p>It also equips them to advance the theory and practice of working with information resources.</p>
<p>Information Services</p>	<p>Information Professionals develop and operate a wide variety of services to deliver the right data, information, and knowledge to the individuals and groups in the community at the point of need. They also counsel and teach others in order to improve their ability to meet their own information needs, to benefit from information in the furtherance of their personal, professional, and societal activities, and to share information wisely and effectively.</p> <p>To prepare students for professional roles in this area, the DIS program equips them to:</p> <ul style="list-style-type: none"> <li>• Apply knowledge of the sociological and psychological factors that influence information behavior</li> <li>• Recognize the contextual factors that influence information needs, information seeking, evaluation, use, sharing, and retention or destruction</li> <li>• Communicate effectively with others for the purpose of addressing information needs and problems</li> <li>• Design and deliver effective information literacy instruction</li> <li>• Identify, obtain, evaluate, and analyze information with the use of sophisticated tools and methods</li> <li>• Proactively develop and implement EDI (equity, diversity, and inclusion) initiatives for reaching un-served and under-served members in any community whose needs have not been adequately met</li> </ul>

	<ul style="list-style-type: none"> <li>• Develop and provide information services and programs in times of crises to meet the needs of individuals, communities and society.</li> </ul> <p>DIS also prepares students to contribute to the ongoing evolution of information service principles and practices.</p>
Information Organization	<p>Information professionals organize and manage information resources for users in libraries, archives, museums, and other information environments. Competencies in this area encompass resource description; controlled vocabularies, taxonomies, and ontologies; and content structure and information discovery and access. DIS curriculum prepares students to have knowledge of and skills in these areas:</p> <ul style="list-style-type: none"> <li>• Theories, principles, and techniques of information organization;</li> <li>• Cataloging, classification, indexing, abstracting, and knowledge of other content description standards and protocols;</li> <li>• Non-descriptive metadata standards, including technical, administrative, and structural standards;</li> <li>• Taxonomies, thesauri, and ontologies, and their roles in resource discovery;</li> <li>• Methods and approaches for metadata creation, editing, analysis, and transformation;</li> <li>• Concepts of data standardization (content, structure, encoding, and value standards);</li> <li>• Principles of identity management and authority control;</li> <li>• Principle, practices, and trends of findability;</li> <li>• Theories and principles of the Semantic Web and linked data;</li> <li>• Impact of cultural biases to the collection and description of information resources.</li> </ul>
Technology	<p>Information professionals apply information and communication technology (ICT) knowledge and skills to effectively and ethically serve the information needs of individuals, organizations and communities.</p> <p>The DIS program prepares students who are proficient in the application of standard ICT tools and techniques, including:</p> <ul style="list-style-type: none"> <li>• Use of relevant software systems and applications;</li> <li>• Design and/or creation of accessible and usable information solutions;</li> <li>• Protection of information privacy and security; and</li> </ul> <p>Continual monitoring and learning about emerging and evolving technology.</p>

Professional Competencies for Graduates of the  
Masters of Science in Library and Information Science Degree