**Centre for Publication and Information Services on Communication Disorders: A Proposal**

**Preamble**

The Library and Information Centre, All India Institute of Speech and Hearing (AIISH), Mysuru was established along with the Institute in the year 1966. It caters to the educational, research and clinical information needs of the professional academic community of the institute with its exclusive collection of diverse information resources on communication disorders and a number of innovative information services. The Centre also offers an open elective course on Information Management in Speech, Language and Hearing for the M.Sc. programmes of the University of Mysore.

The publication section of the Institute also known as the Product Development Cell, was established in the year 2014 and is involved in publishing professional training, public education and clinical management resources on communication disorders. AIISH under the aegis of the Product Development Cell is the only organisation in the country publishing such a wide variety of resources on prevention, control and management of communication disorders.

This proposal aims to establish a **Centre for Publication and Information Services on Communication Disorders** by merging the *Product Development Cell* with the *Library and Information Centre*, and strengthen the publication and information services of the Institute and extend them to the professional community across the country. The new centre will also take over the material development activities carried out at present by the *Department of Material Development*.

**Vision**

To function as a strategic asset of the AIISH and contribute to its educational, research, clinical care and public education activities and to act as a national level publication and information centre in the field of communication disorders supporting the professionals across the country.

**Mission**

To play a vital role in providing innovative library information resources and services, offer training in information management and publish useful information products pertaining to the field of communication disorders.

**Objectives**

The major objectives of the Centre for Publication and Information Servicesand related activities to support the objectives are given below.

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| **Objective 1:**  To preserve and disseminate the scholarly output in the field of communication disorders | Activity 1: Develop a National Research Repository on Communication Disorders.  Activity 2: Develop a comprehensive Literature Database on Communication Disorders published in the country and abroad.  Activity 3: Digitise out-of-print resources in the field of communication disorders in collaboration with the respective publishers and copyright owners. |
| **Objective 2:**  To address the infrastructure and cost challenges in accessing information resources on communication disorders by the professional community. | Activity 1:Take initiative to establish a consortium of Indian speech and hearing institutions for purchase/subscription of information resource.  Activity 2:Develop an online union catalogue of library resources available with the Indian speech and hearing institutions.  Activity 3: Publish academic books and similar professional learning materials on communication disorders in collaboration with Indian experts in the field. |
| **Objective 3:**  To support public education on prevention and control of communication disorders | Activity 1:Develop high impact videos, documentaries, short films, posters, and other information artefacts in print and electronic media.  Activity 2: Develop an e-learning portal on prevention and control of communication disorders |
| **Objective 4:**  To establish and foster formal and informal channels of scientific communication for Indian professionals in the field of communication disorders. | Activity 1:Publish online peer-reviewed scientific journals.  Activity 2:Provide technical support for other Institutions in the field to publish online journals.  Activity 3: Create an online platform for informal knowledge sharing by professional community using open source applications. |
| **Objective 5:**  To address the scarcity of tools for screening, assessment, diagnosis and rehabilitation of Indian population affected by communication disorders. | Activity 1:. Develop clinically useful resources from the already completed research works in collaboration with concerned researchers and disseminate them among the practising speech and hearing professionals across the country.  Activity 2: Develop online screening and assessment tools in collaboration with government agencies like the Centre for Development of Advanced Computing. |
| **Objective 6:**  To function as an academic centre promoting academic integrity and imparting skills in information management in speech, language and hearing. | Activity 1:To constitute committees on the prevention of academic dishonesty and formulate policies on academic integrity.  Activity 2: To propose information management and academic integrity as mandatory subjects for the UG and PG programmes conducted by the Institute.  Activity 3: To organise workshops and short-term training programmes on topics such as reference management, research ethics and anti-plagiarism techniques for faculty, researchers and students of speech and hearing institutions across the country. |

**Need and Justification**

* Traditionally, the publication sections of higher education institutions are focused on the production of scholarship, and the library and information centres on their collection, organization and dissemination. However, the emergence of digital open source publishing in the modern era has facilitated a collaborative working environment for the press and libraries in academic institutions. The areas of collaboration include digitization, preservation, organization and management, design and development of online platform and content delivery. Consequently, many higher education institutions across the world have been merging their press with the library services and leveraging the skills and strength of both to move towards a cost-effective and unified system of publication, preservation, organization and management of scholarly resources.
* There are hundreds of higher educational institutions in the country offering academic programmes on communication disorders. However, majority of them have poor library facilities mainly on account of the scarcity of Indian publications in the field coupled with exorbitant cost of foreign publications. Obviously, the information needs of academic community in these organizations are not being met satisfactorily, in turn affecting the teachers’ professional competence and the performance outcome of the students. In addition to the poor library facilities, these institutions do not possess any infrastructure for scholarly publication services.
* The scarcity of indigenously published tools like guidelines, manuals, and procedures for managing persons with communication disorders is a key challenge faced by the practising audiologists and speech-language pathologists working in various clinical settings in the country.
* Library and Information Centre of the Institute is an established entity with regular staff and infrastructure facilities and the Product Development Cell, the publication section of the Institute is already functioning as a part of library by in-sourcing the library staff on a temporary basis. Also, the Library and Information Centre is involved in projects for setting up of web-based platforms for publishing Institute serial publications, online selling of non-serial publications and development of clinically useful products on communication disorders from the research works carried out at the Institute. Regularising and strengthening this temporary library-publication section partnership will yield multiple benefits including cost-savings in terms of shared equipment and expertise.

**Outcome**

* Improved access to required information by the professionals in the field of communication disorders
* Enhancement in the quality of learning, teaching and research in the field of communication disorders
* Better care and rehabilitation for the persons with communication disorders
* Emergence of ethically sound academic community
* Revenue generation for the organisation

**Organisational Structure and Staff Requirement**

The proposed Centre will work under the overall control of the Director, AIISH and with the Head, Centre for Publication and Information Services as its Head. It will have two sections, the Library and Information Services and the Publication Services. The existing Library Advisory Council will continue as an advisory body to the Library and Information Services and an Editorial-cum-Advisory Board will advise the Head of the Centre on matters related to publications. The organisational structure of the Centre is given in Appendix-I.

Twelve positions are required for the smooth functioning of the Centre and of these, six are already available, one is available, but vacant, and the remaining five positions have to be created newly, the details of which are given in table 1.

**Table 1: Staffing Requirement for the National Centre for Information in Communication Disorders**

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| **Sl.**  **No.** | **Name of the Position** | **Status**  **(Available /Available, but vacant/ New)** |
| 1 | Head, Centre for Publication and Information Services | New |
| 2 | Library and Information Officer | Available |
| 3 | Assistant Library and Information Officer | Available |
| 4 | Information Scientist | New |
| 5 | Assistant Editor | New |
| 6 | Software Engineer | New |
| 7 | Senior Library and Information Assistant-I | Available |
| 8 | Senior Library and Information Assistant-II | Available |
| 9 | Graphic Designer-cum-visualizer | New |
| 10 | Public Information Officer | Available |
| 11 | Library and Information Assistant | Available but Vacant |
| 12 | Junior Documentation Assistant | Available |
| 13 | Library Assistant | Available |
| 14 | Artist | Available |

The justification for the new posts and the proposed pay scale are given below and the draft recruitment rules in Appendix-II.

**Head, Centre for Publication and Information Services:** *Level 13 (Pre-revised: Pay Band-4, pay scale Rs. 37400-67000 plus Grade Pay Rs. 8700)*

The Head, Centre for Publication and Information Services will be the functional head of the Centre. The position is essential for carrying out the overall administrative responsibility of the Centre, and to formulate policies, programmes and plans for the growth of the Centre in liaising with the Editorial-cum- Advisory Board and the Library Advisory Council. The position will eliminate the need of posting a separate head for leading the publication activities. The person in the position has to liaise with the library and information centres of other speech and hearing institutions in the country and take the initiative for cooperative purchase and subscription of resources. Also, he has to liaise with faculty and practising speech and hearing professionals within and outside the Institute for authoring books and similar materials. The position is also responsible for the design and develops curricula for the long-term and short-term training programme related to Information Management and Academic Integrity and engaging classes.

**Information Scientist:** *Level 9 (Pre-revised: Pay Band 2 Rs. 9300-34800 Grade Pay Rs.5400)*

The InformationScientist with good practical experience in open source software-based applications in information management is required for designing and developing suitable tools and techniques for both library and publication services. Using open source-based applications for the library and publication services will help in saving the budget on IT development. The person in position has to work in coordination with the Software Engineer. He has to take lead in upgrading the IT infrastructure of both the Sections by keeping up-to-date on open source software developments in the areas of information science and publication sector. He will also be responsible for maintaining and managing the contents of both the Library Services and Publication Services websites.

**Assistant Editor:** *Level 10 (Pre-revised: Pay Band 2 Rs. 9300-34800 Grade Pay Rs.5400)*

The Assistant Editor’s position is essential for the content development and editing works related to the Publication Services. The person in position has to coordinate editorial and peer-reviewing activities of the Institute journals and write and compile content for newsletters, media releases and annual report.

**Software Engineer:** *Level 9 (Pre-revised: Pay Band-3, Rs. 15600- 39100 with Grade Pay of Rs. 5400)*

The Software Engineer is required for developing various IT applications for both the Library and Publication Services. The person in position has to work in coordination with the InformationScientist and customise the suitable open source software for Information management. The coordinated activities of the InformationScientist and the SoftwareEngineer and development of open source-based solutions for library and publication services will reduce the budget requirement for running the centre.

**Graphic Designer-cum-visualizer:** *Level 8 (Pre-revised: Pay Band 2, Rs 9300-34800 with GP 4800)*

One of the major objectives of the Centre is to develop both print and electronic publications, audio and video resources on communication disorders suitable for different stakeholders like professional practitioners and the common citizen. It requires the service of a dedicated graphic designer-cum- visualize who has expertise in various graphic design, audio and video editing software applications.

**Budget and Timeline for Implementation**

Only limited budget is required for setting up of the proposed Centre for Publication and Information Services as it will be carried out by insourcing the service of the eight existing professional staff of the Library and Information Centre and using the already available infrastructure. However, the budget requirement is needed for the augmentation of the infrastructure and the salary for the new posts. The proposed Centre is planned to set up in two phases in two years.

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| Period | Personnel-Salary | Equipment & Materials | Miscellaneous | Total |
| Phase-1 | 10 lakhs | 10 lakhs | 1 lakh | 21 lakhs |
| Phase-2 | 40 lakhs | 10 lakhs | 1 lakh | 51 lakhs |
| **Total** | | | | **72 lakhs** |