**National Centre for Information 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 Product Development Cell, the publication section of the Institute was established in the year 2014 and is involved in publishing professional training, public education and clinical management resources on communication disorders in both print and electronic formats making AIISH the only organisation in the country publishing such a wide variety of resources pertaining to the field of communication disorders.

The present proposal aims to establish a **National Centre for Information on Communication Disorders** (**N-CIC**) by integrating the Product Development Cell with the Library and Information Centre, and strengthening and extending the publication and information services to the faculty, students, researchers and practitioners in the field of communication disorders across the country.

**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 the National Information Centre in the field of communication disorders supporting the professionals across the country through library information and publication services and training.

**Mission**

To play a vital role in providing innovative library information resources and services, offer training in information management and develop and disseminate useful information products pertaining to the field of communication disorders among the faculty, researchers, practitioners and students in and outside the Institute.

**Objectives**

The major objectives and related activities of the National Centre for Information on Communication Disorders are given below.

**O1**. To develop an archive of scholarly output in the field of communication disorders published in the country and abroad.

Activities

**A1**. Develop a National Research Repository on Communication Disorders

**A2**. Develop an International Literature Database on Communication Disorders

**A3**. Digitise and preserve out-of-print resources in the field of communication disorders in collaboration with the respective publishers and copyright owners.

**O2.** To address the cost challenge in accessing information resources on communication disorders by the academic community in the field.

Activities

**A1**. Take the initiative to establish a consortium of Indian speech and hearing institutions for purchase/subscription of e-resource in communication disorders

**A2**. Develop an online union catalogue of library resources of speech and hearing institutions in the country

**A3**. Publish academic books and similar professional learning materials on communication disorders in collaboration with Indian experts in the field.

**O3**. To support public education on prevention and control of communication disorders

Activities

**A1**. Develop high impact documentaries, short films, videos, posters, and other information artefacts in print and electronic media

**A2**. Develop an e-learning portal on prevention and control of communication disorders

**O4**. To establish and foster formal and informal channels of scientific communication for Indian professionals in the field of communication disorders.

Activities

**A1**. Publish online peer-reviewed scientific journals

**A2**. Provide technical support for other Institutions in the field to publish online journals

**A3**. Create an online platform for informal knowledge sharing by professional community using open source applications.

**O5**. To address the scarcity of tools for screening, assessment, diagnosis and rehabilitation of Indian population affected by communication disorders with the support of the faculty and researchers in the field.

Activities

**A1**. Develop clinically useful tools from the research works already completed in collaboration with concerned researchers and disseminate such products among the practising speech and hearing professions across the country

**A2**. Develop online screening and assessment tools in collaboration with government agencies like Centre for Development of Advanced Computing (C-DAC).

**A3**. Encourage and support clinical research on communication disorders

**O6**. To design, develop and deliver electronic information services beneficial and affordable for the speech and hearing community across the country

Activity

**A1**. Develop an interactive website and mobile apps

**O7**. To function as an academic centre promoting academic integrity and imparting skills in information management in speech, language and hearing.

Activities

**A1.** To constitute committees on the prevention of academic dishonesty and formulate policies on academic integrity.

**A2**. To propose information management and academic integrity as mandatory subjects for the UG and PG programmes conducted by the Institute.

**A3.** 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.

**Justification**

libraries are frequently very heavy consumers of technology and frequently on the front edge of educational technology along with others

There is a distinct difference between IT departments as providers of technology services to its users, and libraries as expert users of technology for a wide array of information access, discovery, and preservation services.. While libraries are one of the most sophisticated users of IT on campus, we don't provide IT services to students and faculty -- our missions are fundamentally different.

 It’s taken for granted that publishers, at least academic ones, and libraries have a great deal in common and that putting them together organizationally will yield multiple benefits — cost savings, say, or new products and services or even an entirely new business model. The question I have is what exactly are such collaborations supposed to accomplish and whether cooperation between a library and a press is the best way to achieve that goal.

 What value is being added by putting the entities together?

**Shared equipment and expertise**

By being both physically and organizationally a part of the library

The [University of Michigan Press](http://www.press.umich.edu/) is a vital component of UM Library's Michigan Publishing, Pennsylvania State University,

we agree that university libraries and university presses have a shared stake in the future of scholarly communication

Penn State must be proactive if it wants to shape, and not simply be shaped by, the dramatic changes that are transforming the scholarly community’s information landscape.

Interest in partnership between press and library demonstrates an appreciation that the skills, roles, and capacities of these two institutional units can together support a common mission.

Increasingly these partnerships start with an administrative merger that subordinates one unit to the other at an organizational level, i.e., the press reporting to the library.

P2L explored how these separate components of the scholarly communications ecosystem (e.g., libraries and publishers) might move beyond relationships often established for administrative convenience and think together, leveraging the skills and strengths of their distinctive enterprises to move toward a unified system of publication, dissemination, access, and preservation that better serves both the host institution and the wider world of scholarship.

Traditionally, publishers have focused on the production of scholarship and libraries on consumption—in the 21st century people don’t necessarily consider these as widely separated anymore. Is there an evolution in what people expect from content and how they may get it? Is greater mission alignment both desirable and possible as these expectations shift? Can an alignment of goals offer strategic advantages in planning shared innovation and processes? How can an aligned press and library further the greater institutional mission in ways not possible before?

Will closer collaboration and partnership between the library and press help manage the total cost of the scholarly publishing system? How? Framing the discussion in terms of production and consumption, how can sustainable financial models for universitybased scholarly publishing be developed that combine the strengths of each unit and move toward shared skills and infrastructure? The pre-summit survey revealed that 10 institutions have strategically aligned the budgets of press and library; ten reported that budgets are still entirely separate: what are the advantages of these different situations? What shared infrastructure, workflows, and cross-training opportunities offer the greatest promise for both press and library?

Explore the possibilities of digital scholarship not only to maximize access, but also to better support interdisciplinary scholarship, teaching, and learning across the institution, from the position of an aligned library and press. Areas of exploration include: new and experimental modes of scholarly research, publication, and dissemination; the creation of data management plans; Open Access models; printand-digital hybrid scholarship; partnering with or creating digital scholarship centers; discoverability of new scholarly publication forms; and preservation of digital research publications and products.

The conventional method of a publishing house involves printing a certain number of copies of a book and storing the copies in a warehouse until orders are placed, Pochoda said. The University of Michigan Press’s new model will, therefore, avoid printing more copies than necessary and reduce physical storage costs.

Most colleges keep their libraries and IT departments separate, but at many smaller colleges -- and particularly liberal arts institutions -- administrators see a merger as a way to curb administrative costs. Others, however, see combining two departments with significantly overlapping responsibilities as the best way to serve their faculty members and students.

The two departments would form the Library and Information Technology Services (LITS).

Broadly speaking, the new department’s mission is to

The new department is also better positioned to support Hamilton’s growing [Digital Humanities initiative](http://www.dhinitiative.org/) and its [consortium](https://www.insidehighered.com/news/2015/05/13/four-liberal-arts-colleges-early-mooc-scene-form-online-education-consortium) with three other liberal arts colleges to experiment with online education, among other projects that require both library and technology expertise

* The Library and Information Centre of the Institute is an established entity with regular staff and infrastructure facilities whereas the Publication Section is of comparatively recent origin. Currently, the Publication Section is functioning in the Library and Information Centre by in sourcing the service of the library personnel as a temporary arrangement. The recent trend in higher education scenario all over the world is to integrate the Publication Section with the Library and Information Centres a cost-effective and sustainable model for providing information and publication services.
* According to the Rehabilitation Council of India website, there are more than 100 higher education institutions in the country running different academic programmes on communication disorders. From an observation of the official websites of these organizations,it is understood that majority of them do not have good library and information service facilities and the publication facilities are almost nil in them. Obviously, information needs of academic community in these organizations are not being met with satisfactorily, in turn affecting the teachers’ professional competence and the student outcome.The scarcity of original Indian publications in the field of communication disorders coupled with the exorbitant cost of foreign publications are the major reasons for the poorly developed library facilities in these institutions.
* 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 in the country.
* Plagiarism is considered as a menace in the higher education scenario in the country. Recently, University Grants Commission (UGC) in its regulation titled *Promotion of Academic Integrity and Prevention of Plagiarism in Higher Educational Institutions, Regulations, 2018* instructed the Institutions to incorporate topics on academic integrity and information management as compulsory subjects in the UG and PG curricula to curb plagiarism and prevent academic dishonesty.

**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
* The emergence of ethically sound academic community
* Generation of revenue for the organisation

**Organisational Structure and Staff Requirement**

The proposed Centre will work under the overall control of the Director, AIISH and the Principal Library and Information Officer as its Head. It will have two sections, the Library and Information Services and the Publication Services. The Library Advisory Council and the Editorial-cum-Advisory Board will advise the Principal Library and Information Officer on matters related to their respective sections. 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 | Principal Library and Information Officer | New |
| 2 | Library and Information Officer | Available |
| 3 | Assistant Library and Information Officer | Available |
| 4 | Scientist-B | New |
| 5 | Assistant Editor | New |
| 6 | Programmer | New |
| 7 | Senior Library and Information Assistant [Library] | Available |
| 8 | Senior Library and Information Assistant [Publication] | Available |
| 9 | Graphic Designer-cum-visualizer | New |
| 10 | Public Information Officer | Available |
| 11 | Library and Information Assistant | Available but Vacant |
| 12 | Library Assistant | Available |

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

**Principal Library and Information Officer:** *Level 13 (Pre-revised: Pay Band-4, pay scale Rs. 37400-67000 plus Grade Pay Rs. 8700)*

The Principal Library and Information Officer (PLIO) 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. It 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 required for the design and develop curricula for the long-term and short-term training programme related to Information Management and Academic Integrity and engaging classes.

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

The Scientist-B 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 Programmer. He has to upgrade 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. The position is required for maintaining and managing the contents of both the Library Services and Publication Services websites also.

**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 activities of 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.

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

The Programmer’s post 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 Scientist-B and customise the suitable open source software for Information management. The coordinated activities of the Scientist-B and the Programmer 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- visualizer 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 N-CIC as it will be carried out using the already available infrastructure and by insourcing the service of all the six existing professional staff of the Library and Information Centre. The budget requirement is needed only for the augmentation of some of the infrastructure and the salary for the new posts.The proposed Centre can be set up in two phases in two years.

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| **Period** | Personnel-Salary | **Equipment and Materials** | Miscellaneous | Total |
| Phase-1 |  | 10 lakhs | 1 lakh | 11 lakhs |
| Phase-2 | 40 lakhs | 10 lakhs | 1 lakh | 51 lakhs |
| **Total** | | | | **62 lakhs** |

**Appendix-II**

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| **S.n** | **Name of the post** | **Principal Library & Information Officer** |
|  | No. of posts | One |
|  | Classification | General Central Service, Group 'A' Gazetted, Non-Ministerial |
|  | Pay Band and Grade Pay or Pay Scale | Level 13 (Pre-revised: Pay Band-4, pay scale Rs. 37400-67000 plus Grade Pay Rs. 8700) |
|  | Whether selection post or non selection post | Non-selection |
|  | Age-limit for direct recruits | Not Applicable |
|  | Educational and other qualifications required for direct recruits | Not Applicable |
|  | Whether age and educational  qualifications prescribed for  direct recruits will apply in the  case of promotees | Not applicable |
|  | Period of probation, if any | Two Years |
|  | Method of recruitment  Whether by direct recruitment or by promotion or by deputation or transfer and percentage of the vacancies to be filled by various methods | Promotion |
|  | In case of recruitment by promotion or deputation or absorption grades from which promotion or deputation or absorption is to be made. | **Grade:** Library & Information Officer / Senior Library & Information Officer  **Eligibility:**  (i). 5 years’ experience in the grade of Senior Library & Information Officer in the Level 12 (PB 7600)  OR  10 years’ experience in the grade of Library & Information Officer in the Level 11 (PB 6600) alone or in combination with the level 12 PB 7600, Senior Library & Information Officer  (ii). Must have, in the feeder post, undergone two short-term training course / orientation programme, ‘in-service’ or at any recognized academy / institute, for upgrading their skills required for the post.  **Benchmark:** The minimum assessment of ACRs – Very Good |
| **S.n** | **Name of the post** | **Scientist B** |
|  | No. of posts | One |
|  | Classification | General Central Service Group B Gazetted, Non-Ministerial |
|  | Pay Band and Grade Pay or Pay Scale | Level 9 (Pre-revised: Pay Band 2 Rs. 9300-34800 Grade Pay Rs.5400) |
|  | Whether selection post or non selection post | Non-selection |
|  | Age-limit for direct recruits | Not Applicable |
|  | Educational and other qualifications required for direct recruits | Not Applicable |
|  | Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees | Not Applicable |
|  | Period of probation, if any | Two years |
|  | Method of recruitment | Promotion |
|  | In case of recruitment by promotion or deputation or absorption grades from which promotion or deputation or absorption is to be made. | **Essential**   1. Senior Library & Information Assistant / Library & Information Assistant in the Level 6 Pay Band (Pre-revised: PB:2 Rs. 9300-34800 Grade Pay Rs. 4200) with Eight years' regular service and successfully completed short-training in the field of Library and Information Science. 2. Must have studied computer science as a subject at Bachelor’s level 3. Must Have experience in research projects related to library and information science |
|  | If a DPC exists, what is its composition? | Group 'B' Departmental Promotion Committee (Full composition of the DPC may be given) for promotion and / or confirmation. |

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| **S.n** | **Name of the post** | **Assistant Editor** |
|  | No. of posts | One |
|  | Classification | Group B, Gazetted |
|  | Pay Band and Grade Pay or Pay Scale | Level 10 (Pre-revised: Pay Band 2 Rs. 9300-34800 Grade Pay Rs.5400) |
|  | Whether selection post or non selection post | Not applicable |
|  | Age-limit for direct recruits | Not Exceeding 35 years. Relaxable for Govt. servant’s as per rule. |
|  | Educational and other qualifications required for direct recruits | **Essential:**  A Bachelor degree from a recognized University in regular stream. Post Graduate Degree in Mass Communication / Journalism, where editing is one of the subject in regular stream. Minimum three years’ experience in similar posts such as technical writer, content manager, content developer in government / autonomous organizations and involved in activities such as content development, modifications, proof reading and editing.  Good English Language communication skill and computer knowledge  **Desirable:**  Knowledge in translation, advertisement, TV / Radio production. |
|  | Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees | Not Applicable |
|  | Period of probation, if any | 2 Years |
|  | Method of recruitment | Direct recruitment |
|  | In case of recruitment by promotion or deputation or absorption grades from which promotion or deputation or absorption is to be made. | Not Applicable |

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| **S.n** | **Name of the post** | **Programmer** |
|  | No. of posts | One |
|  | Classification | Group "B" Gazetted |
|  | Pay Band and Grade Pay or Pay Scale | Level 9 (Pre-revised: Pay Band-3, Rs. 15600- 39100 with Grade Pay of Rs. 5400) |
|  | Whether selection post or non selection post | Not Applicable |
|  | Age-limit for direct recruits | Not exceeding 35 years |
|  | Educational and other qualifications required for direct recruits | **Eligible**  Master’s Degree in Computer Applications or M.Sc (Computer Science / Information Technology) from a recognized University / Institute; or B.E. / B.Tech in Computer Engineering / Computer Science/Computer Technology / Computer Science & Engineering / Information Technology from a recognized University / Institute.  Minimum 5-years’ experience in similar posts in government / autonomous organization.  **Desirable**  Working experience in open source software based projects. |
|  | Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees | Not Applicable |
|  | Period of probation, if any | Two years |
|  | Method of recruitment whether by direct recruitment or by promotion or by deputation /absorption and percentage of vacancies to be filled by various methods | 100% Direct |
|  | In case of recruitment by promotion or deputation or absorption grades from which promotion or deputation or absorption is to be made. | Not Applicable |

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| **S.n** | **Name of the post** | **Graphic designer-cum- Visualizer** |
|  | No. of posts | One |
|  | Classification | Group B, Non-gazatted |
|  | Pay Band and Grade Pay or Pay Scale | Level 8 (Pre-revised: Pay Band 2, Rs 9300-34800 with GP 4800) |
|  | Whether selection post or non selection post | Not applicable |
|  | Age-limit for direct recruits | Not exceeding 35 years.  Relaxable for Govt. Servants’ as per rule |
|  | Educational and other qualifications required for direct recruits | **Essential Qualifications**  Bachelor in Fine Arts / Applied Arts from a recognized institution  Expertise in the following design layout software applications: CorelDraw, Adobe Illustrator, Adobe Photoshop, Adobe InDesign  Minimum 5-years’ experience in similar posts in government/ autonomous organization  **Desirable Qualifications**  Knowledge of printing techniques and photography and its application to designing.  Basics of video editing software, Corel Video Studio & Adobe Audition  Experience in preparation of illustrations, cover design, layout works etc. of books, periodicals and brochures |
|  | Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees | Not Applicable |
|  | Period of probation, if any | 2 years for direct recruitment |
|  | Method of recruitment | 100% direct recruitment |
|  | In case of recruitment by promotion or deputation or absorption grades from which promotion or deputation or absorption is to be made. | Not Applicable |