**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 Institute academic community. The Centre has an exclusive collection of various information resources on communication disorders published across the world. Housed in a stand-alone building of 26, 000 sq.ft., the fully-automated Library and Information Centre provides a number of innovative information services to its user community. 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, known as the ‘Product Development Cell’ was established in the year 2014 and it is involved in publishing professional learning, public education and screening, assessment, and treatment materials on communication disorders in both print and electronic formats. The AIISH is the only organization in the country publishing such a vide 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**. Digitize 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 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 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 with 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 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 organize 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**

* 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 insourcing 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 Centre as a cost-effective and sustainable model for providing information and publication services.
* 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 in order to curb plagiarism and prevent academic dishonesty.
* 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.

**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
* Generation of revenue for the organization

**Organizational 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 organizational structure of the Centre is given in Appendix-I.

Totally, 12 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 of Position**  **(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 | Assistant Library and Information Officer [Publication] | New |
| 5 | Assistant Editor | New |
| 6 | Software Engineer | 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 PB 4: Rs. 37400 – 67000 + GP: 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 liaise 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 initiative for cooperative purchase and subscription of resources. In addition, 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 engage classes.

**Scientist-B** *Level 9 (Pre-revised: PB 3: Rs. 15600-39100 + GP: 5400)*

TheScientist-Bwith good practical experience in open source software-basedIT applications in information management is required for designing and developingsuitable 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 manage the contents of both the Library Services and Publication Services websites also.

**Assistant Editor** *PB 2:* (Pre-revised: PB 2: *9300-34800+ GP 4800)*

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** *PB 2:* (Pre-revised: PB 2: *9300-34800+ GP 4800)*

The Programmer’s post is required for developing various IT applications for boththe Library and Publication Services. The person in position has to work in coordination with the Scientist-B and customize 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 budget requirement for running the centre.

**Graphic Designer-cum-visualizer** *PB 2:* (Pre-revised: PB 2: *9300-34800+ 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 stake holders like professional practitioners and 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 |  |
| Phase-2 |  | 10 lakhs | 1 lakh |  |