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'It's what we do here': embedding evidence-based practice at USQ Library

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What we will cover:

- How the Coordinator (Evidence Based Practice) role was created
- Influence and impact of the role across the Library
- A model for applying evidence-based practice to an organisational level

What is 'evidence-based practice'?

a structured process of articulating questions or problems, collecting, interpreting and applying valid and reliable evidence to support decision making and continuous service improvement in professional practice.

What is evidence?

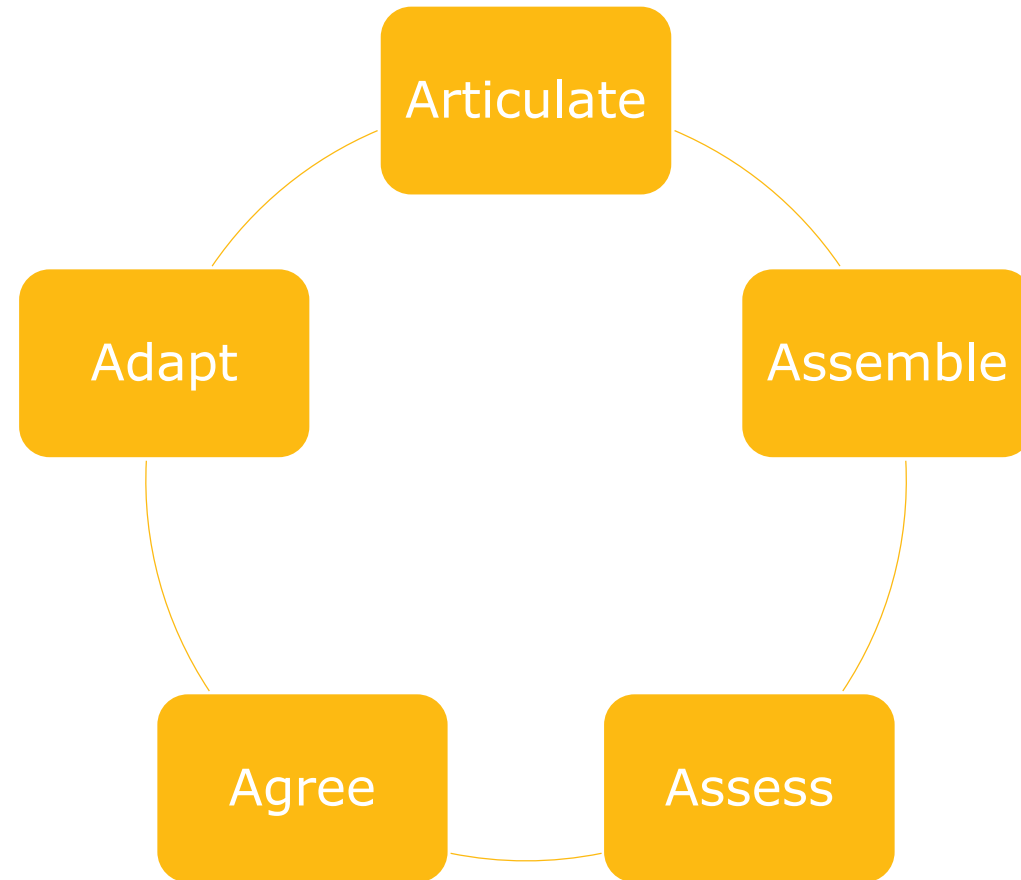
A range of evidence supports professional practice and continuous service improvement.

Types of evidence are often combined and applied together to make decisions.



re-created from Koufogiannakis, D. 2011. Considering the place of practice-based evidence within Evidence Based Library and Information Practice (EBLIP). *Library and Information Research*, 35(111), 41-58.

EBLIP 5 A's process



re-created from Koufogiannakis, D. & Brettle, A. (eds.) 2016. Being Evidence Based in Library and Information Practice. Facet Publishing: London.

What we know...

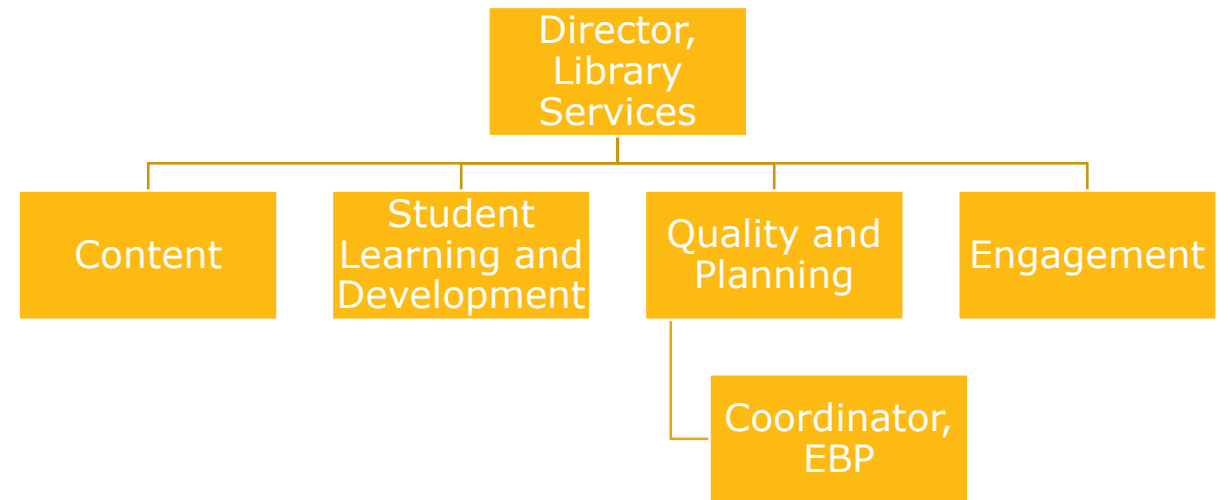
- Application to specific situations (Abbott, 2006)
- Experience of individual practitioners (Gillespie et al, 2017; Howlett and Howard, 2015; Koufogiannakis, 2012; Partridge, Edwards and Thorpe, 2010)
- EBLIP as a 'way of being', holistic (Partridge et al, 2010; Gillespie, 2014)
- Implementation is complex and influenced largely by context (Koufogiannakis, 2015)
- Driven by curiosity, an aspiration to do better, professional responsibility, keep up to date (Booth, 2002; Eldredge, 2000; Partridge et al, 2010)

But what about for strategic success or performance needs as an organisation?



**More than data.
More than reporting.**

The Coordinator role is the Library's commitment 'in action' to cultivate and develop capacity for evidence-based practice.





Embedding EBP:

the story so far

- Increased staff awareness and application of evidence-based practice
- Improved outcomes for clients
- Evidence-based practice into staff workflows

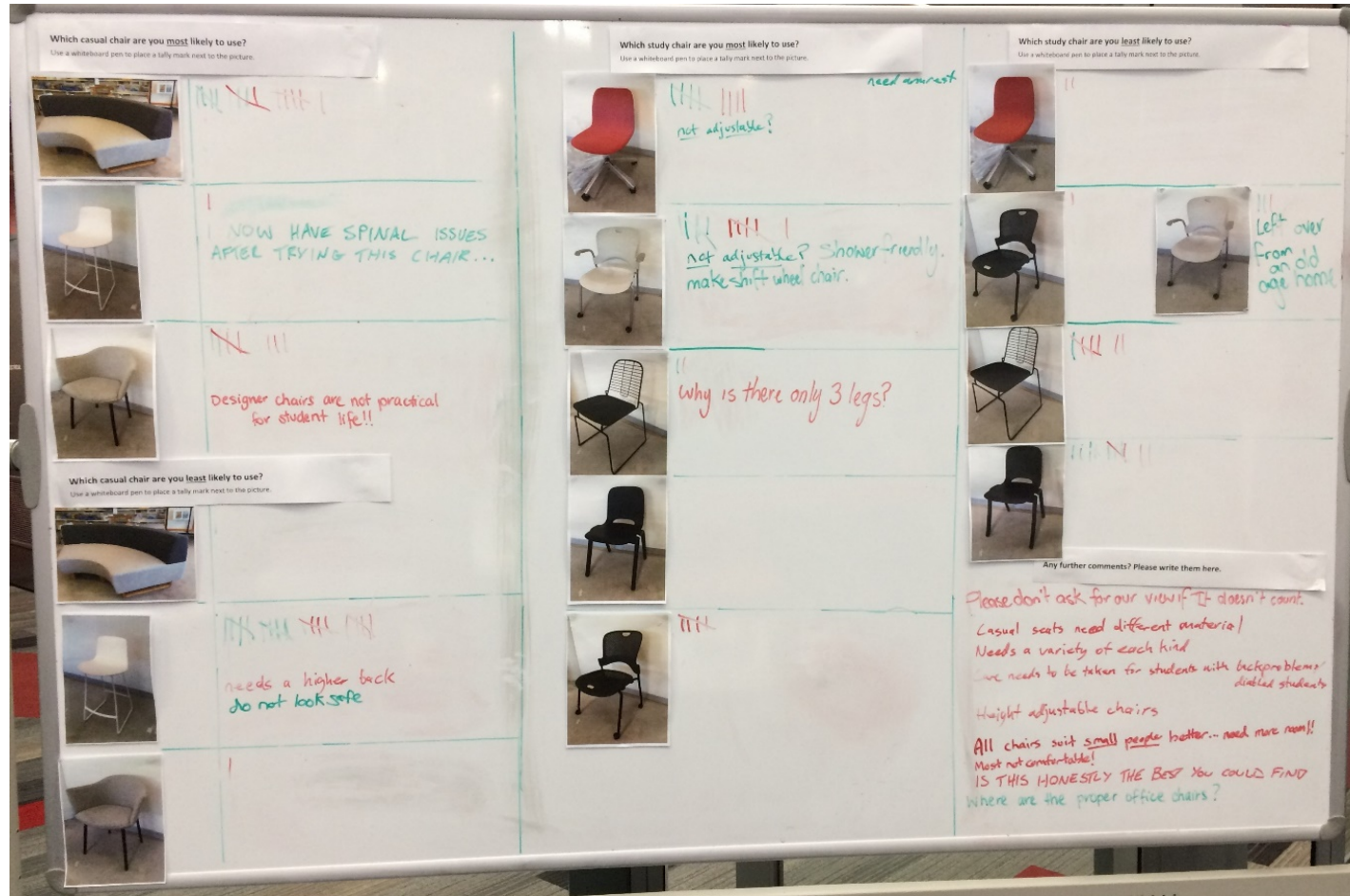
Increased staff awareness and application

USQ Library Content Framework

(Pearse, 2018)



Improved outcomes for clients



Student feedback on Springfield library seating options

Evidence-based practice in staff workflows



**Library Systems
Renewal Project was
an opportunity to
hone skills in
recognising evidence
and articulating
evidence needs.**

A lens for an evidence-based library



Future research: evidence-based practice maturity

How can a library (or other organisation) be evidence-based?

What strategies, initiatives or activities can be implemented to develop a more mature EBP culture?

Wrap up

- USQ Library is actively embedding evidence-based practice into its 'way of being'.
- Coordinator role has raised awareness of evidence-based practice and has made it more explicit in the ways we do our work, learn about our clients.
- Evidence-based practice can be applied at an organisational level.



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