National Library of Medicine report for EAHIL

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## The Collection and Preservation Policy of the NLM

In September 2019, the National Library of Medicine (NLM) Board of Regents (BOR) approved the NLM Collection and Preservation Policy. This updated policy supports the purpose for which NLM was established, "to assist the advancement of medical and related sciences and to aid the dissemination and exchange of scientific and other information important to the progress of medicine and to the public health..." (42 U.S.C. 286). Central to our mission is the development of a collection that supports contemporary biomedical and health care research and practice as well as future scholarship. We attempt to aggregate and to maintain for permanent access library materials that:

- record progress in research in biomedicine and the related areas of the life sciences;
- document the practice and teaching of medicine broadly defined;
- demonstrate how health services are organized, delivered and financed;
- chronicle the development and implementation of policy that affects research and the delivery of health services, and
- illustrate the public perception of medical practice and public health.

The 2019 policy provides the framework for our collection and preservation activities and acknowledges the changing landscape of scholarly communications and growth in electronic publishing. It aligns with the NLM Strategic Plan 2017-2027: A Platform for Biomedical Discovery and Data-Powered Health, recognizing the interconnected nature of the biomedical and scientific literature with data and other research objects in a digital landscape. Other considerations include funder policies for public access; the development of several heavily used NLM databases including PubMed; changes in the volume, formats and expectations of research outputs; and the overall increase in data and digital objects. The policy recognizes that the scope of the collection may change over time, and that our collecting efforts must be flexible to support a variety of NLM, National Institutes of Health (NIH), and other federal policies, initiatives, and programs.
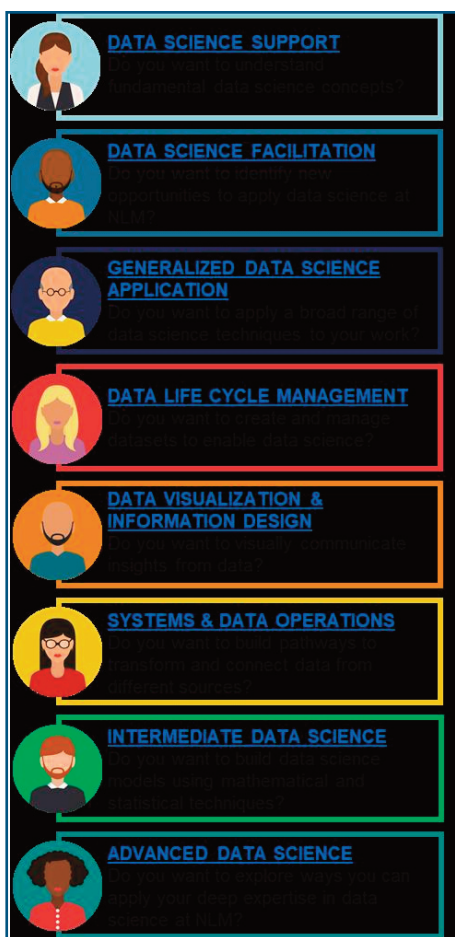
PubMed Labs the new PubMed

In September 2019, PubMed Labs transitioned to the default PubMed. Users are encouraged to use the new site, however, there is a link to the legacy PubMed system at the top of each page. We expect to maintain this link until the end of December 2019. We encourage your feedback, just click on the Green FeedBack link at the bottom of each PubMed page. And in case you missed it, PubMed added its 30 millionth journal citation in August!
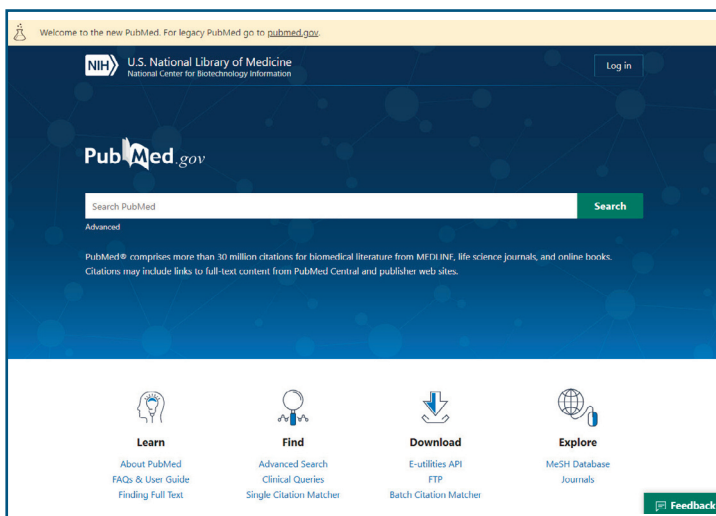
Building a workforce for data-driven research and health

Workforce development is a cornerstone of NLM's mission. Propelled by Goal 3 of our NLM Strategic Plan 2017-2027: A Platform for Biomedical Discovery and Data-Powered Health, we embarked on a plan to build a workforce for data-driven research and health. In order to realize this vision staff would need to develop their own data science skills and expertise. To accomplish this goal, we launch a Data Science @NLM Training Program, a year-long initiative to provide staff opportunities to enhance their skills and knowledge related to data science. The program's main goal was not to turn all NLM staff into data scientists, but to provide a common vocabulary and understanding of data science principles regardless of job title. As not everyone needs to be a data scientist, but everyone should be conversant and have a basic understanding of data science concepts.

The Program included NLM-wide activities, including a Data Science Basics training session, individual training plans (ITP) for all staff, and a pilot intensive training course for selected staff. Staff members selected one of eight personas developed to cover the skills needed in various roles.

The ITPs were developed by identifying gaps between a staff member's knowledge as self-reported in a Data Science Readiness Survey and the skill level of the selected persona. Staff members were then provided a list of courses tailored to their unique needs from a catalog of nearly 250 courses. The year-long initiative culminated with a Data Science Open House, where staff shared how they had used new data science skills and considered how they could continue applying data science to NLM's work. The breadth and coverage reflected in the 77 research posters and data visualizations provided a snapshot of the many ways that NLM staff apply data science to their work. NLM Director, Dr. Patricia Flatley Brennan, commented that the Open House was the high point of her time at NLM, it was great to see so many NLM staff sharing their work and engaging in stimulating conversations about innovation.