

Academic Librarianship in Hawai'i: Got Tech and Teaching Skills?

Sources and Job Titles Surveyed

I am interested in academic librarianship in Hawai'i, so I looked first at Work at UH,¹ which had three entry-level positions posted. I then read over 15 academic library job postings accessed through the ALA JobList, the *Chronicle of Higher Education* web site, and HigherEdJobs.com.² Because I currently work in a UH system library and am involved in campus discussions of emerging needs within this system, I paid close attention to job titles like Distance Learning Librarian and Instructional Librarian, as well as titles that included terms like "Emerging Technologies" and "User Services."

Salaries, Advancement Prospects, & Professional Development

Within the UH system, the starting salary for an entry-level, tenure-track librarian (Librarian II) is likely to be between \$32,000 and \$40,000 per year, with advancement possibilities within the position extending up to the Librarian IV level, which has a pay range of \$43,200 to \$60,768 per year. Similar positions in public academic institutions in most other states had comparable salary and advancement schedules, with the exception of particularly well-endowed public universities such as UC Irvine and Texas A&M, who advertised entry-level positions with starting salaries between \$45,000 and \$60,000 per year.

For professional development within any of these positions, membership in the ALA's Association of College and Research Libraries would be helpful, as would participation in one or more of the ACRL's sections, especially those for College Libraries, Community College Libraries, Distance Learning, and Instruction. All of these sections have newsletters, electronic discussion lists, and other helpful continuing education tools and activities. To stay in touch with up-to-date ideas and tools important to academic libraries, it would also be useful to belong to electronic discussion lists such as

Dig_Ref and Web4lib, and to consult blogs such as "The Kept-Up Academic Librarian" (<http://keptup.typepad.com/academic/>) and "ACRLog" (<http://www.acrlblog.org>).

Some Trends in Academic Library Recruitment

The job listings I surveyed indicate that many academic libraries have a strong interest in hiring individuals who can provide innovative and creative leadership for the ongoing development of new services and new methods of delivery in an environment that demands strong technical and instructional skills. More traditional reference skills seem to be of secondary importance, as do collection development and subject-specialist skills. From recent articles in the *Journal of Academic Librarianship*, *Chronicle of Higher Education*, *College Student Journal*, and *Reference Librarian*, as well as abstracts from *Advances in Librarianship* and *Library Administration & Management*, I learned about several other important trends in academic libraries. For instance, the demand for candidates with subject expertise appears to be diminishing while demand for technological skills and more general library experience is increasing,³ and subject-specialist duties are being valued less than library instruction and more "holistic" reference approaches.⁴ There also seems to be an increasing emphasis on traits like collegiality and on more collaborative types of leadership.⁵ And from this reading I took away the broad impression that new academic librarians should expect to be entering an environment of organizational change in which job descriptions and expectations are undergoing redefinition. This leads me to conclude that the ability to adapt quickly and happily would be a very helpful personal trait to cultivate during this period in academic library history. In our textbook's chapter on the evolution of the larger profession, Richard Rubin notes that new entrants into any type of librarianship "will need to be adaptable, patient, able to withstand uncertainty, and amenable to learning new things."⁶ My survey of the field leads me to believe that Rubin's point is especially pertinent to academic librarianship.

The Most Frequently Required & Desired Qualifications

For tenure-track academic librarian positions with the instructional, distance learning, and user services emphases currently in demand on UH campuses, the required qualifications I encountered most frequently were:

- R1. An MLIS degree from an ALA accredited program or its equivalent. (The "equivalent" is usually described as a master's degree combined with library experience.)
- R2. Demonstrated abilities in instruction.
- R3. Demonstrated proficiency with Web-authoring tools, particularly in creating and updating web pages, online tutorials or "teaching modules" (preferably interactive), "digital learning objects," online reference tools, and Web 2.0 applications.
- R4. Experience in providing reference assistance through virtual modes as well as at a traditional reference desk.
- R5. Demonstrated ability to work effectively with diverse groups of users.
- R6. Demonstrated ability to work collaboratively in a team environment, as well as independently.
- R7. Evidence of strong written and oral communication skills, including presentation skills.
- R8. Knowledge of current trends in information literacy.
- R9. Ability to manage multiple areas of responsibility effectively. (This requirement was stated explicitly in a few job postings; it was unstated but strongly evident in others.)

The desired qualifications I encountered most frequently were:

- D1. A second master's degree, in addition to an MLIS. (This second degree is sometimes required, but more often it is just desired.)
- D2. Commitment to providing user-centered services.
- D3. Experience in the evaluation and assessment of services and programs.
- D4. Experience in creating and managing multimedia content.
- D5. Experience in grant writing, resource generation, or fund raising.
- D6. Understanding of instructional design principles and techniques.
- D7. Demonstrated ability to train and supervise others (particularly graduate and undergraduate assistants).
- D8. Potential to satisfy the research and service requirements for advancement and tenure within the hiring institution.

My Current Strengths and Weaknesses as a Job Candidate

Since instructional skills are emphasized in these positions (R2), I believe my past work experience as a community college English instructor and a trainer of Learning Center tutors will help me be seen as a viable candidate. My current work as the head of circulation in an academic library involves me daily with a broad range of users (R5) and is presenting me with many opportunities to help make my library's services more user centered (D2), to train and guide other library workers (D7), and to demonstrate some ability manage multiple areas of responsibility (which include patron accounts and access issues, staff and public computers, course reserves, ISL, stacks maintenance, hiring, training, and scheduling) (R9). My current position is also giving me opportunities to take part in collaborative team efforts directed toward improving services for students and faculty (R6, D2), through small project teams within the library and as the library's representative on MCC's Tech Support Committee, the UH Web Voyage Committee, and the UH Access Services Committee. For instance, I am part of newly forming cross-committee task force to make UH Voyager ISL interfaces more effective and user-friendly. I am also beginning to find ways that I can contribute to the committees and projects of the Maui County Library Association and Celebrate Reading Maui (R6). My years of working as a professional editor, writer, and English instructor do demonstrate reasonably developed communication skills (R7); however, I would like to develop these skills further so that they better suit the current needs of academic libraries (see LTO3, below). Finally, my MA in English and experience in academic research and writing could be considered useful traits (D1, D8), as academic librarians on many campuses are struggling to defend their status as faculty and scholarly professionals.

My most glaring weaknesses are in the areas of web-authoring, multimedia skills, and up-to-date instructional design (R3, D4, D6); however, I have resources and opportunities at hand that will help me overcome this--and I plan to use them! (See STO1, STO2, and LTO3, below.) I also have no formal experience in providing reference assistance (R4), a weak grasp of current standards for information literacy (R8), and a very muddled understanding of program and service assessment methods

(D3). I have had some experience in successful collaborative grant writing and fund raising (D5), but I do not yet have the knowledge or confidence required to take a leading role in these kinds of activities. And while my writing, presentation, and instruction skills are perhaps adequate (R2, R7), I would like to develop more efficient and dynamic writing, speaking, and teaching styles that would be effective for a broader range of audiences.

But ultimately, it may be that my most significant weakness as a candidate for these academic positions is actually an inner conflict: I am very interested in children's librarianship, even though my past work experience and current work opportunities seem to be pointing me toward academia. This is why "Explore children's librarianship" is included in my list of short-term learning objectives (STO5). This anomalous objective is likely to hinder my progress in acquiring skills and experience relevant to the college environment, and it may lead to a complete change of objectives altogether!

My Short- and Long-Term Learning Objectives

I do not expect to graduate from this program before 2011, so I am defining a short-term learning objective as one I hope to fulfill by the end of 2009. I hope to reach some of my long-term objectives before graduation; however, I expect that most of them will be reached after graduation. Based on examination of academic library jobs and my most obvious weaknesses as a candidate, my short-term learning objectives are:

STO1. Learn how to create web pages and incorporate online learning tools.

I think the most efficient way to learn these skills will be to read some manuals, take some of MCC's noncredit courses (which are free for staff members), play around with some test projects, and consult knowledgeable friends and colleagues if I get "stumped." MCC's instructional designer and the UH LIS web team are two very friendly and helpful sources of guidance that are available to me.

STO2. Gain experience in creating user instruction modules.

Once I've acquired some mastery of a few web tools, I can create user instruction modules that could be used on MCC Library's web site. I would probably start with modules on simple subjects such as "How to renew your items and avoid fines!" and "How to order books from other UH libraries."

STO3. Learn about current and emerging methods for assessing library programs and services.

I would like to start by consulting ALA and ACRL publications and by asking LIS instructors, librarians, and members of my campus assessment committee for recommended readings on this topic. I'm particularly interested in finding good "role model" academic libraries whose assessment methods are helping them improve their services and integrate better with the mission of their campus. I would also like to make this a research paper topic in an LIS class, if an appropriate opportunity arises. I may also be able attend workshops on assessment offered through my campus, UH, or the Hawai'i Library Association. And I'm keeping my fingers crossed that the UH LIS special topics course on Assessment will be offered through HITS some day!

STO4. Gain experience in implementing assessment methods.

As head of a circulation department, I can put into place new methods of assessing my library's access services, once I have gained a working understanding of current practices and identified those most applicable to my institution.

STO5. Explore children's librarianship.

Initially, I plan to read about current trends in this field and take the LIS program's courses on books and media for children and young adults. I may also spend time as a volunteer or intern in the children's department(s) of one or more of my local public library branches (Makawao, Wailuku, and Kahului).

My longer-term learning objectives are:

LTO1. Become knowledgeable in information literacy.

I plan to take this program's Teaching Information Technology Literacy course if it is offered through HITS in the next few years. I will also read and talk to colleagues on the subject, and I will identify and subscribe to the publications, rss feeds, etc. that will best keep me up-to-date on important trends in this area.

LTO2. Gain experience in providing reference services.

I may be able to gain reference experience through my current job, perhaps by arranging for "apprentice time" at the reference desk and using virtual reference tools (currently telephone, email, and meebo). Once I finish my degree, I may also be able to work as a substitute reference librarian at public library branches on Maui.

LTO3. Update teaching skills and style.

From LIS courses, self-directed projects, and colleagues on campus, I plan to continue learning how to use more graphic and multimedia modes of delivering course content, as well as more dynamic ways to engage students in the knowledge discovery process. Soon after I complete my LIS degree, I could resume teaching English courses at MCC as a lecturer--and use the opportunity to put innovative teaching methods into practice.

LTO4. Gain skills in grant writing and fund raising.

Through the MCC campus and the Maui County Library Association, I am regularly presented with opportunities to participate in grant writing and fund raising efforts. I can choose interesting projects to contribute to, learn from these experiences, and through this gain the

ability to lead similar efforts. I can also attend some of the workshops and courses in grant writing offered through UH and MCC.

LTO5. Learn how to contribute to the LIS professional literature.

Before or soon after graduation, I would like to publish an article in an LIS journal or professional publication. I would first need to identify currently relevant topics or questions to which I might be able to make a useful contribution. The writing assignments in my LIS courses are providing opportunities for directed surveys of the literature in the field, and for experimenting with topics and ideas that could possibly be developed into an article. A few semesters from now, I may be able propose a directed reading course that could help me toward this goal.

APPENDIX: Five Sample Job Postings

Job 1. From Work at UH web page (http://workatuh.hawaii.edu/zoom_job.php?9397)

Librarian II, III or IV, Emerging Technologies and Instructional Services Science Librarian , position number 83657, UHM Library Serv, (Manoa), tenure track, general funds, available 04/08. **Duties:** The UHM Library seeks an innovative and dynamic science librarian who will have leadership responsibility for the technology initiatives and electronic services in the research, reference and instruction programs of the Science and Technology Reference Department's planned Graduate Student Success Center. This is a new position. The successful candidate will have the opportunity to create, coordinate and facilitate the use of instructional materials, tutorials, and other digital learning objects targeted initially for science graduate students. It is anticipated that this will involve implementing innovative technologies based on Web 2.0 technologies. The Emerging Technologies and Instructional Services Science Librarian will also be coordinating the exploration and creation of effective and technology-rich learning spaces for the Graduate Student Success Center and other information commons. Outreach responsibilities will include developing and delivering seminars, workshops, and class sessions and information literacy instruction for the students and faculty in the science areas that the Science and Technology department serves. Librarians are expected to progress successfully along the promotion and tenure track and participate fully as members of the library faculty. **Minimum qualifications:** Librarian II: ALA accredited MLS or international equivalent. Librarian III: In addition to the MLS, at least three years of appropriate experience in an academic or research library. Twenty-four post baccalaureate credits of academic study, preferably in the sciences. Librarian IV: In addition to the MLS, a second Masters degree in a specialized subject area, and seven years of appropriate experience or four years in the rank of Librarian III. Demonstrated knowledge of reference and research sources, issues and trends. Understanding of teaching methods and instructional design. Demonstrated teaching skills. Experience creating and using Web 2.0 technologies, building dynamic web pages and integrating multimedia content; evidence of a strong commitment to public services. Ability to facilitate change. Demonstrated ability to work within a collegial framework, to collaborate effectively and respond with flexibility to the changing needs and priorities of a complex academic organization. Excellent teaching, presentation, interpersonal, oral, and written communication skills to work effectively with culturally diverse library users and colleagues. Strong analytical and decision-making skills. **Desirable qualifications:** Strong commitment to collection development and issues of scholarly communication, open access, copyright and licensing issues in the sciences. Excellent organizational-, time- and project-management skills. Experience in public services including the integration of reference outreach, web resources development, and information literacy instruction throughout the sciences. Demonstrated interest in and/or evidence of participation in

professional and/or scholarly activities (research, publishing or teaching). **Pay range:** Commensurate with qualifications and experience. **To apply:** Submit cover letter indicating how you satisfy the minimum and desirable qualifications, names, contact information (including e-mail address) of at least 3 professional references, and resume to Personnel Officer. Interviewees will be expected to make a presentation to library faculty and staff as part of the screening process. **Application address:** Personnel Officer, University of Hawai'i Library, 2550 McCarthy Mall, Honolulu, HI 96822 **Inquiries:** 808 956-7207. **Date posted:** Apr-18-2008 **Continuous recruitment** Review of applications will begin on May-16-2008 and will continue until the position is filled.

Job 2. From Work at UH web page (http://workatuh.hawaii.edu/zoom_job.php?9623)

Librarian II or III or IV, position number 73359, UH Hilo, (Hilo), tenure track, Edwin H. Mookini Library, full-time, general funds, available September 1, 2008 pending availability of funds. The Edwin H. Mookini Library is a shared use facility and serves both the University of Hawaii at Hilo and Hawaii Community College. This position may be required to work some evenings and weekends. **Duties:** Reporting to the Head of Public Services, position number (83792) responsible for the overall leadership, long range planning, policy development for, and assessment of library services for community college students. Responsible for developing, implementing, managing, and evaluating all aspects of the library instruction program for Hawaii Community College, provides, coordinates and is responsible for specific collection development that meets the curriculum needs of Hawaii Community College, responsible for developing a reading promotion program including displays and book discussions **DUTIES ALSO INCLUDE BUT NOT LIMITED TO:** Serving on the reference desk, including evenings and weekends; participating in library instruction activities; serving on Library, Hawaii Community College, and UH system committees; assisting with resource generation through grant writing and/or fund raising activities; performing assigned collection development responsibilities; working with other library and campus units to provide seamless service and access. **Minimum qualifications:** At rank of Librarian II: ALA accredited MLS or international equivalent. At rank of Librarian III: ALA accredited MLS or international equivalent; 24 post baccalaureate credits in addition to the MLS; at least 3 years of experience in public services in a college or university library. At rank of Librarian IV: ALA-accredited MLS or international equivalent; second master's degree in a subject area in addition to the MLS, and at least seven years of appropriate experience. Minimum qualifications for post-baccalaureate credit and years of appropriate experience for rank are non-negotiable. **Desirable qualifications:** Evidence of appropriate experience working in an academic library, evidence of working with community college students, ability to work with students at different educational levels (high school up through doctoral levels), strong report writing skills, familiarity with accreditation standards, evidence of working with ESOL students, basic reference knowledge, knowledge of best practices and current trends in the provision of excellent library service for community college students, excellent oral and written communication skills; proven and successful ability to work effectively with colleagues in a team-based environment; academic reference experience; experience using Microsoft Office Professional Suite including Outlook; experience with an integrated library management system, preferably Ex Libris; experience effectively working with patrons and resolving patron issues; knowledge of basic Hawaiian resources; beginning experience providing academic library instruction sessions; demonstrated ability to work effectively with students, faculty, staff and colleagues in a multicultural environment; experience with grant writing and fundraising. Please note that desirable qualifications are preferred but not mandatory. **Pay range:** Librarian II: \$32,640-\$49,296; Librarian III: \$38,184-\$58,512; Librarian IV \$43,200 -\$60,768. Relocation funds available when appropriate. **To apply:** Submit letter of application which addresses the applicant's ability to fulfill the responsibilities of the position and how the applicant meets each

minimum/mandatory and each desirable (but not essential) qualification, a current resume, a sample of professional writing, official graduate and undergraduate transcripts, 3 letters of support and the names of 3 additional references. Interviewees will make a presentation to library, faculty and staff as part of the screening process. Applications received after July 25, 2008, cannot be guaranteed full consideration. **Application address:** Ms. Veronica Tarleton, Search Committee for Community College Librarian, Application address: University of Hawaii at Hilo, Edwin H. Mookini Library, 200 W. Kawili Street, Hilo, HI 96720-4091. **Inquiries:** Ms. Veronica Tarleton 808-974-7575 tarleton@hawaii.edu **Date posted:** Jun-04-2008 **Continuous recruitment.**

Job 3. From UC Irvine Libraries web site (http://www.lib.uci.edu/libraries/jobs/research_librarian_etsi.html), reached through *The Chronicle of Higher Education* web site (<http://chronicle.com/>)

Research Librarian for Emerging Technologies and Service Innovation

The University of California, Irvine Libraries seek a creative, knowledgeable, and user-centered Research Librarian for Emerging Technologies and Service Innovation to plan and deliver innovative direct user services.

The Research Librarian for Emerging Technologies and Service Innovation serves as an explorer of, and champion for, the use of evolving and existing technologies as part of the UCI Libraries' commitment to research, reference and instruction. The incumbent participates in the supervision of the Libraries' multimedia labs and technology enhanced classrooms: the Multimedia Resource Center (MRC), the Interactive Learning Center (ILC), and the Technology Enhanced Classroom (TEC). In addition, the incumbent participates with colleagues in the Libraries' Reference Departments to provide reference service at the physical desks and in a variety of electronic modes.

Duties and Responsibilities

The Research Librarian for Emerging Technologies and Service Innovation identifies and assists in the service implementation of new library technologies initiatives related to the access and use of content in all public services, such as virtual reference, Web 2.0 applications, and other innovative technology-based services. The incumbent keeps abreast of new technologies that facilitate users' ability to access and manipulate data and enhance the Libraries' efforts to provide services to patrons in a virtual environment. The incumbent may provide instruction to librarians and the campus on new technologies through the Libraries' workshop series and the campus-wide Electronic Educational Environment (EEE) workshop series. The incumbent assists the Head of Reference in coordinating a variety of virtual reference services, including scheduling and training. The incumbent also provides excellent and responsive general information and reference services, including in-person, telephone, and electronic. Occasional weekend and evening shifts may be required.

A key responsibility of the Research Librarian for Emerging Technologies and Service Innovation is to coordinate and evaluate the services and activities of the multimedia labs and technology enhanced classrooms (ILC, MRC, and TEC). The incumbent supervises and evaluates personnel and monitors the budget of these units and works closely with intra-divisional teams to support and facilitate team goal setting.

The Research Librarian for Emerging Technologies and Service Innovation works closely with Collection Development librarians and other staff to identify and deploy plugs-ins, software, and new technologies (such as streaming audio and video) to enhance the delivery of information to users. The

incumbent also advises and collaborates with Collection Development and Reference staff to effectively utilize Web 2.0 technologies and social networking software to market library resources and to facilitate scholarly sharing.

The successful candidate for this position is a member of both Langson Library Reference and Science Library Reference, reporting to the Head of Reference with a secondary reporting line to the Head of Collection Development.

Qualifications

Required:

- Graduate degree in library science from an ALA-accredited institution or an equivalent combination of relevant advanced degree and library experience
- Knowledge of current and evolving information technologies as applied to direct user services
- Commitment to user-centered services
- Excellent communication and interpersonal skills, including presentation skills and the ability to explain technical issues to non-technical clients
- Excellent analytical and problem solving skills in a fast-paced, collaborative environment
- Ability to exercise technical and professional judgment in order to solve problems in non-routine situations and provide innovative and creative solutions
- Ability to work effectively in a team and in a dynamically changing environment
- Ability to effectively supervise staff
- Ability to work effectively with diverse constituencies

Ability to meet the University of California requirements for advancement and promotion

Preferred:

- Experience working with multimedia technologies
- Successful supervisory experience

The Reference Department

Langson Library Reference is the research and information center of the Langson Library supporting research and teaching in the arts, education, humanities, social sciences, and business. Science Library Reference is the research and information center of the Science Library supporting research and teaching in the biological sciences, physical sciences, engineering, information and computer sciences, and the health and medical sciences. Both units provide reference services including research consultation, electronic reference, and a wide range of instructional programs and workshops. Each unit maintains a reference collection consisting of key print resources along with a growing collection of electronic resources. The Interactive Learning Center (ILC), a unit of Science Library Reference, and the Multimedia Resources Center (MRC)/Technology Enhanced Classroom (TEC), a unit of Langson Library Reference, provide access to a wide range of specialized media, software, and electronic resources. These units also maintain a variety of computers and other multimedia equipment for use by the UC Irvine community and provide classroom and computer support for the Libraries' instructional efforts. The Reference Department operates in a team-based environment and the staff consists of 17+ librarians, 10+ library assistants, 2 programmers, and 2 computer resource specialists.

The Libraries

The UCI Libraries are committed to innovation and excellence and are in a major period of growth and change. The Libraries consist of the Langson Library, the Science Library, the Library Gateway Study Center, and the Grunigen Medical Library. The Langson Library primarily serves the Schools of Humanities, Arts, Social Sciences, Social Ecology, Business, the Department of Education, and

Interdisciplinary Studies. The Science Library primarily serves the College of Health Sciences (including the School of Medicine) and the Schools of Biological Sciences, Physical Sciences, Engineering, and Information and Computer Sciences. The Grunigen Medical Library serves the clinical needs of the Health Sciences at the University of California, Irvine Medical Center, located in Orange, 12 miles from the main campus.

The UCI Libraries have a staff of 273 FTE and an organizational structure that includes the use of teams in conjunction with departments. The library collection consists of over 3.1 million volumes, over 48,000 current serial titles, and an aggressively expanding electronic resources collection. The UCI Libraries are a member of the: Association of Research Libraries (ARL), California Digital Library (CDL), Coalition of Networked Information (CNI), Center for Research Libraries (CRL), Council on Library and Information Resources (CLIR), International Federation of Library Associations and Institutions (IFLA) and Scholarly Publishing & Academic Resources Coalition (SPARC).

University of California, Irvine

The University of California, Irvine, is nestled in over 1,500 acres of coastal foothills, five miles from the Pacific Ocean, between San Diego and Los Angeles. Founded in 1965, UCI is among the fastest-growing University of California campuses, with more than 28,000 undergraduate and graduate students and about 1,400 faculty members. UCI has had an extraordinarily rapid [rise to distinction in its first forty years](#), including membership in the Association of American Universities, three Nobel prizes since 1995, and ranking in many surveys among the nation's best public universities.

Student enrollment is planned to reach 32,000 by 2014 accompanied by a proportional growth in faculty and staff. Nearly 60% of UCI students identify themselves as Asian American, African-American, Chicano/Latino, or Native American. The University offers 40 doctoral programs in addition to the M.D. UCI's academic programs are ranked nationally among the top universities; several doctoral programs are ranked in the top ten.

Librarians at the University of California, Irvine are academic appointees and receive potential career status at the time of their initial appointment. Librarians periodically receive administrative and peer review for merit increases based on the following criteria: 1) professional competence and quality of service within the Library; 2) professional activity outside the Library; 3) university and public service; and 4) research and other creative activity.

Salary & Benefits: Salary commensurate with qualifications and experience. Preferred appointment level is \$47,087 – \$52,860 (Assistant Librarian II – Associate Librarian III). Consideration will be given to applicants with a wide range of years of experience, including qualified early career librarians.

Deadline for Applications: Applications received by **October 6, 2008** will receive first consideration, but applications will continue to be accepted until the position is filled.

To Apply: *Electronic applications are preferred.* Qualified applicants who wish to be considered for this position should send their application materials including: cover letter; complete résumé; and the names, e-mail addresses, and phone numbers of three references, with a statement of each reference's professional relationship to the applicant, to:

E-mail: libhr@uci.edu
Library Human Resources
UC Irvine, P.O. Box 19557
Irvine, CA 92623-9557
Confidential fax (949) 824-3270

Upon application, candidates should be in possession of proof of their legal right to employment in the U.S. In compliance with the Immigration Reform and Control Act of 1986, verification of legal right to work will be required between the time of final selection and hiring, and is absolutely essential in ultimately being hired.

This position description is listed on the UCI Libraries web site at <http://www.lib.uci.edu/libraries/jobs/libvac.html>, with links to additional web sites featuring campus and community information.

*The University of California, Irvine is an equal opportunity employer
committed to excellence through diversity*

Job 4. From ALA JobList (<http://joblist.ala.org/modules/jobseeker/controller.cfm?scr=jobdetail&jobid=11622>)

Distance Learning & Reference Librarian, University Library
Governors State University, University Park, Illinois

Salary: Not Specified Status: Full-time Posted: 09/12/08 Deadline:

Distance Learning & Reference Librarian, University Library: Governors State University invites applications and nominations for a tenure-track faculty position to coordinate the library's virtual reference services: develops, maintains and provides online reference service to students, provides library instruction and support to students in online programs, at remote campuses and in cohort groups, develops and maintains information literacy modules for the library website, and provides synchronous and asynchronous information literacy training through the web. To work with librarians in keeping the library website current and useful. To serve as library liaison for Criminal Justice, Political & Justice Studies, Social Sciences and Interdisciplinary Studies: selects, develops and analyzes library materials in program areas, develops and maintains library website in these areas and provides individual and group instruction on information literacy for students and faculty in these program areas. To work regularly scheduled hours at the Reference Desk. To coordinate reference service for federal, state, and local documents. To coordinate and provide outreach service to community groups: provides service to groups from high schools, local public libraries and others, nurtures relationships with local public libraries, and provides support to The Adult Learning Exchange. To facilitate projects between librarians, instructional designers and faculty developing online courses through the Center for Online Teaching and Learning.

Minimum Qualifications: An ALA-accredited Master of Library and Information Studies is required for this tenure-track library faculty position; a second master's degree is required. Experience with coordinating the reference services of an academic library; experience providing reference service in an academic library; experience providing reference service in the digital and web environment; experience creating and using digital learning objects; experience in online learning and learning at a distance; excellent communication skills with the ability to move seamlessly from the professional environment to the teaching/learning arena, and to write, speak, and teach; ability to work collaboratively with teaching faculty, library faculty, instructional designers, students, staff and administrators and community users; ability to meet promotion and tenure requirements. Preferred Qualifications: Experience in the subject areas of social sciences.

The 750 acre campus of Governors State University is located 35 miles south of downtown Chicago. GSU is the only upper division university in the State of Illinois offering junior and senior level courses

leading to the bachelor's degree, and graduate courses leading to the master's degree. Currently serving over 6000 learners in the greater Chicago area, GSU aspires to become a premier teaching, student-centered university of the 21st Century. With the strong and active support of faculty, administrators, students, staff and the community, Governors State University is poised for a dynamic new era in its young accomplished history of serving a high percentage of non-traditional students.

Job 5. From HigherEdJobs.com (<http://www.higheredjobs.com/admin/details.cfm?Jobcode=175335664&print=yes>)

Humanities Librarian (JR #6515)

1 University of Hawai'i web site, Work at UH page, <http://workatuh.hawaii.edu/> (accessed September 11, 2008).

2 American Library Association web site, ALA JobList, <http://joblist.ala.org/> (accessed September 11, 2008); *Chronicle of Higher Education* web site, <http://chronicle.com/> (accessed September 12, 2008); HigherEdJobs.com, <http://www.higheredjobs.com> (accessed September 12, 2008).

3 Todd Gilman, "Subject Experts Need Not Apply," *Chronicle of Higher Education* 54, no. 43 (July 4, 2008): A32-A33, available from UH Manoa EBSCO, Professional Development Collection, <<http://micro189.lib3.hawaii.edu/ezproxy/details.php?dbId=2348>> (accessed September 13, 2008).

4 Sonja L. McAbee and John-Bauer Graham, "Expectations, Realities, and Perceptions of Subject Specialist Librarians' Duties in Medium-Sized Academic Libraries," *The Journal of Academic Librarianship* 31, no. 1 (2005): 19-28, available from ScienceDirect, <<http://www.sciencedirect.com/science/article/B6W50-4DTP60N-3/2/6c9fff57bf133c2bf8261f4d4b70989e>> (accessed September 13, 2008).

5 Kathryn M. Crowe, "Collaborative Leadership: A Model for Reference Services," *Reference Librarian* 39, no. 81 (March 2003): 59-69, available from UH Manoa EBSCO, Library, Information Science & Technology Abstracts, <<http://micro189.lib3.hawaii.edu:2048/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=lxh&AN=12449458&site=ehost-live>> (accessed September 16, 2008).

6 Ricard E. Rubin, *Foundations of Library and Information Science*, 2nd ed. (New York: Neal-Schuman, 2004): 438.

Institution: [University of New Mexico](#)

Location: Albuquerque, NM

Category: Admin - Libraries

Posted: 09/12/2008

Application Due: 10/17/2008

Type: Full Time

The University of New Mexico Libraries has an opening (JR#6515) for a Humanities Librarian primarily serving the History and English departments. This is a full-time, 12 month faculty position which reports directly to the Director of Research & Outreach Services for Management and Social Sciences. The tenure status and faculty rank of this position is negotiable based on experience and professional qualifications. The desired start date is January 1, 2009. The annual salary is negotiable

from a minimum of \$50,000 and includes full benefits.

Position Description

We are seeking an enthusiastic and innovative Humanities Librarian to work in a team environment to serve the students, faculty and staff of UNM in an increasingly electronic environment. This librarian will work closely with and backup other subject Librarians, respond to reference requests in a wide variety of environments, conduct library instruction, manage subject collection development, and create subject-based Web pages and tutorials. A strong emphasis is placed on campus-wide outreach. Work hours for this position will be variable including nights and weekends scheduled to meet operational needs.

Education and Experience

Minimum Requirements:

- * Master's degree earned from an ALA-accredited Library/Information Science program.
- * Three years of library experience including at least one year post MLS degree.
- * One year experience in reference, collection development, and instruction services in a library.
- * Subject expertise in English or History or a closely related discipline.

Preferred (Desired) Qualifications:

- * Experience in an academic or research library.
- * Demonstrated ability to work collaboratively and independently with faculty and colleagues in an environment characterized by rapid change.
- * Demonstrated strong commitment to quality customer service.
- * Excellent oral and written communication and interpersonal skills.
- * Demonstrated effectiveness providing library reference and instruction to students and faculty in the classroom, as well as by email, phone, and via course management systems.
- * Degree in English or History.
- * Experience with wide variety of reference services, databases, and current technologies and software such as publishing, chat or virtual reference, and social networking.
- * Effective problem-solving skills.
- * Demonstrated library service experience with diverse populations.
- * Demonstrated record of research, publication, and service consistent with the requirements of UNM Faculty Handbook.
- * Degree in English or History

Primary Duties:

- * Serve as subject specialist in English and History.
- * Provide assistance with and updates to electronic reference tools.
- * Teach library instruction classes.
- * Manage collection development and maintenance in assigned areas.
- * Perform personalized, campus-wide outreach.
- * Promote the use of electronic reserves, interlibrary loan, and other library initiatives.
- * Conduct reference consultations, as requested.
- * Create and maintain subject-based web-pages using LibGuides.
- * May perform supervisory duties.

Environment

The University of New Mexico Libraries contain over 2 million volumes and includes four branch libraries, Centennial Science and Engineering Library, Fine Arts & Design Library, Parish Memorial

Library (business and economics), and Zimmerman Library (education, humanities and social sciences). Zimmerman Library also houses the Center for Southwest Research and Special Collections. The University Libraries is a regional library in the Federal Depository Library Program. The Libraries use Innovative Interfaces, Incorporated for OPAC, circulation, acquisitions and serials control systems.

The UNM main campus enrolls 26,000 students and employs 1,800 faculty and 4,200 staff. UNM offers 102 baccalaureate degrees, 75 master's degrees and 44 doctoral degrees/professional degrees and 14 Certificate Programs. The University of New Mexico is a Tier I Research Institution and a Hispanic-Serving Institution. UNM attracts a culturally diverse student population and has strong programs affiliated with Southwest Regional Studies, Latin America, and Indigenous Studies, all of which are affiliated with UNM's English and History concentrations. For more information on the libraries, please visit our website at <http://elibrary.unm.edu>.

The University of New Mexico is located in Albuquerque, New Mexico. Albuquerque is ranked number one on Forbes magazine's 2006 list of Best Places for Business and Careers, and is ranked number one in creativity among medium-sized cities in Richard Florida's book "Rise of the Creative Class." Albuquerque is an ethnically diverse city with a rich culture and history located within minutes of the Sandia and Manzano mountain ranges which provide opportunities for hiking, biking, rock climbing and skiing.

To Apply

Required Application Materials:

Resume, names and contact information of three references, and a signed letter of interest addressing the minimum and preferred qualifications listed.

Submit to (email preferred):

Linda Skye, Search Coordinator

Lskye@unm.edu

University of New Mexico Libraries

MSC 05 3020

1 University of New Mexico

Albuquerque, NM, 87131-0001

Fax: (505) 277-7196

Deadline

The search will remain open until the position is filled. For best consideration, complete applications should be received by our office no later than October 17, 2008.

The University of New Mexico is an Equal Employment Opportunity/Affirmative Action Employer and Educator.

Application Information

Linda Skye, Search Coordinator

University of New Mexico Libraries

Postal Address: University of New Mexico

MSC 05 3020 1 University of New

Mexico

Albuquerque, NM 87131-0001

**Online App.
Form:** <http://ejobs.unm.edu>

More Information on University of New Mexico

- [Institutional Profile](#)
- [Current openings](#) for University of New Mexico on HigherEdJobs.com.
- [UNM HSC Human Resources Home Page](#)
- [UNM Main Campus Home Page](#)
- [Instructions to apply online.](#)
- [Living in New Mexico](#)

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Endnotes