

## POSITION VACANCY ANNOUNCEMENT

- POSITION:** STEM Instruction Librarian
- RANK:** Assistant University Librarian or Associate University Librarian
- REPORTS TO:** Chair, Marston Science Library
- SALARY:** Minimum salary \$57,660 at Assistant University Librarian rank  
Minimum salary \$66,640 at Associate University Librarian rank  
Actual salary will reflect selected professional's experience and credentials
- JOB NO#:** 77276

**DEADLINE DATE:** August 23, 2021 – Review of applications will begin on August 2, 2021

### JOB SUMMARY

The George A. Smathers Libraries at the University of Florida invites applications for the new position of STEM Instruction Librarian. We are seeking an innovative and collaborative individual to join our library faculty and lead Marston Science Library's instruction program, with an initial focus on supporting introductory courses in engineering. The STEM Instruction Librarian is a year-round (12 month) tenure track faculty position who will work collaboratively with Marston employees to improve the design and delivery of instruction through traditional and new methods. The ideal candidate will incorporate educational pedagogy into the curriculum and train and collaborate with library employees eager to design active learning environments, multimedia tutorials, and other digital learning objects.

The libraries are actively seeking candidates who bring culturally rich lived experiences to work with individuals of diverse backgrounds, experiences, races, ethnicities, gender identities, sexual orientations, and perspectives, to support all students and faculty and foster excellence in a diverse and collaborative society.

The library encourages staff participation in reaching management decisions and consequently the STEM Instruction Librarian will serve on various committees and teams and pursue professional development opportunities, including research, publication, and professional service activities to meet library-wide criteria for tenure and promotion.

## RESPONSIBILITIES

- Lead the Marston Science Library's information literacy instruction program with an initial focus on supporting introductory engineering courses.
- Develop and share knowledge of current instructional and educational technologies, emerging pedagogies, instructional design, and/or learning theory in order to design instruction from a student-centered perspective that aims to deliver successful and highly engaging learning experiences.
- Collaborate with Marston employees to design and create reusable learning objects, assignments, and activities to support pedagogically sound instruction modules and to enable scaling of instruction.
- Actively engage in diversity, equity and inclusion initiatives and create a welcoming environment for all.
- Create accessible digital media content to be embedded in the campus course management system, LibGuides, the library website, and other forms of library communications.
- Help library staff and faculty identify, evaluate, and apply new and emerging technologies essential to the design and delivery of in-person and online instructional services using instructional design expertise and research on student learning.
- Participate in library-wide Information Literacy committee.
- Provide scheduled reference and research assistance face-to-face and online.
- Pursue professional development opportunities, including research, publication, grants, and professional service activities in order to meet library-wide criteria for tenure and promotion.

## QUALIFICATIONS

Research indicates that applicants from underrepresented groups are hesitant to apply for positions if they do not meet all the required and preferred qualifications.<sup>1</sup> We want to emphasize that the preferred qualifications are not required and that we are committed to helping our future colleague develop the preferred skills. Additionally, applicants are encouraged to communicate how their work and other experiences satisfy the required qualifications in ways that may not be obvious.

### **Required:**

- Master's degree in Library or Information Science from an ALA-accredited (or foreign equivalent) program, or other relevant advanced degree in subject specialty
- Appointment at the Associate University Librarian rank requires eight years of relevant experience
- Experience incorporating instructional and educational technologies and emerging pedagogies into in person and online instruction, teaching or training.
- Demonstrated knowledge of best practices and current trends in information literacy instruction.

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<sup>1</sup> Schmalig, K. B., Blume, A. W., & Baker, D. L. (2017). Characteristics of Faculty Position Advertisements Associated with Applicant Diversity. *Journal of Higher Education Theory & Practice*, 17(8), 10–17. Collier, D., & Zhang, C. (2016). Can We Reduce Bias in the Recruiting Process and Diversify Pools of Candidates by Using Different Types of Words in Job Descriptions? Mohr, T. S. (2014). Why Women Don't Apply for Jobs Unless They're 100% Qualified. *Harvard Business Review*, 25.

- Experience including individuals of diverse backgrounds, experiences, races, ethnicities, gender identities, sexual orientation, and perspectives in research, teaching, service, and other work
- Evidence of excellent interpersonal skills including oral and written communication
- Ability to work both independently and collaboratively with faculty, students, administrators, and the general public
- Initiative, flexibility, and the ability to adapt and work creatively in a complex, rapidly changing academic environment
- Strong potential to meet the requirements for tenure and promotion outlined in the [departmental by-laws](#)

***Preferred:***

- Experience or additional degree in Educational Technology, Instructional Design, Education, or a related field.
- Experience working in a STEM library or serving a similar population.
- Experience with Universal Design for Learning guidelines (including American with Disabilities Act) in online and blended/hybrid courses and website development to reduce systemic barriers and create equitable learning opportunities.
- Experience using metrics to assess effectiveness of instructional materials and methods.
- Experience with or knowledge of developing digital video content for delivery of instruction.

**MARSTON SCIENCE LIBRARY**

The [Marston Science Library](#), named for Robert Q. Marston, the seventh president of the University of Florida, houses collections in agriculture, life sciences, engineering, physical sciences, mathematics, and earth sciences. Marston has 24 employees who support a highly collaborative environment that offers an array of services, including 3-D printing and GIS support. The STEM librarians are subject liaisons to 6 colleges, 12 UF/IFAS Research and Educational Centers and 6 affiliated libraries located across the State of Florida. Located on the 1<sup>st</sup> floor of Marston, the Collaboration Commons accommodates over 700 students and includes a virtual reality development lab and a visualization room that supports visualization of large research data and collaborative projects. Marston spearheads initiatives related to technology and accessibility and actively works to develop community partnerships, including STEM student organizations and K-12 youth off-campus.

**UNIVERSITY OF FLORIDA LIBRARIES**

The libraries at the University of Florida form the largest information resource system in the state of Florida with seven libraries and three off-campus facilities. The [George A. Smathers Libraries](#) are comprised of six of the campus libraries, and all the off-site facilities. The only library outside of this system is [Lawton Chiles Legal Information Center](#) at the Levin College of Law. The libraries hold over 6 million print volumes, 8.1 microfilms, 1.5 million e-books, 145,000 full-text electronic journals, over 1000 electronic databases, 1.3 million documents and 1.4 million maps and images. The libraries maintain partnerships and engages in a variety of collaborative, international projects while [engaging with the UF community](#). We are a member of the Association of Research Libraries (ARL) and other regional library consortia. The [library staff](#) consists of more than 300 FTE librarians, technical/clerical staff and student assistants. The George A. Smathers Libraries are strong advocates for inclusion and intellectual freedom. The

Libraries' commitment to both is articulated in the [Inclusion and Intellectual Freedom Statements](#).

### **THE UNIVERSITY OF FLORIDA**

The University of Florida (UF) is the state of Florida's preeminent university. The state's oldest and most comprehensive university, UF is among the nation's most academically diverse public universities and won the 2018 [Senator Paul Simon Award for Comprehensive Internationalization](#). UF is currently sixth among "Top Public Universities" in the U.S. News and World Report and second among Forbes "Best Value Public Colleges (2016)". UF has a long history of established programs in international education, research, and service. It is one of only 17 public, land-grant universities that belong to the [Association of American Universities](#). At UF we have some of the top faculty in the country. In addition to attracting over \$900 million in research each year, they foster the uniquely collaborative environment that transforms potential into actual results. UF traces its beginnings to a small seminary in 1853 and is now one of the largest universities in the nation, with more than 50,000 students. The University of Florida seeks to address key challenges of our time, from COVID-19 to racism. For more information, please consult the [UF homepage](#).

### **AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY**

The University of Florida is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information, and veteran status in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training. We are dedicated to the goal of building a broadly diverse and inclusive faculty and staff within a culturally diverse and pluralistic environment; we invite all qualified applicants including women, members of underrepresented groups, individuals with disabilities, and veterans. The University of Florida is a public institution and subject to all requirements under the Florida Sunshine and Public Records laws.

If an accommodation due to a hearing or speech disability is needed to apply for this position, please call 352-392-2477 or the Florida Relay System at 800-955-8771 (TDD).

### **GAINESVILLE COMMUNITY**

Gainesville and the surrounding community is home to approximately 257,000 people and both the University of Florida and Santa Fe College. The city is surrounded by more than 40 nature parks, including many spring-fed lakes and rivers, with many paved and unpaved trails for recreation. The city is just over an hour from the Gulf of Mexico and the Atlantic Ocean. Gainesville is an [award winning](#) and innovative city, friendly to both professionals and families. The [Guide to Greater Gainesville](#) combines award winning photography and compelling articles that capture all the reasons for calling Gainesville your next home. The City of Gainesville is a progressive municipality that seeks to promote racial equity. The area has numerous cultural institutions and is a haven for sports fans. Jacksonville, Orlando, Tampa, Tallahassee, and St. Augustine are all within a two-hour drive. Gainesville is an affordable city and area to live in – using a cost-of-living calculator you can compare cities across the United States. [See how affordable Gainesville really is!](#)

## **BENEFITS**

[University benefits](#) for this position include retirement plan options, insurance benefits, paid family leave (parental and medical), tuition fee waiver program, and employee assistance program, as well as paid time off and holidays. Gainesville, Florida, has no state or local income tax. The [UF Screen, Test & Protect Program](#) provides guidelines and resources related to COVID-19.

## **APPLICATION PROCESS**

To apply, submit

- a cover letter detailing your interest in, and qualifications for this position
- your current resume or CV
- a list of three references including their contact information (telephone number and email address)
- a written statement (250 words) regarding the following topic: “Address the challenges of hybrid learning modules in a library setting.”

Apply by August 23, 2021 (review of applicants will begin on August 2, 2021). Submit all application materials through the Jobs at UF online application system at Requisition [Job No# 77276](#). Failure to submit the required documents may result in the application not being considered. If you have any questions or concerns about this process, please contact Bonnie Smith, George A. Smathers Libraries Human Resources Office, at [bonniesmith@ufl.edu](mailto:bonniesmith@ufl.edu).