POSITION VACANCY ANNOUNCEMENT

POSITION: Environmental Sciences Librarian

RANK: Assistant or Associate University Librarian

REPORTS TO: Associate Chair, Marston Science Library

SALARY: $57,604 minimum salary at the Assistant University Librarian rank
$66,626 minimum salary at the Associate University Librarian rank
The Smathers Libraries offer a salary commensurate with experience and credentials

REQUISITION #: 87458

DEADLINE DATE: January 5, 2022 – Review of applications will begin on December 10, 2021

JOB SUMMARY
The George A. Smathers Libraries at the University of Florida invites applications for the position of Environmental Sciences Librarian at the Marston Science Library. We are seeking an innovative and collaborative individual to join our library faculty and serve as liaison librarian to the environmental sciences. The Environmental Sciences Librarian is a year-round (12 month) tenure track faculty position which provides reference and research assistance, instruction, outreach, and collection management to support programs dependent upon the environmental sciences. The primary liaison assignments are to the UF/IFAS School of Natural Resources & Environment; UF/IFAS School of Forest, Fisheries & Geomatics Sciences; UF/IFAS Department of Soil and Water Science; and the Department of Geological Sciences. The librarian works collaboratively and maintains close professional relationships with faculty, students, and colleagues.

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 Environmental Sciences Librarian will be expected to pursue professional development opportunities, including research, publication, and professional service activities to meet library-wide criteria for tenure and promotion. The libraries encourage staff participation in reaching management decisions and consequently this position will serve on various Library and University wide committees and teams.

RESPONSIBILITIES

All of the responsibilities listed below are expected to be conducted in a manner that supports and advances the Libraries’ values of diversity, equity and inclusion, supports diverse communities and creates a welcoming environment for all.

An Equal Opportunity Institution
• Serves as liaison librarian for the environmental sciences.
• Designs and delivers library and subject specific instruction programs for students, faculty, and staff using traditional classroom and active learning methods as well as innovative educational technologies.
• Provides consultation support for environmental science information, including use of literature databases, such as Environmental Science Index, Aquatic Science & Fisheries Abstracts, and GeoRef.
• Works with environmental science faculty to select materials that support their academic and research programs and participates in collaborative collection management in which teams select and evaluate subject-based materials in digital and print formats.
• Provides multimodal reference services including in person at a traditional reference desk, online chat, videoconference, email, telephone, and one on one consultations.
• Facilitates the discovery of environment-related information resources through the creation of subject guides and other user services.
• Participates in planning, policy formation and decision making related to Marston Science Library services, collections and new technologies.
• Contributes to the library’s planning efforts through membership on University and Library committees and other consultative bodies as appropriate or requested.
• Pursues professional development opportunities, including research, publication, and professional service activities 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.\(^1\) 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 environmental sciences or related field
• Appointment at the Associate University Librarian rank requires eight years of relevant experience
• Familiarity with environmental science information resources such as Environmental Science Index, Aquatic Science & Fisheries Abstracts, and GeoRef
• Communicated interest in the integration of new technologies into the delivery of information services
• Experience including individuals of diverse backgrounds, experiences, races, ethnicities, gender identities, sexual orientation, and perspectives in research, teaching, service, and other work
• Experience designing and delivering instruction and/or presentations
• 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

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Preferred:

- Degree in environmental sciences or related field
- Experience working with scientists and/or engineers
- Experience working in a library serving STEM (science, technology, engineering and math) patrons
- Experience designing and delivering instruction to diverse populations
- Experience with emerging technology, tools, and trends in science scholarship

**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 23 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. Marston has more than 2,000 seats and supports more than 2 million visitors each year, making it the busiest library on campus. 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. In addition to this system, the Lawton Chiles Legal Information Center is part of the Levin College of Law. The libraries hold over 6 million print volumes, 8.1 million 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 Smathers Libraries will foster and maintain a culture that supports DEI, as values are foundational and permeates all aspects of our organization per Strategic Directions 4: Diversity, Equity, and Inclusion. Support for professional development is central to the Smathers Libraries. Supports include a formal mentoring program, a robust training program, release time for research and professional service, a comprehensive grants program, and funding for professional development travel.

**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. Stronger Together: Promoting Racial Justice through Awareness and Action provides UF faculty and staff with a series of educational offerings to help them better understand and address racism and bias and help promote racial justice at
the individual, institutional, and systemic levels. For more information, please consult the UF homepage and the Office of the Chief Diversity Officer website.

**AFFIRMATIVE ACTION/EEO**
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 requirement 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 University of Florida Human Resources or the Florida Relay System at 800-955-8771 (TDD).

**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.

**GAINESVILLE COMMUNITY**
Gainesville and the surrounding community are 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.

**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 regarding what you see as the most critical environmental science information literacy needs and how academic libraries can provide support for these needs. (250 words);

Apply by January 5, 2022 (review of applications will begin on December 10, 2021). Submit all application materials through the Jobs at UF online application system at Job Number 87458. 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 Tina Marie Litchfield, George A. Smathers Libraries Human Resources Office, at litchfield@uflib.ufl.edu.

The final candidate will be required to provide an official transcript to the hiring department upon hire. A transcript will not be considered “official” if a designation of “Issued to Student” is visible. Degrees earned from an education institution outside of the United States are required to be evaluated by a professional credentialing service provider approved by National Association of Credential Evaluation Services (NACES), which can be found at http://www.naces.org/.