

POSITION VACANCY ANNOUNCEMENT

POSITION: Scholarly Communications Librarian

RANK: Assistant University Librarian or Associate University Librarian

REPORTS TO: Chair of Academic Research & Consulting Services (ARCS)

SALARY: \$67,279 minimum salary at the Assistant University Librarian rank
\$77,817 minimum salary at the Associate University Librarian rank
The Smathers Libraries offer a salary commensurate with experience and credentials

The University of Florida offers a competitive benefits package including health, retirement, paid time off, discount programs, professional development and worklife support. [Learn more.](#)

JOB NUMBER: 530235 ([Apply online](#))

DEADLINE DATE: April 1, 2024 - Applications will be reviewed as received.

JOB SUMMARY

The Scholarly Communications Librarian is responsible for providing leadership for the George A. Smathers Libraries at the University of Florida's services in support of students and faculty seeking guidance on fair use, copyright and intellectual property, as well as outreach and training efforts to build a scholarly communications program that supports open scholarship, open education, and open data. This twelve-month, tenure-track faculty position educates the university community about modes of open access scholarly publication, copyright and intellectual property issues and their impact on scholarly inquiry and instruction. The Scholarly Communications Librarian will form strong collaborations with colleagues across the libraries to provide training and consultant services to strengthen and broaden copyright and publishing competencies within the Libraries.

The Scholarly Communications Librarian also provides guidance on repository services and support for researchers' publication, preservation, and funder compliance needs. This includes advising on the Institutional Repository at the University of Florida (IR@UF) as well as general, funder, and subject-specific repositories. This will include maintenance and outreach supporting the [UF Author Rights Policy](#), implemented in Spring 2022.

Developing and maintaining strong partnerships is a major focus of this role, and the Scholarly Communications Librarian will play a key role on initiatives that require a detailed understanding of copyright and Creative Commons licensing. In consultation with [UF General Counsel](#) as needed, the

Scholarly Communications Librarian will provide expert guidance to various units in the Libraries that frequently navigate rights-related issues, including [Library Press@UF](#), [Affordable UF](#), [Special and Area Studies Collections](#), digital collections, course reserves, and others.

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

The Smathers Libraries is committed to creating a thoughtful, equitable, and inclusive culture that provides space for innovation and creativity. We support that commitment by offering fulfilling work experience that allows for collaboration, growth, and development as well as shared perspectives.

RESPONSIBILITIES

- Serves as the Libraries' primary expert on copyright, fair use, and related policy and ethics issues for all University of Florida stakeholders.
- Develops and maintains an instructional and consultation program that empowers faculty, staff, students, and community partners to make informed decisions regarding the use, creation, and dissemination of copyrighted materials.
- Collaborates with other members of the Open Access Committee to shape Libraries programs that facilitate open approaches to publishing and promote awareness of author rights.
- Leverages knowledge of local and global industry trends to enable broader access to the Libraries' digital collections, including course materials and special collections.
- Acts as an expert on copyright-related issues to the broader, international [Digital Library of the Caribbean](#) community.
- Provides advice, recommendations, and redirections for researchers' scholarly repository options.
- Serves as the liaison for the Institutional Repository at the University of Florida, collaborating with Digital Services and other units to improve outreach and workflows.
- Works with subject specialist librarians, Center for Teaching Excellence, Center for Instructional Training and Technology, and other units to promote awareness of affordable course materials and open licensing for instructional materials.
- Performs scholarly research and provides service at the institutional and professional levels as related to assignment and in accordance with tenure and promotion criteria.
- Creates a welcoming environment for all.

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 a relevant field.
- Two years of relevant experience working in one or more areas of scholarly communication.
- Eight years of experience is required for an appointment to Associate University Librarian.

¹ Schmalings, 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.

- Extensive knowledge of copyright and fair use in the academic setting.
- Familiarity with open access publishing landscape, including business models and funder requirements, and enthusiasm for engaging with emerging trends.
- Evidence of excellent interpersonal skills including oral and written communication
- Ability to work both independently and collaboratively with diverse stakeholders.
- Experience with instruction and training both virtually and in-person.
- Excellent planning, analytical and organizational skills.
- Initiative, flexibility, and the ability to adapt and work creatively in a complex, rapidly changing academic environment.
- Strong potential to meet the requirements for promotion and tenure outlined in the Health Science Center Libraries [departmental by-laws](#)

Preferred:

- Knowledge of Creative Commons licensing frameworks.
- Record of increasing responsibility and emerging leadership in an academic setting.
- Demonstrated experience developing instructional materials and leading workshops, presentations, and trainings.

ACADEMIC RESEARCH CONSULTING AND SERVICES DEPARTMENT

The Academic Research Consulting and Services (ARCS) Department provides expert information and data services to discipline-diverse researchers at all levels (students, staff, and faculty). ARCS department members and affiliates offer expertise in artificial intelligence, bioinformatics, data management, geographic information systems, reproducibility, research compliance and metrics, systematic reviews, scholarly communications, and other publishing-related activities. ARCS faculty also partner with the libraries' liaison librarians and subject specialists assigned to specific UF departments, colleges, and other units. The goal of the ARCS team is to support the UF community throughout the research life cycle—from project conception, data collection and analysis to publication and beyond. The ARCS department's tenure home is Research and Health Sciences, with the primary faculty physically located in the Health Science Center Libraries.

UNIVERSITY OF FLORIDA LIBRARIES

The libraries at the University of Florida form the largest academic information resource system in the state of Florida with seven libraries and two off-campus facilities. The [George A. Smathers Libraries](#) are comprised of six campus libraries and 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 6.27 million print volumes, 1.5 million e-books, over 197,000 full-text journals, over 1000 electronic databases, 1.3 million documents, and 1.4 million maps and images. Distinctive holdings include the Isser and Rae Price Library of Judaica, Latin American and Caribbean Collection, Baldwin Library of Historical Children's Literature and the P.K. Yonge Library of Florida History. The Libraries maintain partnerships and participate 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](#) comprises 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 possess an openness to diversity of thought/perspectives, personalities, work styles and displays an awareness and appreciation of the unique strengths and contributions of everyone. 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.

LIBRARIES LAND ACKNOWLEDGMENT

The Smathers Libraries acknowledge that the main (Gainesville) campus of the University of Florida is located in the ancestral territory of the Potano and later the Seminole peoples. The Smathers Libraries acknowledge its obligation to honor the past, present, and future Native residents and cultures of Florida.

THE UNIVERSITY OF FLORIDA

The University of Florida (UF) was named the #1 public university in the country by the Wall Street Journal in its “2024 Best Colleges in the US” report and is also currently among the “Top Ten Public Universities” in the U.S. News and World Report and seventh in Forbes “Colleges that Deliver a High Bang for Your Tuition Buck” (2023). The University of Florida (UF) is the state of Florida’s preeminent university, as well as the state's oldest and most comprehensive university. UF is among the nation's most academically diverse public universities and is one of only 17 public, land-grant universities that belong to the [Association of American Universities](#). UF has 16 academic colleges offering a variety established programs for students seeking to earn undergraduate and graduate degrees. In addition to attracting over \$1.25 billion in research expenditures last year, UF Faculty foster a uniquely collaborative environment that transforms potential into actual results. UF is one of the largest universities in the nation, with more than 60,000 students. A snapshot of the [student body diversity statistics](#) is available online from UF Institutional Planning and Research. [Learn more about the University of Florida and what makes us great.](#)

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.

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, parental status, pregnancy, 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 University of Florida Human Resources or the Florida Relay System at 800-955-8771 (TDD).

GAINESVILLE COMMUNITY

Gainesville and the surrounding community are home to approximately 280,000 people and both the University of Florida and Santa Fe College. Beautiful natural areas, including many spring-fed lakes and rivers, are a boon for outdoor adventurers. Museums, music festivals, and major performing arts institutions round out the community's rich cultural heritage. 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 opportunities for participating in community athletics 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 *“Based on the current landscape, how might artificial intelligence impact scholarly communication programs at large research universities?”*. (250 words)

Apply by 11:55 pm (EST) on April 1, 2024 (applications will be reviewed as received). Submit all application materials through the Jobs at UF online application system at [Job Number 530235](#). 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 Joseph Piazza, George A. Smathers Libraries Human Resources Office, at jpiazza@ufl.edu.