

POSITION VACANCY ANNOUNCEMENT

- POSITION:** Copyright and Scholarly Communications Librarian
- RANK:** Associate University Librarian or University Librarian
- REPORTS TO:** Chair of Academic Research Consulting & Services (ARCS)
- SALARY:** \$78,861 minimum salary at the Associate University Librarian rank
\$86,255 minimum salary at the 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 work-life support. [Learn more.](#)
- JOB NUMBER:** 533302 ([Apply online](#))
- DEADLINE DATE:** October 23, 2024 - applications will be reviewed as received

JOB SUMMARY

The George A. Smathers Libraries at the University of Florida seek a collaborative and engaging Copyright & Scholarly Communications Librarian to provide leadership and direct outreach and support to the University community on issues related to scholarly communications, intellectual property law and policy, and open scholarship. This twelve-month, tenure-track faculty position advocates for, develops, and delivers timely educational and instructional programs relevant to the evolving intellectual property and scholarly communications ecosystems.

The Copyright and Scholarly Communications Librarian builds and maintains strong, collegial relationships across the Libraries and campus. These relationships support the development of collaborations and partnerships that reflect the University's Core Values and support a wide variety of services and programs that contribute to the University's education, research, and service missions. This position provides expertise in alternative publishing models, open scholarship, author rights, copyright, and compliance with public-access requirements for federally funded research and is responsible for tracking trends that affect access to scholarly information. This position also supports and informs policies for the UF Author Rights Policy, LibraryPress@UF, Affordable UF, the Institutional Repository at the University of Florida (IR@UF), and other campus support programs and initiatives.

As a member of the Academic Research Consulting & Services (ARCS) Department, this position contributes to shared departmental and Libraries-wide goals and collaborates with existing ARCS specialists providing services on a wide range of research methodologies and scholarly communications issues.

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. The Libraries encourage broad participation in reaching decisions; consequently, the incumbent will contribute to discussions, provide input, and serve on various committees and teams, as well as participate in shared-governance activities. Finally, as a tenure-track faculty member, this position will pursue professional development opportunities, including producing research, scholarship, and/or creative works and providing service to the Libraries, University, State, and Profession to meet the criteria for tenure and promotion.

RESPONSIBILITIES

1. Provides expert guidance to all UF stakeholders on intellectual property, policy, and ethical issues, liaising with a variety of campus units as needed
2. Develops and maintains an instructional and consultation program that empowers faculty, staff, students, and community partners to make informed decisions regarding copyright and fair use; authors rights and open access publishing; institutional and open repositories; and other related topics
3. Provides individualized reference and consultative services relevant to the position's duties
4. Fosters and supports partnerships within the Libraries and across campus to advise and guide policy and decision-making related to supporting and maintaining the IR@UF and library platforms that support digital scholarship and pedagogy
5. Collaborates with and provides guidance to library colleagues who frequently navigate intellectual property and open scholarship-related issues in implementing initiatives and serving users
6. Leverages knowledge of domestic and global trends, particularly around models of scholarly dissemination and publishing, to enable broader dissemination of UF's scholarly and creative contributions, increase public access to scholarship and information resources, and educate stakeholders on the opportunities and challenges faced
7. Monitors national and international legal issues that impact the intellectual property and scholarly communications ecosystems, informs and educates the UF community of their significance, and participates in campus efforts to ensure that scholars, students, and libraries retain the full benefits of the current and evolving ecosystems
8. Engages in scholarly, creative, and professional service activities as related to assignment and in accordance with [tenure and promotion criteria](#)

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:

¹ Schmalting, 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.

- Master's degree in library science from an ALA-accredited institution or advanced degree in a relevant field
- Eight years of relevant experience is required, of which five years must emphasize scholarly communication issues in libraries, academia, scientific or scholarly publishing, or other relevant settings
- Extensive knowledge of U.S. copyright law and policy, especially as it applies to the application of Fair Use Doctrine and reuse permissions in academic and research settings
- Knowledge of international copyright law and policy, especially as it applies to digitization and digital humanities projects
- Practical experience with Open Education Resources, course text affordability initiatives, current library course reserves and interlibrary loan practices, controlled digital lending, and shared collections initiatives
- Practical experience with author publishing agreements, Creative Commons licenses, open access publishing models, publisher licensing practices, researcher IDs (ORCID), and other issues and trends relevant to the scholarly communications landscape
- Demonstrated experience providing one-on-one and group consultations to users and advising colleagues and administrators
- Demonstrated experience in developing and delivering instructional sessions to a wide variety of stakeholders in both classroom and professional development settings
- Evidence of excellent interpersonal skills, including oral and written communication
- Ability to work independently and collaboratively with diverse internal and external stakeholders.
- Strong potential to meet the requirements for promotion and tenure outlined in the [Libraries by-laws](#)

Preferred:

- Juris Doctor degree.
- Twelve years of experience with an emphasis on scholarly communication issues in libraries, academia, scientific or scholarly publishing, or other relevant settings.
- Record of increasing responsibility and emerging leadership in an academic setting
- Knowledge of the academic research enterprise and related infrastructures and systems; the research lifecycle; grants and research funding; funder mandates and compliance; and research integrity and ethics; and scholarly publishing and dissemination
- Enthusiasm for engaging with emerging trends and technologies that have implications on intellectual property and scholarly communications, especially Artificial Intelligence and machine learning, data science, research data management, public and open scholarship, and scholarly impact
- Experience performing assessments and creating reports and presentations to inform a wide variety of stakeholders and community members
- Experience with supporting institutional repositories and or digital libraries from an intellectual property and scholarly communications role in a comparable environment

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.

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](#), and is reflected in the [Strategic Directions](#). 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 fourth in Forbes "Top 25 Public Colleges" (2024). The University of Florida (UF) is 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 of 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. The University of Florida provides ongoing [guidelines and resources related to COVID-19](#).

AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY

The University of Florida is an equal employment employer and is committed to non-discrimination with respect to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit-based factors. These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, promotions, training, and

career development programs. We're committed to attracting, hiring, and retaining top talent by valuing diversity of thought, skill, and experience. As an equal opportunity employer, we believe in fostering environments where team members feel included, valued for their differences, and empowered to do their best work. The University of Florida is a public institution and subject to all requirements under the Florida Sunshine and Public Records laws.

If 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 this position and how your experiences apply to the required qualifications
- your current curriculum vitae (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 October 23, 2024 (applications will be reviewed as received). Submit all application materials through the Jobs at UF online application system at [Job Number 533302](#). 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.