Open Access Librarian

Department: Scholarly Communications Office within the Research, Engagement, and Scholarly Communications Division

Salary: Commensurate with qualifications and experience

Position Availability: Fall 2021

The Emory University Libraries seek an Open Access Librarian to contribute to our growing scholarly communications program and to further our commitment to open access (OA) and open educational practices (OEPs). The ideal candidate will be someone who is interested in helping us develop innovative approaches to OA and OEP outreach, promotion, and education; who shares the Libraries’ commitment to social justice; who is committed to student and faculty success; and who is able to work successfully in a collaborative environment.

Position Summary

Reporting to the Head of the Scholarly Communications Office (SCO), the Open Access Librarian leads open access outreach, advocacy, and educational services, specifically focused on all aspects of OEPs and two of the university’s open access repositories: OpenEmory and Emory Theses and Dissertations (ETDs).

This librarian leads all OEP services, which requires partnering with subject matter experts, including subject librarians, informationists, SCO colleagues, faculty members across campus, and other community members. The Open Access Librarian conducts OEP outreach to increase awareness, adaptation, use, and creation of open educational resources (OER) and to promote instructor engagement in open pedagogy. This librarian advocates for faculty adoption of OER and affordable teaching materials as a social justice initiative to make university education more affordable and equitable and to increase usability and flexibility of educational resources. This librarian also provides guidance to faculty who want to develop new OER, collaborating with staff in the Emory Center for Digital Scholarship to bring these resources to fruition through publication and hosting services.

The Open Access Librarian collaborates with the Scholarly Repository Coordinator, the SCO Head, other SCO staff, and all public-services librarians and informationists to promote awareness and use of OpenEmory and ETD repositories. Currently in the planning process to migrate to a new platform, OpenEmory resulted from Emory faculty’s passage of an open access policy in 2011 and was launched in 2012. With more than 20,000 works, the repository is mature and prime for reinvigoration through a new look and feel and increased faculty awareness and usage.

Emory Libraries requires that our employees recognize diversity, equity, and inclusion as essential core values to achieving our mission to enrich the quality of life in an inclusive work environment through competency training, reassurance of personal growth, restorative communication practices, and embrace our diverse identities of patrons within the Emory community.
**Essential Responsibilities & Duties**

A. **Open Education Services**

1. Consults with faculty to help them discover, adopt, and adapt externally produced OER and to promote awareness, understanding, and engagement with open pedagogical practices.
2. Collaborates with faculty and Libraries and University units to develop and disseminate locally produced OER.
3. Partners with university departments and units, other libraries, library divisions, departments, and units as necessary to promote OEP initiatives.
4. Creates and maintains OEP outreach and educational materials and provides comprehensive OEP training to librarians and faculty.
5. Collaborates with the SCO Head to set OEP program goals, policies, best practices, and assessment metrics for program success and sustainability.
6. Collaborates with the Copyright and Scholarly Communications Librarian as needed to offer education and assistance to instructors on copyright and open licensing practices.

B. **Open Access Repository Services**

1. Promotes the use of open access scholarly repositories at Emory (currently OpenEmory, ETDs, and Dataverse) to the Emory community through outreach, promotion, and education and by creating and maintaining resources on the repositories.
2. Works with public-services librarians and informationists across all libraries to provide guidance to faculty and students on how to assess and increase research impact, promoting tools such as ORCID, Altmetric scores, preprint repositories, and OpenEmory downloads, among others.
3. Collaborates with the Research Data Librarian and other librarians and informationists to promote data management services among faculty, students, and staff, and to solicit feedback from researchers about data management needs.
4. Serves on committees and participates in the Digital Library Program as appropriate, including collaborating with the Scholarly Repository Coordinator and the Library Technology and Digital Strategies division's Digital Repository Program Manager on the integration of existing scholarly repositories (OpenEmory, ETDs, and Dataverse) into Emory Digital Collections.
5. Serves as a backup and resource for the Scholarly Repository Coordinator who provides first-line administrative and technical support for OpenEmory and ETDs.

**Required Qualifications**

- ALA-accredited master's degree in Library and Information Science OR equivalent education and relevant library experience.
- 3 years of professional experience and subject matter expertise.
- Demonstrated knowledge of all major aspects of OEPs and OA repositories, particularly regarding public-facing library services.
- Demonstrated ability to create and deliver effective promotional, outreach, and educational services on OEPs and OA repositories.
- Ability to build and sustain effective interpersonal relationships with library staff, faculty, students, and administrators.
- Excellent interpersonal and communication skills, including public speaking in front of varied audiences such as faculty and high-level university administrators.
- Evidence of analytical, organizational, communication, and project and time management skills and demonstrated ability to set priorities, meet deadlines, and complete tasks and projects on time, within budget, and in accordance with task/project parameters.
Commitment to fostering a diverse educational environment and workplace and an ability to work effectively with a diverse faculty and student population.

Capacity to thrive in an ambiguous, future-oriented environment of a major research institution and to respond effectively to changing needs and priorities.

Demonstrated knowledge of current trends and issues in academic libraries and higher education.

Demonstrated knowledge of current trends in open access, open educational practices, and scholarly communications in the academy.

Evidence of active participation, involvement, and leadership in local, state, regional, national, or international professional or scholarly associations.

Demonstrated proficiency and capabilities with personal computers and software, the Web, and library-relevant information technology applications. Working knowledge of standard computer office applications such as Microsoft Outlook, Word, Excel, Access, PowerPoint or other productivity software.

**Preferred Qualifications**

- Demonstrated ability to effectively communicate and collaborate with faculty in a wide range of disciplines.
- Demonstrated interest in digital initiatives and technologies as they apply to OEPs and OA repositories.
- Exceptional written and verbal communication skills with capability to drive action toward OA in research and education.
- Dynamic, enthusiastic demeanor with ability to quickly connect and partner with key stakeholders across campus.
- Experience developing, managing, championing, and disseminating local and/or externally produced OER.
- Experience with instructional design, sound curriculum development, and open pedagogy.
- Knowledge of copyright, permissions, and appropriate use and attribution of openly licensed materials to support reuse and remix of existing OER.
- Knowledge of the research process and evolving models of OEPs, open access, scholarly repositories, and other trends in scholarly communications.

**Application Procedures**

Interested candidates should review the applications requirements and apply online at [apply.interfolio.com/97307](http://apply.interfolio.com/97307). Applications may be submitted as Word or PDF attachments and must include:

1) Current resume/vita detailing education and relevant experience;
2) Cover letter of application describing qualifications and experience; and
3) Diversity, equity, and inclusion (DEI) are a central focus of our work at Emory Libraries and across our campus, and the incumbent for this position will need to communicate how open access and open educational practices affect social justice/DEI issues. Please write a statement of no more than 500 words addressing this topic and describe how your DEI values serve as a foundation for this work.
4) On a separate document list the names, email addresses, and telephone numbers of 3 professional references including a current or previous supervisor.

**Candidates applying by November 30, 2021 will receive priority consideration.** Review of applications will continue until position is successfully filled. Emory is an Equal Opportunity/Affirmative Action Employer that welcomes and encourages diversity and seeks applications and nominations from women, minorities, people with disabilities and veterans.

**General Information**

Professional librarians at Emory Libraries are 12-month faculty-equivalent positions evaluated annually with assigned ranks renewable for 3 or 5 years based on experience and background. Appropriate professional leave and
funding is provided. Depending on educational credentials and position, librarians may be considered for a shared/dual appointment between the library and academic department as a faculty member.

Librarian appointees at Emory generally have educational credentials and professional backgrounds with academic library experience and/or disciplinary knowledge and demonstrate a commitment to continuous learning, professional engagement and involvement, research and scholarship, creativity, innovation, and flexibility. Such backgrounds will normally include a graduate degree from an ALA-accredited library and information science program AND/OR a discipline-specific master’s OR doctoral degree. In addition to professional competence and service within the library in the primary job assignment, advancement and/or appointment renewal requires professional involvement and contributions outside of the library and scholarly activities. Candidates must show evidence or promise of such contributions.

Emory provides an extremely competitive fringe benefit plan that includes personal leave, holiday pay, medical and dental plans, life insurance, courtesy scholarships, and tuition reimbursement just to name a few. For a full list of benefit programs, please go to [http://www.hr.emory.edu/eu/benefits/](http://www.hr.emory.edu/eu/benefits/).

**Description of Institution and Library**

Emory University is internationally recognized for its outstanding liberal arts college, superb professional schools, and one of the South’s leading health care systems. Emory’s beautiful, leafy main campus is located in Atlanta’s historic Druid Hills suburb and is home to 8,079 undergraduates and 7,372 graduate and professional students. As the second largest private employer in Atlanta, Emory University and Emory Healthcare have a combined workforce of approximately, 37,716 and an annual operating budget of $5.6 billion. Emory University received $831 million in research funding in fiscal year 2020.

Ranked among the top 20 Association of Research Libraries (ARL) in North America, Emory University Libraries in Atlanta and Oxford, Georgia is the interdisciplinary intellectual commons for Emory University. The collections at the nine Emory Libraries include more than 5.6 million volumes, 400,970 electronic journals, over 1.6 million electronic books, and internationally renowned special collections. The Stuart A. Rose Manuscript, Archives, and Rare Books Library is home to over 190,000 cataloged titles and more than 19,000 linear feet of manuscript material. Rose Library’s collections span more than 800 years of history, with particular depth in modern literature and poetry, African American history and culture, political, social and cultural movements, and the University’s archives.

Emory Libraries staff, including student workers, number approximately 350 with an overall library budget of approximately $42 million. Emory University Libraries is a member of the Association of Research Libraries (ARL), the Association of College and Research Libraries (ACRL), the Atlanta Regional Council for Higher Education (ARCH), the Coalition for Networked Information (CNI), the Center for Research Libraries (CRL), the Council on Library and Information Resources (CLIR), the Digital Library Federation (DLF), International Federation of Library Associations and Institutions (IFLA), and the Scholarly Publishing & Academic Resources Coalition (SPARC) as well as regional associations including the Association of Southeastern Research Libraries (ASERL) and Georgia Library Learning Online (GALILEO).

The Emory University Libraries include the Robert W. Woodruff Library, which is also home to the Goizueta Business Library, the Heilbrun Music and Media Library, and the Stuart A. Rose Manuscript, Archives, and Rare Book Library. Other library spaces include the Science Commons, Cox Hall Computing Center, the Library Service Center operated in collaboration with the Georgia Institute of Technology, the Woodruff Health Sciences Center Library, the Pitts Theology Library, the Hugh F. MacMillan Law Library, and the Oxford College Library located on the Oxford Campus approximately 30 miles from Atlanta.

**Diversity Statement:**
Emory Libraries recognize diversity, equity, and inclusion as core values integral to achieving our mission to enrich the quality of life and advance intellectual discovery by connecting people of diverse backgrounds and experiences. We champion an inclusive work environment through competency training, reassurance of personal growth, restorative communication practices, and diverse recruitment and retention. We offer exhibits, collections, programming, and research assistance that speaks to the rich needs and identities of patrons from the Emory community and beyond. We encompass opportunities that strengthen these values. We invite you to bring your true self to the library and feel welcomed when you arrive.

Emory University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all applicable Federal and Georgia State Laws, regulations, and executive orders regarding nondiscrimination and affirmative action in its programs and activities. Emory University does not discriminate on the basis of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran’s status.