

Candidate Summary Statement
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INTRODUCTION

While employed at the University of Nebraska-Lincoln Libraries, I have assumed two different appointments: first, in 2005-06 as Multicultural Services Librarian; and then in 2008, when I returned to the University of Nebraska-Lincoln Libraries as Media Services Librarian. In 2009, while the individual to whom I reported changed, and the position title changed from Media Services Librarian to CONTENTdm Coordinator to Image & Multimedia Collections Coordinator – the level of commitment and service on my part remained at the same high level I strive for in every day, in every project, and in every relationship. The following statement identifies and highlights my contributions and efforts as well as their significance in all three areas of the University of Nebraska-Lincoln Libraries’ promotion and continuous appointment criteria: 1) performance in assigned areas of responsibility, 2) scholarly and creative activities, and 3) service and outreach.

PERFORMANCE IN ASSIGNED AREAS OF RESPONSIBILITY

My position responsibilities include:

- Serve as the coordinator for the Image & Multimedia Collections
- Support various library digital initiatives
- Provide general and specialized reference service in assigned liaison area(s), including library instruction to faculty, students, staff, and local community users.
- Serve as liaison librarian for designated area(s) (2008-2011).

Image & Multimedia Collections

I have cultivated a strong record in my area of primary responsibility as the Image & Multimedia Collections Coordinator. In this position, I play an essential role in maintaining and developing collections. The digital collections should be reflective of the research and professional efforts of the UNL community. To that end, I worked diligently to cultivate connections and relationships with new faculty and departments since my appointment. For example, new collections such as the Blue Heron Artists Books, the Opera Scores from the Rokahr Family Archive, the School of Natural Resources collections, UNL Football Consecutive Sellouts, Entomology collections, Lantern Slides-Physics and Astronomy, Government and Educational Comics collections, the Lentz Asian collection, the Emeriti Oral Histories, the Agriculture Research & Development Center collection, the Anthropology Historical and Current Photo Comparison collection, and Educational Media collections are all collections begun under my leadership.

The scope of my work includes working with collection managers within the library and in other departments, faculty and staff, and technology staff. It also includes training, information dissemination, regular maintenance, addressing issues as they arise and in a timely fashion, training, software updates, and troubleshooting. Customer service plays a crucial role in all aspects of my work. It is important that I am responsive to library employees, to faculty and staff, and to users.

Pivotal examples of work produced during my appointment include several projects accomplished through committee work such as developing a collection sample template for new collections to utilize, revising the CONTENTdm digital guidelines, and creating a front page for the Image & Multimedia Collections. These projects provided guidance, structure, and presence for new digital collections. I worked with Jason Bougger and Steve Sall to assist in CONTENTdm 6.0 alpha and beta testing. Our input helped with development of the new user interface. I continued working with Jason and Steve to deploy the greatly improved CONTENTdm 6.0 software. The new software incorporated some exciting new and long-awaited features that provided an extremely polished look. The transition from CONTENTdm 5.4 to CONTENTdm 6.1 was for the most part seamless and uneventful.

Another important endeavor was partnering with DeeAnn Allison and the Art History department to evaluate other image collection software. I identified the library stakeholders who could provide appropriate feedback and input. We evaluated ThirdLight, Content Pro, and Rosetta. We hosted several vendor visits, webinars, and conference calls to gather all the information. The image collections are utilized by faculty and departments on campus and it is important to have their commitment and buy-in for whatever product we provide. The thorough evaluations allowed us to determine that at least two of the products were not the correct fit for our institution. The evaluations also allowed us to cultivate buy-in and enthusiasm for the ultimate product of choice.

Digital Initiatives

With my appointment in 2008, a portion of my responsibilities included “Digital Initiatives”. This area of work includes projects such as the Library 110 Virtual Tour for both Love Library and CYT Library on East Campus and the Media Services web pages. I was tasked with creating a new virtual tour of Love Library for the Library 110 course. I was successful in developing an interactive web-based virtual tour. I utilized a library student worker studying architecture to assist with converting library floor plans to a 3-D model and used quick-view windows to highlight the pertinent LI110 course information and respective images. Based on the success of

this project, I was asked to create a CYT Library virtual tour in support of the AG103 course similar to the Love Library version. Each of these projects allowed me to utilize and implement new technology and software as well as collaborate with campus departments to create a polished final product.

Reference and Instructional Services

A small portion of my time is allocated in support of the Love Library Reference Desk. I assume responsibility for designated day and evening/weekend reference shifts. This also includes doing presentations focused on reference and research to students at events such as the MidSemester Check General Library Presentation and presentations such as the Scanning presentation which I gave to Library Faculty and staff. This session reviewed the basics of scanning and where and what type of scanning is available for patron use throughout the libraries.

Liaison Activities

In 2005, my liaison responsibilities were related to my appointment as Multicultural Services Librarian, and took on a somewhat interdisciplinary perspective in that History, Ethnic Studies, English, Anthropology, to name a few, were the departments, faculty and students that I supported.

In 2008 my liaison assignment was Mathematics and Computer Science. I worked closely with the faculty of both departments, and enjoyed developing a solid working relationship with them. In 2010, Adonna Fleming expressed interest in assuming the liaison responsibilities for Math and Computer Science. I was asked to support Communication Studies at that time. Then in 2011, Kate Adams asked for Communication Studies. Since that time, I have no liaison responsibilities.

SCHOLARLY AND CREATIVE ACTIVITIES

Publications and Presentations

Since my appointment(s) with the UNL Libraries, I have actively worked to build a portfolio that includes a variety of publications and presentations. The focus of my scholarly and creative work is driven by a combination of direct and indirect work responsibilities, as well as professional and research interests focused on academic library leadership and management. For example, one article highlighted research comparing the search skills of international students and US students which directly related to my position as Multicultural Services Librarian. Another article highlighted the impact of the chat widget being placed on multiple library webpages which indirectly related to my Reference Desk work responsibilities. Two other articles focused on scholarly communication and employee onboarding best practices in ACRL libraries – both

were co-authored with my Simmons College PhD cohort members.

Specifically, my first published article appeared in *Library Philosophy & Practice*, a peer-reviewed journal, in 2009 titled “Closing the Gap: Investigating the Search Skills of International and US Students, an Exploratory Study”. This was a collaborative project with Professors Charlene Maxey-Harris, Charity Martin, and Elizabeth Rodacker-Borgen. We had gathered data that indicated technology is closing the gap between US and international students’ information seeking skills. This research project was funded by a grant from an American Library Association Diversity Research Grant. I wrote the grant proposal, and I also wrote portions of the introduction and discussion sections of the article, as well as edited the paper and prepared the article for submission for publication. We presented results at the American Library Association Annual Conference in 2007 and the Mountain Plains Library Association Conference in 2008.

The second published article appeared in *portal: Libraries and the Academy*, an international refereed journal, in 2011 titled “Envisioning the Library’s Role in Scholarly Communication in the Year 2025”. I co-authored this article with Maria Carpenter, Jerome Offord, and Mary Piorun. Our research probed the future roles for libraries in the scholarly communication process through the use of scenarios. Specifically, we asked 20 ARL library directors to read and provide constructive comments on the scenarios, name them, and either select a scenario or propose a scenario that most closely matched their vision. Issues such as library as publisher, the economy, and the need for collaboration were discussed in our papers as well as a futures timeframe and the desire versus the likelihood of a particular scenario coming to fruition. My role included interviewing four directors for their input, writing the responses into the paper, contributing to the literature review, writing the discussion, and preparing and submitting the article for publication.

The third published article appeared in *College and Undergraduate Libraries*, also peer-reviewed, in 2013 titled “Location, Location, Location: Impact of IM Widget Placement”. I co-authored this article with Tracy Bicknell-Holmes and co-presented our findings at a UNL Libraries Brown Bag session in 2012. This research examined the implementation of Chat Reference at UNL Libraries and the effects of placement of the widget itself. We examined piloting strategic placement of the QuestionPoint Instant Message Qwidget on multiple pages of the library website – this resulted in a substantial increase in reference interactions and this article documents how and what was done, as well as the statistical results. My role in this

project included writing the literature review, findings, discussion, conclusion, and prepared the article for publication submission.

Lastly, the fourth published article appeared in *Library Management*, also peer-reviewed, in 2013 titled “Employee Onboarding: Identification of Best Practices in ACRL Libraries”. I co-authored this article with Maria Carpenter, Jerome Offord, Mary Piorun, and Gary Shaffer. The focus of this article was identification of best practices for employee onboarding programs in ACRL libraries and the process by which a new employee is introduced to an organization and its vision, mission, and values. My role in this project included preparation of disseminated information, data analysis and evaluation, editing, and preparing the paper for article submission. We were invited to present a panel on the results of the research to the ACRL Personnel Administrators and Staff Development Officers Discussion Group at the MidWinter ALA conference in 2010 held in Boston, MA.

In addition to the scholarly items aforementioned, I have completed two research studies as requirements for my Simmons College PhD program: one focused on leadership and Millennials at CIC institution libraries; the second project focused on Tribal Colleges and University (TCU) Libraries use of scenarios for futures planning. I submitted the Millennials paper to the *Journal of Academic Librarianship* at the end of May 2013 and it was accepted for publication in early 2014. The TCU Libraries scenarios paper is submitted to *Journal of Academic Librarianship*, and I am awaiting response for this paper as well. In addition, I submitted the TCU Libraries scenario research for presentation as a Round Table Discussion at the 2013 International Conference of Indigenous Archives, Libraries, and Museums June 10-14 in Santa Ana Pueblo, NM. My proposal was accepted, and well-received.

Research in Progress

I recently completed a book chapter which I co-authored with Kiyomi Deards titled *The Role of Professional Protocols: Recruitment, Retention, and Service*. The chapter and book is now in print production. The focus of the chapter is the cultivation of professionalism as a necessary part of training the academic and research library leaders of the future. For the purposes of our study, the aspects of professionalism were divided into four main categories of etiquette, professional behavior, personal presentation, and space (how people use it and fill it). We examined existing literature and disseminated a survey to determine how library employees feel about professional protocols. It argues that the observance of professional protocols can impact student satisfaction as well as create a more positive work environment. I developed the survey as well as disseminated the survey. I analyzed the data and wrote the findings, discussion, and conclusion

for the chapter. Results of the survey indicate that libraries value professionalism with an emphasis on professional behavior. This chapter is currently under peer review, and is scheduled for revisions and final submission late summer 2013.

SERVICE AND OUTREACH TO THE UNIVERSITY AND THE PROFESSION

I have cultivated a purposeful and laudable service record during my time at the University of Nebraska-Lincoln. This record includes both member and officer service to the Libraries and the University as well as state, national, and international service to the profession.

Library and University Service

My record of UNL Libraries service shows strong documentation of both library and faculty committee work. I served on the Libraries' Diversity Committee in 2005 and 2006, helping chart the early direction of the committee's efforts with collaborative events as Ethnic Food Day and Spring into Library Committees. Joint Staff Committee was another library committee I served as a member, assisting with planning the annual Holiday Tea, Staff Service Awards, and the Mitten Tree to name a few. I volunteered for the Staff Development Committee from 2009-2011. I worked with the committee identifying staff development opportunities. I also served on UNL Libraries staff searches for two positions and the Staff Excellence Committee in 2009 and 2012. Other library committee work included the CONTENTdm Front Page Committee, the now disbanded Digital Arts Committee and the Digitization Committee.

In terms of Library Faculty service, I have served as Faculty Secretary, and served on the Nominations Committee, the Committee on Academic Rank and Tenure, and the Liaison Committee as a representative for COART.

University service includes active involvement on the Intercollegiate Athletic Committee from 2010 to 2013, two of its sub-committees, and serving as secretary. I also serve on the University Appeals Board through 2014.

State

I participated in service activities in both Nebraska and Arizona. The state service in which I engaged in Nebraska was in direct support of my assigned positions. The motivation for the state service in Arizona stemmed from my participation as a Knowledge River Scholar while at the UA Library School. I wanted to give back to the program I found instrumental in my career development and direction.

As a member of the Nebraska Library Association, I served as both a member and co-chair of the association's Diversity Committee in 2010-2011. I have served on the University of Arizona Knowledge River Steering Committee since 2006. This included participating in annual committee meetings, determining program direction, and identifying grant opportunities including assisting with grant preparation. In addition to the steering committee responsibilities, I served on the Scholarship Selection Committee for three years. This included reviewing applications and working with the other Selection Committee members to identify the recipients as we received many more applications than could be funded.

National

My exposure to national service and associations began while I was attending UA School of Information Resources and Library Science. As a student, I was part of the 2005 ARL Initiative to Recruit a Diverse Workforce and gained valuable knowledge of the library field and the role of ARL. As a result of being a participant in this program, I volunteered to serve in a mentor role once I was in a professional academic position.

As a part of the Emerging Leaders program, I had the opportunity to volunteer for an ALA committee as an intern. I was invited to serve on the ALA Committee on Rural, Native and Tribal Libraries of All Kinds, as my committee internship for 2007-2008. I served as secretary for the meetings at ALA Annual Conference and MidWinter Conference. This intern position gave me an inside view of broader issues affecting the rural, Native and Tribal libraries throughout the US and internationally.

Through the ALA Diversity Grant awarded for our research project with Martin, Maxey-Harris, and Rodacker-Borgen, I was asked to serve on the ALA Spectrum Scholarship Selection Committee. I assumed these responsibilities for two years working with two different selection committees to evaluate and select the next round of Spectrum scholars.

I received an invitation to serve as an ARL Visiting Program Officer for ARL Leadership and Diversity in 2011 and fulfilled that role for two years. In this capacity, I assisted with program development for the Initiative to Recruit a Diverse Workforce. For example, I conducted training webinars for the cohort, and facilitated sessions at the ALA MidWinter program each year. I also assumed responsibility for coordinating the ALA diversity newsletter, Synergy. I worked with the Director of Diversity and Leadership to identify themes and topics as well as getting the newsletter on a regular 6-month schedule. I recruited authors for the issues, established deadlines and then monitored the deadlines.

International

Because of my participation in the American Library Association's Emerging Leaders program for 2006, I was invited to serve on the International Federation of Library Association's (IFLA) Special Interest Group (SIG) on Indigenous Matters Task Force in 2010. This invitation was extended by then ALA President Lorlene Roy. This committee service gave me the opportunity to work with librarians from around the world. The focus of the group is to consider the broad range of issues relating to indigenous peoples, indigenous knowledge and libraries and information services. Some of these issues include awareness of indigenous peoples and issues, content and perspectives, description and classification of materials, handling of secret or sacred and offensive material, and copying and repatriations of records.

OTHER ACTIVITIES

I was selected as an Association of Research Libraries Leadership and Career Development Program fellow for 2013-2014. This is an 18-month program to prepare librarians to take on leadership roles in ARL libraries. The program design includes 3 institutes, a career-coaching relationship with an ARL library director or senior staff member, training on identifying, developing, and conducting a research project during the fellowship, online discussions and webinars related to the ARL Strategic directions, and a closing event which highlights our research projects as poster presentations. At this point in the program, I have participated in two of the three institutes, meet regularly with my identified mentor, and have completed my research project.

CONCLUSION

Throughout my appointment as the Image & Multimedia Collections Coordinator at the University of Nebraska-Lincoln Libraries, I believe I have cultivated an excellent record of service and dedication to the library, the university, and the profession. It is evidence of the work that demonstrates I successfully meet the criteria for continuous appointment and promotion. While reviewing my documentation folders, I ask the committee to reflect on my contributions for advancing both the mission of the Libraries and of the University specifically related to the three areas required to achieve promotion and continuous appointment at UNL Libraries specifically my job responsibilities, scholarly and creative activities, and service.