Diversity Resident
Library of the University of California, Davis

Overview of Position

The Library at the University of California, Davis, seeks a dynamic, user-oriented, early-career librarian or recent MLS graduate to participate in a two-year Diversity Resident Program.

Reporting to the Head of Content Support Services, the resident will work in a supportive environment to gain the requisite knowledge, skills, and competencies to thrive in an academic library setting with a focus on metadata creation. Depending on the skills and interests of the incumbent, this could include the cataloging of print and electronic resources, archival description, and/or the organization and curation of data.

The overarching goals of the program are to
- Advance diversity and equal opportunity in the profession by recruiting individuals with the potential for leadership in addressing the barriers that have prevented individuals from traditionally underrepresented ethnic or racial minority groups, gender or gender identities, or physical or cognitive abilities from full participation in careers in academic librarianship
- Recruit to the Library of the University of California, Davis, for the duration of the residency, individuals relatively new to working in a research library by providing opportunities to
  - Contribute meaningfully to defining the changing role of research libraries and the required workforce of the future
  - Acquire substantial, practical experience in a research library in a top-rated research institution

Early-career librarians and recent MLS graduates who are interested in pursuing academic librarianship and in achieving the goals outlined above are encouraged to apply.

UC Davis and UC Davis Library

The University of California, Davis, is a global community of individuals united to better humanity and our natural world while seeking solutions to some of our most pressing challenges. Located near Sacramento, California's capital, UC Davis has more than 39,000 students, the full-time equivalent of 4,100 faculty and other academics and researchers, and 17,400 other personnel. The university has an annual sponsored research budget of over $1 billion, includes a major academic health system, and over two dozen specialized research centers. Recognized as one of the top 10 public universities in the US and the number one university in the world for agricultural research and veterinary medicine, UC Davis offers interdisciplinary graduate study and more than 100 undergraduate majors in four colleges - Agricultural and Environmental Sciences, Biological Sciences, Engineering, and Letters and Science. It also houses six professional schools - Education, Law, Management, Medicine, Veterinary Medicine, and Nursing. The university is ranked among the top institutions in the country in contributing to the public

good (e.g., recruiting and graduating low-income students), LGBTQ-inclusivity, and serving first-generation and Hispanic students. In addition to the main campus in Davis and the medical center in Sacramento, UC Davis has research facilities in Bodega Bay and Tahoe and faculty in every county of the state through its agricultural extension program.

UC Davis is a top-tier public university, ranked 5th nationally by the Wall Street Journal/Times Higher Education, 9th in the QS USA University rankings, and 10th nationally by US News and World Report among U.S. public universities overall and for research funding. It is also ranked #1 in the diversity and internationalization category in the QS USA University rankings. The US News and World Report rankings also highlight UC Davis as 16th among "top performers on social mobility," which is determined by the outcomes of Pell Grant recipients and other stats. Check out more ranking information on our "About Us" webpage.

The UC Davis Library is ranked among the top academic research libraries in North America and belongs to the Association of Research Libraries and other organizations that position it to collaborate with other leading organizations. The library uses Ex Libris's Alma as a UC-wide resource management system, Primo VE as a UC-wide discovery system, and ArchivesSpace as its archival materials management system. The library has been actively involved in linked data activities and is planning the transition of its bibliographic data and library operations to linked data.

The resources of Archives and Special Collections (ASC) play a significant role in the library's support of instruction and research. In addition to the University Archives, ASC has several areas of strength including viticulture and enology, wine writers, agricultural technology, political movements and radical pamphlets, nineteenth-century British poetry, theater history, history of natural sciences, and nature writing. The library also houses the Michael and Margaret B. Harrison Western Research Center Collection, comprising 21,000 volumes relating to the Trans-Mississippi West. The library relies on remote storage at the UC Northern Regional Library Facility (NRLF) as a secure preservation environment for many of its rare materials.

The work location for this position is principally on campus, with some flexibility to work remotely per applicable Library policy.

Our Commitment to Inclusive Excellence

As one of the country's leading R1 institutions, UC Davis seeks candidates with an exceptional record of research and/or teaching, and inclusive excellence. In addition, the successful candidate will demonstrate an understanding of the barriers preventing full participation of members from historically underrepresented and marginalized student communities in higher education, such as (but not limited to) women, underrepresented minorities, individuals self-identifying as LGBTQIA+, veterans, individuals with disabilities, economically disadvantaged groups, first-generation, undocumented students, or students with any intersections in between.

Diversity, equity, and inclusion are core values of the University of California, Davis that are embedded within our Principles of Community and are tied with how to best serve our student population. Please review the full Job Posting to learn about the initiatives that keep UC Davis an inclusive and safe campus for our incredibly diverse students, staff, academic appointees, and faculty.

Position Responsibilities

Under the general supervision of the Head of Content Support Services, by the end of the program the resident will:

- Participate in metadata creation in at least one major area of librarianship (traditional cataloging, archival description, and/or data curation)
- Be able to demonstrate requisite experience and skills to be a credible candidate for a position in an academic library
- Have had the opportunity to explore various roles in an academic library, shape their professional aspirations, and see how different functional units interact and contribute to the library as a whole
- Have cultivated collaboration and communication skills necessary to work effectively in a contemporary library organization through practical work experience and professional development opportunities
- Under the mentoring of colleagues, have gained demonstrable knowledge about existing and future challenges of metadata description and collection management
- Be ready to speak to and model aspects of modern librarianship in an academic setting
- Be able to demonstrate the project and time management skills necessary to manage successfully complex projects
- Be able to apply supplemental professional capabilities such as conflict management, emotional intelligence, team training, persuasion methods, etc.
- Be able to contribute to shaping the field of librarianship through research and scholarship, and possess the communication skills and perspective to contribute to discussions about professional practice
- Have received specific professional development and training focused on beginning their professional career (such as carrying out a job search, negotiating an offer for a professional position, and seeking a professional mentor)

During the first year of the residency, the resident will gain knowledge and work experience in the UC Davis Library, primarily in the Content Support Services department. Content Support Services includes five units: Acquisitions and Licensing, Archival Processing, Collection Maintenance, Electronic Resources Management, and Metadata Creation. The resident will also be introduced to other facets of librarianship, in areas such as research consultation and support, student support, archives and special collections, health sciences, collection strategies, scholarly communications, online services, and data science and management.

By the second year the residency will be focused on appropriate project work, with specifics defined during the first year in consultation with their supervisor and other library stakeholders as appropriate. The project(s) will be tailored to the resident's expertise, interests, and skills, and ideally will address Library strategic or programmatic needs. The second year will culminate with a presentation, poster session, or paper, or some such similar effort, about the project(s).

Over both years of the residency, the resident will be actively mentored by their supervisor and other relevant colleagues, and also gain experience with general skills, such as planning and project management, assessment and evaluation, meeting planning, and conflict resolution.

Required Qualifications for the Position

- Completion of or enrollment in an ALA-accredited master's degree program in Library and Information Science or equivalent; if degree is in progress, must be completed within six months from date of appointment
- Ability to work both independently and collaboratively with multiple constituencies in a complex and rapidly changing, matrix-based work environment
- Excellent interpersonal skills with the ability to work successfully in an intensely collaborative environment with complex workgroups comprising a broad range of people from culturally diverse backgrounds including colleagues, administrators, students, and others
- Ability to effectively use of analytical, problem-solving, and communication skills

Preferred Qualifications for the Position

- Working knowledge of Alma, OCLC, and/or ArchivesSpace or analogous library systems
- Working knowledge of metadata schemas such as MARC/RDA and EAD
- Experience with applying existing metadata standards to resource description
- Demonstrated commitment to diversity, equity, and inclusion
- An aptitude for continuously learning new technologies
- Subject expertise in music, geography, agriculture, food studies, and/or viticulture

Salary and Benefits

Rank and salary: Assistant Librarian, Salary Point 1 ($60,116) to Salary Point 9 ($74,399). (Final salary based on qualifications and experience.)

The incumbent will be a member of the LX Collective Bargaining Unit represented by the University Council - American Federation of Teachers (UC-AFT).

Benefits: The University of California is one of the largest employers in California, and offers outstanding health and retirement benefits to its employees and their families. Librarians are academic appointees and earn 24 days of vacation and 12 days of sick leave per year. In addition, there are 13 university holidays. http://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html

Application Information

Interested in learning more? We invite you to attend an informational session scheduled for 12:00-1:00pm (Pacific Standard Time), Oct. 25, 2022**.** In this session, we will share the vision for this position, details of the application and interview process, and answer any questions you may have. Register for the event here:
https://ucdavis.zoom.us/meeting/register/tJModOigrzwoH9N7B1dfBhq1bzaTXWDNY40s

Applications must be submitted via the UC Davis RECRUIT website: https://recruit.ucdavis.edu/JPF05266

Candidates applying by November 13, 2022, will receive first consideration. The position will remain open until filled. See https://www.library.ucdavis.edu/careers/ for this posting and information about working at the UC Davis Library.

Please include a letter of interest addressing qualifications and experience related to the position, a Curriculum Vitae, and names and contact information for at least four references. Diversity, equity, and

inclusion is a major component of this position as well as one of the Library's strategic goals. Please make sure you discuss your commitment to addressing diversity, equity, and inclusion issues throughout library activities in your letter.

This position is a critical position and subject to a background check. Employment is contingent upon successful completion of background investigation including criminal history and identity checks.

The University of California is an affirmative action/equal opportunity employer.
UC Davis is a smoke- and tobacco-free campus effective January 1, 2014.