



## Position Profile

# Liaison Librarians for the J. Willard Marriott Library (Cohort, 3 Positions)

December 2022

*This search is managed in partnership with Summit Search Solutions, Inc.*







## THE INSTITUTION



The **University of Utah** (the U) is the state's flagship institution of higher education, with 18 schools and colleges, more than 100 undergraduate and 90 graduate degree programs, and an enrollment of more than 32,000 students. In 2019, the University joined the Association of American Universities, an invitation-only, prestigious group of 65 leading research institutions marked by excellence in academic expertise and research impact, student success, and securing resources in support of core missions, which are focused on serving the increasingly diverse student population at the U. In Fall 2022, the U welcomed its largest ever class of incoming freshmen: 5,520 students representing all 50 states and 36 countries. Domestic students of color currently account for more than 30% of the undergraduate population - up from 18% in 2009.

President Taylor Randall recently released his [strategic vision](#) for the University of Utah calling for increased enrollment to 40,000 students and an increase in research funding to \$1 billion by 2025. This plan emphasizes the collaboration between the main and health campuses at the University of Utah, which is referred to as "One U." Working together across campus will allow the U to meet the vision described by President Randall to accelerate the University's rise as it focuses on four overarching goals: student success, knowledge transfer, community engagement, and institutional vitality.

Learn more at [utah.edu](https://utah.edu).







## THE J. WILLARD MARRIOTT LIBRARY

***MISSION:** The Marriott Library inspires the creation, discovery, and use of knowledge for Utah and the world.*

The J. Willard Marriott Library is a member of the Association of Research Libraries (ARL) and is the flagship academic library for the Utah State System of Higher Education. It is the largest state-funded academic library in the six-state region of Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming and one of just 41 academic libraries in the US with a university press under its responsibility. The Marriott Library is integral to the teaching, research, and public life missions of the University of Utah. Library holdings include 3 million volumes and nearly 200 unique digital collections containing countless photographs, maps, books, audio recordings, newspaper articles, and other items. The library currently serves over 32,000 students at the University of Utah, approximately 23,000 faculty and staff, and researchers worldwide. As one of 80 Patent and Trademark Resource Centers in the United States, the library offers extensive patent and trademark research assistance to patrons. Interior space within the library stands at 516,000 net square feet. To learn more visit: [lib.utah.edu](http://lib.utah.edu).

### ***Our Commitment to Equity, Diversity, and Inclusion***

In collaboration with the U's President and other campus leaders, the Marriott Library faculty and staff are committed to ensuring the University of Utah campus is a place where people can come together to create a compassionate, equitable, and just society. In 2019, the Utah Office of Refugee Services specifically cited the library's leadership efforts when it named the University of Utah "Employer of the Year." In 2021, the library hired a Special Project Archivist to preserve and enhance access to oral histories previously conducted with people from the state's Native American communities. Current digital exhibits highlight the contributions of diverse groups such as women in STEM, Utah's Japanese American community, and youth activist artists. Library faculty have recently published/presented research on diversity residency programs, tribal outreach and American Indian intellectual property, inclusive subject headings, and meeting diverse student needs through innovative outreach.

### ***Our Distinctive Spaces***

Beginning with the 2005 seismic retrofit, the library has been in a constant state of proactive and responsive change intending to represent and include all members of the University community. With a focus on strategic directions, the library has created a space for everyone and prioritized accessibility and student feedback in all its facilities planning. The Family Reading Room serves as an example of a dedicated space built with a specific focus on the retention and success of students with children, a demographic that makes up approximately 25% of the U's undergraduate student body. The Family Reading Room provides an environment where caregivers can access library resources while their children freely enjoy books, toys, and other activities. The Accessibility Room located in the Knowledge Commons provides assistive software and hardware for students with impairments. Managed in partnership with the Center for Disability & Access Services, this space illustrates the library's central role in ensuring success for all students. Katherine's Courtyard, an extension of the Katherine W. Dumke Fine Arts & Architecture Library within the Marriott Library, spans two levels and seamlessly integrates the indoors and the outdoors to provide additional study, relaxation, performance, and exhibition spaces.

## *Our Distinctive Programs and Services*

**Research & Teaching:** Librarians are embedded into the University's LEAP and Block U learning communities, ensuring that first-year students are prepared for success in a large R1 environment. Library subject specialists and teams are assigned to every college and course, partnering with both students and faculty on projects and research. The Business & Innovation Team, for example, provides multidisciplinary expertise in areas such as entrepreneurship, intellectual property, and medical device innovation to researchers in both the academic and health sciences campuses. Librarians offer Systematic and Evidence Synthesis Review services at multiple levels to support researchers across the U. In partnership with the University of Utah Graduate School, the library hosts the annual Dissertation and Thesis Boot Camp; this free four-day event provides graduate students with support for intensive writing sessions to help them make progress toward degree completion.

**ProtoSpace™:** This is the home for cutting-edge technology, multimodal communication, and experiential learning. Here, students, faculty, and researchers are encouraged to experiment through play and prototyping, engage in digitally enhanced teaching and learning, and collaborate on innovative research to meet real-world needs. Resources include 3D scanners and printers, virtual reality systems, podcasting, and video recording booths, a vinyl cutter, gaming consoles, Lego sets, and data analysis and visualization workstations. A joint venture with four partner colleges, Digital Matters is a research initiative housed in Protospace that operates as a mixed-use space for collaboration, digital art installations, workshops, events, and experimentation.

**Book Arts Program:** Established in 1995, the Book Arts Program is situated, physically and organizationally, within the J. Willard Marriott Library. This location is vital to the collaborative nature of the program and its contributions to campus and the national book arts community. Because the instructors are both library faculty and internationally-known practitioners in the book arts, they are uniquely situated to combine their practice and pedagogy with the mission of the library, including the curatorial development of the artist's book collections in the division's Rare Books department, located immediately adjacent to the Book Arts Studio and faculty offices.

**University of Utah Press:** Founded in 1949, the University of Utah Press is the oldest university press in Utah. The Press became an agency of the J. Willard Marriott Library in 2005 and, in accordance with the mission of the University, publishes and disseminates scholarly books in selected fields, as well as other printed and recorded materials of significance to Utah, the region, the country, and the world. The Press publishes between 25 and 30 titles per year, with a backlist of more than 500 titles currently in print.

## *Our Distinctive Collections*

Our zine collection specifically acquires zines written by people from marginalized groups, including people of color, women, LGBTQ+ individuals, and individuals with disabilities. Each zine has one copy in the circulating collection and a second in Special Collections, enabling easy public access as well as long-term preservation. The collection was started by two library staff members using funds awarded through an internal grant process meant to foster innovation and collaboration.

The Marriott Library's Special Collections division has established a reputation for active collection building, with a particular emphasis on recovering the voices and cultural records of underrepresented communities in the region. Active partnerships with organizations and interest groups, as well as individual collectors and creators, have created a foundation for the identification and development of archival specialties. In addition to the papers of significant figures and initiatives, the focus on regional industries (ranging from medicine and computer imaging to mineral extraction and outdoor recreation) has resulted in the library becoming a research destination for a wide range of topical areas.

[Digital exhibits](#) showcase the library's distinctive collections and illustrate the commitment to partnerships and inclusion described above. The Marriott Library has been at the forefront of the digitization movement since the early 2000s, establishing a [Digital Library](#) and [Utah Digital Newspapers](#).

The Digital Library contains a selection of digitized materials from Special Collections, and hosts distinctive digital collections for partner institutions throughout the state ranging from historical societies to state agencies. Strengths of the collection include extensive photo archives, oral histories, and the Utah Covid-19 Digital Collection, a collection developed based on contributions from the statewide community.

### *Our Benefits & Campus Amenities*

The University's most distinctive benefits for library faculty include a retirement contribution of 14.2% of your annual salary, with no vesting period and no match required; a health care plan that begins on day one of your employment and includes the option to cover a domestic partner; 25 days of annual vacation leave that is available to use immediately (prorated depending on start date, eg., if you start on July 1 you will have 12.5 days to use for the rest of the calendar year) and 12 days of annual sick leave, accrued monthly; paid parental leave of one semester/15 weeks; 50% tuition reduction; and free public transit on buses, light rail, and commuter rail. As a U employee, you'll also have access to campus recreational facilities (including inexpensive equipment rentals) and classes, discounted event tickets, and free entry to the Utah Museum of Natural History and Utah Museum of Fine Arts. The U's Women's Gymnastics team has won 9 NCAA championships, and season tickets are available for under \$100. A variety of youth education programs on campus for children ages 5-17 can help employees balance work and family responsibilities during the summer months.

### *Our Community*

While it's easy to be inspired by the majestic mountains that can be seen from almost any location in the Salt Lake Valley, this city will surprise you with how much more it has to offer than amazing views and unparalleled access to the outdoors. Locals use the phrase "Small Lake City" to describe the phenomenon of living somewhere that offers the amenities of a larger metropolitan area with the vibe of a town where you can see familiar faces at your local coffee/record/book shop, farmer's market, dog park, pickleball court, or street fair. Long-established events with big crowds, such as the Utah Arts Festival, Living Traditions Festival, Pride Festival, Greek Fest, Fan X, and Sundance Film Festival are balanced by emerging, smaller scale gatherings such as the Loveloud Festival, Craft Lake City, and the Maker Faire. The food and drink scene features innovative local restaurants, microbreweries, distilleries, cocktail bars, and soda shops; award-winning artisanal chocolate and cheese producers/purveyors; food trucks galore; and cuisines from many different cultures. SLC also boasts several all-ages/alcohol-free social venues, plant-based restaurants, and up-and-coming food hall developments. Whether you're looking for a big-ticket event (Utah Jazz/Starzz pro basketball, Utah Opera/Symphony, local pro theatre/dance, national touring shows) or a low-key evening out (independent cinema, gallery strolls, free concert series, lectures, gaming nights, etc.), you'll always find something on offer. Community publications such as City Weekly, SLUG, and Q Salt Lake make it easy to know what's going on and connect with people of both similar and diverse interests. Free public transit for University employees makes it possible to live (or at least commute/get around occasionally) without a car, and the city is becoming increasingly bike-friendly. Our faculty and staff would love to tell you more about the potential upsides and downsides of living here, so please do not hesitate to reach out for more information, especially if you have deal-breakers or specific needs and interests that we can help you research.







## THE OPPORTUNITY

### Liaison Librarians

#### *The Positions*

Come work in a student-centered, awe-inspiring library with a team that excels in supporting the teaching and research mission of the University of Utah. The J. Willard Marriott Library seeks to recruit a cohort of tenure-track Liaison Librarians (at the assistant rank) who will enrich and strengthen the organization. The library seeks qualified applicants with broad knowledge in one or more of the following areas: science and engineering, business and entrepreneurship, and history/area studies. The Liaison Librarians will develop, implement, and assess learning experiences concerning library research tools, methods, and strategies. The librarians will build connections with academic programs to increase engagement with library resources and services, as well as manage library collections and services to meet research and curricula needs. Working closely as a cohort and in conjunction with faculty and staff in the library and across campus, the librarians will help set the direction for teaching, engagement, and outreach, focused on facilitating equitable access.

Relocation to the Salt Lake City, Utah area is required and will be financially supported by house hunting and moving allowances. This position is currently designed as a hybrid of on-campus and remote work. Specific telecommuting arrangements will be based on the needs of the position and authorized at the discretion of the department head.

The library seeks qualified applicants who bring perspectives and experiences that will enrich and strengthen our organization and enhance diversity, equity, and inclusion efforts on our campus. We invite applications from candidates who may not have followed a traditional educational or professional path.

#### *Responsibilities*

The responsibilities, qualifications, and preferences listed in this posting are intended to give applicants an understanding of the role the library is seeking to fill and the types of skills, experience, and education that may have prepared someone to be effective in this role. It is not expected that any candidate will be a perfect match for this list or perform all of the duties with equal proficiency on day one. In your resume and cover letter, please highlight the most relevant qualifications you would bring to this position based on the posting, and tell us how your background, perspective, and experience will help us fulfill our mission and meet our goals.

- Guide students, faculty, and staff in searching, locating, and evaluating the ethical use of information to achieve their scholarly goals.
- Design, develop, and deliver learning experiences and assessments for course-integrated library instruction.
- Create materials to enhance learning.
- Collaborate with departmental faculty and students in developing collections.
- Contribute to the development and dissemination of knowledge through research and creative activity.
- Participate in professional, university, and public service to further the mission of committees and organizations within the library.

All candidates should be prepared to discuss how they see themselves contributing to the University's equity, diversity, and inclusion efforts. The library serves an increasingly diverse constituency of patrons, and its employees, services, collections, and policies should honor and reflect this diversity. We are therefore interested in identifying and interviewing candidates who have experience with underserved or marginalized communities and communities of color and who are committed to advancing our mission to provide equitable access to information resources.

## *Qualifications*

### **Required:**

- ALA-accredited MLS/MLIS or the equivalent combination of a relevant advanced degree and experience working in an academic library.
- Willingness to collaborate with faculty in teaching first-year courses (LEAP or Discover U) and other courses using various pedagogical methodologies.
- Willingness to learn and support students, staff, and faculty in the Colleges and Schools of Science, Engineering, Business, or Humanities.
- Interest in working with underrepresented groups.

To be eligible for appointment to the faculty, you will need to demonstrate evidence of active participation and involvement in professional and scholarly associations or a record of scholarly engagement. Appointment at the Associate Librarian level or higher rank will require sufficient experience and professional accomplishment to qualify for tenure at the time of appointment. The successful completion of a criminal background check is required by Utah state law (<http://www.regulations.utah.edu/humanResources/5-130.html>).

### **Preferred:**

- Educational background in science, engineering, business, humanities, or a related discipline.
- Experience with classroom teaching and/or library instruction.
- Willingness to learn about evidence synthesis and assist researchers with projects following current methodologies and standards.
- Experience with grants/external funding, working with faculty, principal investigators, and research teams.
- Foreign language skills.

**Compensation:** \$60,000-\$65,000 dependent on qualifications, plus excellent benefits including a 14.2% retirement contribution to TIAA-CREF/Fidelity, medical and dental coverage, and generous paid sick and vacation time. Salary at the higher end of the range will typically reflect qualifications that make a candidate eligible for appointment at the Associate level.







## PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; **parties who apply by January 1, 2023 will be given first consideration.** Upon application, please submit a PDF version of your CV, a cover letter that describes both your motivation for application and how your experience aligns with the key qualifications of the role, and a list of references who can speak to your qualifications for the role if you are selected as a finalist. For additional information on the Marriott Library's application process, including strategies for submitting your strongest package, please visit <https://lib.utah.edu/faculty-faq.php>.

All applications and nominations will be held in confidence. To apply online, go to:

<https://utah.peopleadmin.com/postings/142017>

### For more information or to offer recommendations or nominations:

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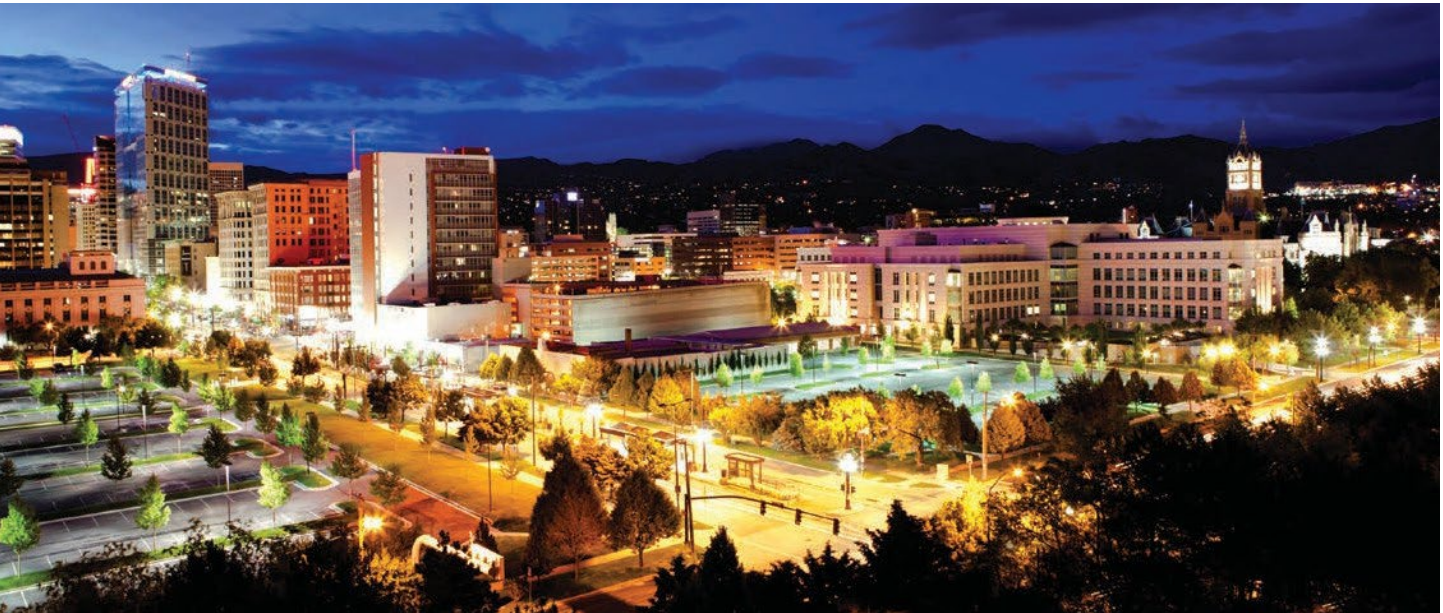
*The University of Utah is an Affirmative Action/Equal Opportunity employer. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities. Please contact the Office of Equal Opportunity and Affirmative Action, 201 S. Presidents Circle, Room 135, (801) 581-8365 (V/TDD), for further information or to request an accommodation. The University of Utah is committed to diversity in its workforce. Women and minorities are encouraged to apply.*



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# SALT LAKE CITY, UTAH



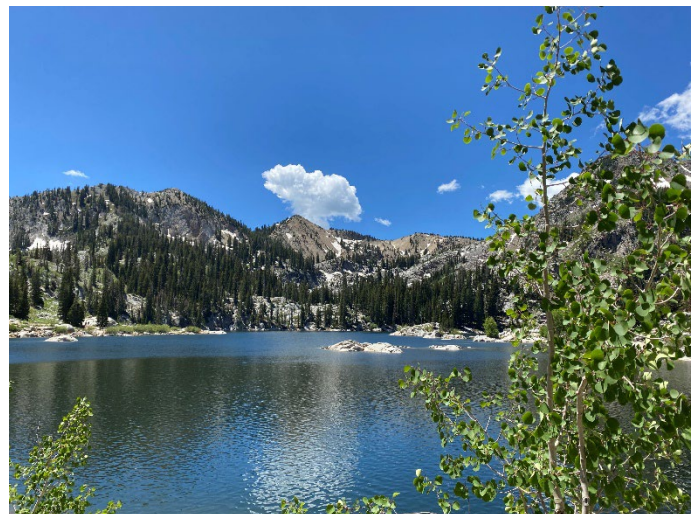
Along the east bench of Salt Lake City, the University of Utah is nestled into the foothills of the beautiful Wasatch Mountains. At the edge of campus – which encompasses the state arboretum – a natural stream winds its way through Red Butte Garden and a well-maintained hiking and biking trail crosses paths with the Natural History Museum of Utah.

Salt Lake City offers a spectacular mix of city life and nearby natural solitude, with plenty of family-friendly activities throughout Utah’s four lovely seasons. Utah’s capital city has an increasingly diverse population of approximately 199,700 (over 1M in the greater metropolitan area) and has become a welcoming destination city for refugees, fostering an exceptional variety of diverse community cultural events.

Visitors are greeted by warm, friendly people, clean streets, and a relaxed but active atmosphere. Walkable and bike-friendly neighborhoods lend to the safe, small-town feel of one of the 50 largest metropolitan markets in the U.S.

*“Salt Lake City has the feel of both a larger city and a smaller community” –DR. JASON CASTILLO*

University of Utah Faculty Member

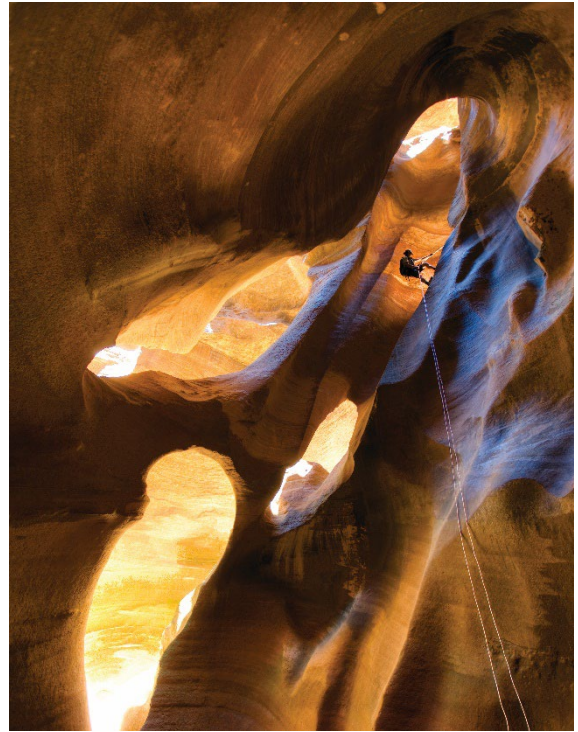




## EXPLORE THE GREAT OUTDOORS

Utah is home to five stunning national parks and five national monuments, with six more national parks within a day's drive of Salt Lake City. There are also seven world-class ski resorts within 30 minutes of the U campus. While Utah's ski resorts boast the "greatest snow on earth" in the winter, many also offer a range of fun summer activities, including family movie nights, thrilling zip lines, decadent spa services, scenic tram rides, hikes through fields of wildflowers, and brunch with breathtaking views.

Hundreds of miles of hiking and biking trails are easily accessible from the U campus, but a short drive (or a ride on public transit) opens up countless options. Quiet alpine lakes, beautiful aspen forests, and unbeatable views from mountain peaks reward hikers of all skill levels.



*"Salt Lake City is amazing, offering such a rich diversity of activities. From the arts to the outdoors, the adventures seem endless and I am excited to continue exploring all the city and surrounding area have to offer."* –DR. ADAM HANLEY

University of Utah Faculty Member







### SAVOR ART, MUSIC AND MORE

Utah has a rich tradition of film, music, and art that draws in and inspires people from around the world. While the internationally-acclaimed Sundance Film Festival is based in Park City – a short and scenic 30-minute drive from the U campus – many Sundance films are also screened in downtown Salt Lake City during the annual event. Two independent Salt Lake City theaters bring back many Sundance films throughout the year, along with many other documentaries and international films.

Ballet West, the Utah Symphony, Utah Opera, and the Utah Shakespeare Festival are just a few of the performing arts treasures of the state. Salt Lake City hosts multiple outdoor concert series every summer, as well as a multi-day arts festival and monthly gallery strolls. Professional, Broadway-caliber live theater is readily available at the Eccles Theater – an exciting new performing arts center in downtown Salt Lake – and at a number of the city’s playhouses, including the University of Utah’s own Pioneer Theater Company.

Salt Lake City’s many concert venues host some of today’s hottest names in music, as well as local talent bound to go big. Affordable performances by musicians in all genres guarantee something for everyone.

### INDULGE YOUR “FOODIE” SIDE

Utah is consistently praised for its remarkable local food scene, as well as its award-winning craft breweries and distilleries. Inventive and locally sourced cuisine, impressive beer bars, creative restaurateurs, and thoughtful sommeliers have earned Salt Lake City a place in the hearts of foodies around the country.

Salt Lake City hosts bustling farmers markets in the summer and winter, featuring a variety of local produce, grains, protein, and crafts. The U also enjoys a smaller farmers market in the fall, with fresh produce grown in the campus’ two edible gardens.



*“The increasing diversity at the U and its surrounding community means you can find incredible Latino food in the West Salt Lake City and Asian markets*

*dotted throughout Utah.” – DR. ANNIE FUKUSHIMA*

University of Utah Faculty Member





### **SPEAK UP AND GET INVOLVED**

Visitors are often surprised by Salt Lake City's progressive, civically engaged social justice advocates. Free events throughout the city – planned by a wide range of organizations – foster ongoing discussions about some of the state's and country's most pressing issues. The state capitol and legislators are easily accessible, enabling voters to engage lawmakers in these discussions.

In 2015, the state passed a landmark anti-discrimination bill, protecting LGBT people from employment and housing discrimination. Salt Lake City's annual Pride Festival is one of the largest in the nation and often includes Utah's openly LGBTQ elected officials. In 2016, Utah voters elected the first transgender U.S. Senate nominee from a major political party.

Active cooperation and coordination between lawmakers, scholars, and residents have led to innovative approaches such as the Housing First initiative. Housing First's success in moving people who experience chronic homelessness off the streets has been lauded across the country and is serving as a model for other states.

### **SCORE GREAT SEATS**

Utah has fans! The University of Utah's football, gymnastics, basketball, swimming, and baseball teams have plenty of loyal fans. Utahns also enjoy cheering for the state's NBA team, the Utah Jazz; the Triple-A baseball team, the Salt Lake Bees; and the Major League Soccer team, Real Salt Lake.

With the Salt Lake International Airport just minutes from downtown, and Las Vegas, Los Angeles, and Denver within a day's drive, it's easy for fans to cheer on their favorite teams at away games.

