

# Oregon State University Libraries and Press (OSULP)

## Diversity Scholars Program

### Diversity Scholar Position Description

#### Position Summary

The Oregon State University Libraries and Press (OSULP) has established a Diversity Scholars Program with two half-time Diversity Scholar (DS) positions. A DS position is for a candidate who has been accepted into and will be enrolled in an online or distance library science master's program. This DS position is for at least academic one year and up to academic two-years (9-month appointments) during which the DS will contribute to an innovative initiative of strategic importance to the OSULP. The goal of this term-limited position is to provide growth, development, and first-hand experiences for a candidate who has demonstrated an interest in and commitment to diverse and historically underrepresented populations. The purpose of the Diversity Scholar Program is to attract undergraduates to the challenging and rewarding career of academic librarianship with focus on growing diversity in our library and on our campus. This position differs from many others by allowing the DS to determine the direction of their learning and experience, by choosing the initiative or the home department(s) to which they are assigned. Scholars are fully integrated members of the library faculty, with time devoted to projects in an area outside the home department. Projects support strategic initiatives of the library while providing concrete and innovative opportunities for DS to interact with librarians from other departments and achieve at a professional level.

In the first year, the DS will work in multiple OSULP departments to be determined mutually by the DS's interests and the needs of OSULP. The DS will have an opportunity to cycle through each of the departments in Valley Library, learning the major functions and undertaking mini-projects with the following units:

- Administration
- Emerging Technology Services
- Library Experience and Access
- Resource Acquisition and Sharing
- Special Collections and Archives Research Center
- Teaching and Engagement

In their second year, Diversity Scholars will have the option to either continue to rotate between departments or focus on one specific area of training within the library.

Diversity Scholars will also have the opportunity to work with the OSULP branch libraries, the Guin Library in Newport and Cascades in Bend. Diversity Scholars will collaborate with library faculty to co-develop responsibilities, expectations, and projects for each rotation assignment. Each Scholar will work under the guidance of library faculty during assignments, and receive regular feedback on performance and development. Scholars will have opportunities to reflect on their experience through journaling, and will create a portfolio throughout the course of their program, and will have opportunities to present what they have learned and worked on. Scholars will contribute to a more inclusive library at Oregon State University, and more broadly contribute to a more inclusive profession of academic librarianship.

OSULP is a forward-looking organization that contributes actively to the teaching and research mission of the University. OSULP is a medium sized research library with an updated learning commons and excellent teaching facilities. OSULP offers a collaborative, fast-paced work environment that is focused on providing innovative services and resources to our students, faculty, and staff. OSU is located in beautiful Corvallis, one of the safest and greenest small cities in the United States. OSU has an institution-wide commitment to diversity. The university actively engages in recruiting and retaining a diverse workforce and student body and strive to build a supportive campus environment.

## Position Duties

As members of the OSULP staff, DS will work in a variety of strategically central areas of the Libraries on a rotational basis. Each rotation will provide opportunities for exploration and service, helping the DS to identify areas of interest and strength for future career choices.

- Explore multiple functional areas of the library and the work of archivists through exposure to a broad spectrum of academic library work; approach this work with a social justice lens
- Participate in daily functions such as chat reference, staffing public service points, and usability testing
- Select areas of personal interest to develop higher level expertise through projects such as curriculum development, displays, assessment and service design
- Engage in research and scholarship related to your work; professional development/presentations are encouraged
- Serve on one library committee
- Provide outreach to current OSU students regarding the Diversity Scholars Program
- Collaborate with colleagues at all levels of the library
- Work with faculty and staff to identify areas and suggest actions that OSULP can undertake become a more inclusive organization

## Minimum / Required Qualifications

When you address these required qualifications in your letter, please include examples of specific projects completed in the workplace, as part of your education, as a student, in volunteer or nonprofit work, or lived experience.

- At the time of employment must be an online graduate student in a library/information science program from an ALA accredited graduate program.
- The position requires active engagement in learning and practicing principles of social justice and inclusion. Applicants must have a demonstrated commitment to principles of diversity and to serving underrepresented populations.
- Ability to work successfully in a collegial team environment.
- An interest in professional development and research.
- Excellent oral and written communications skills.

## Preferred Qualifications:

- Proficiency in Spanish, Mandarin Chinese, or Arabic
- Experience working with culturally diverse populations.
- General knowledge of traditional and electronic information resources.
- Evidence of interest in lifelong learning and in contributing to the profession through research projects and scholarly communication. Enthusiasm for learning new technologies.
- An ability to adapt to varying work styles is highly desired; this program is designed around an employee working in several departments within the library.

Compensation: \$11,500 per 9-month appointment (October - June and July-March); 20 hours per week; \$1000 for professional development; with benefits. Flexible scheduling available.

OSU commits to inclusive excellence by advancing equity and diversity in all that we do. We are an Affirmative Action/Equal Opportunity employer and particularly encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ community members, and others who demonstrate the ability to help us achieve our vision of a diverse and inclusive community.