



Position: Senior Assistant/Associate Librarian (Library Assessment Coordinator)

Job#: 23/24 LIB 02

Type: Tenure-Track

Academic Year: 2023-2024

Available: Spring 2024

Location: Walter W. Stiern Library
California State University, Bakersfield
9001 Stockdale Highway, 20BDC
Bakersfield, CA 93311-1099

Contact: Amanda Meanley (ameanley@csub.edu)

Deadline: Applications are due by October 15, 2023; Position will remain open until filled

University Background: CSU Bakersfield, founded in 1970, is a regional, comprehensive university serving the southern San Joaquin Valley of California. CSU Bakersfield's service area covers nearly 25,000 square miles and is home to a socially and ethnically diverse population of over 11,000 students. CSU Bakersfield is the only four-year degree granting institution within a 100-mile radius. Due to this, CSU Bakersfield has a vital role in educational attainment, economic development, and quality of life within the region.

The accolades CSU Bakersfield has received include Third Way's #5 Most Economic Mobility Index (2022), Washington Monthly's #13 Best Bang for the Buck for Western Colleges and #26 Best Master's University (2022), Best Value Schools' #21 Most Affordable 4-Year Colleges (2022), and US News and World Report's #25 Top Public School in the West (2022).

CSU Bakersfield serves 9,800 undergraduate students and 1,400 graduate, credential, and post-baccalaureate students. 63.5% of CSU Bakersfield's students are Hispanic/Latinx, 21.5% are Caucasian, 7.1% are Asian, 4.9% are African-American, 2.3% are multiracial, 0.5% are American Indian/Alaskan Native, and 0.2% are Hawaiian/Pacific Islander. CSU Bakersfield is a federally designated Hispanic Serving Institution (HSI).

Commitment to Diversity: The Walter W. Stiern Library within the Division of Academic Affairs at CSUB is committed to academic and inclusive excellence and diversity within the faculty, staff, and student body.

Department Information: The mission of the Walter W. Stiern Library is to strengthen and enhance the learning, research, and instruction of California State University, Bakersfield by facilitating access to programs and services that support a culture of broad inquiry reflective of the diverse community we serve. The Library enriches the University's commitment to diversity, equity, and inclusion by engaging with the campus and encouraging life-long learning, critical thinking, and societal awareness. The library is managed and operated by 29 staff members and faculty librarians. There is also a branch library at the CSUB Antelope Valley campus in Lancaster. The Dean of Libraries oversees all operations and services.

Position Description: California State University, Bakersfield seeks an innovative librarian for a Library Assessment Coordinator. This position will work collaboratively to plan, enhance, promote, and sustain a culture of assessment within the library's services, collections, and programs. The Assessment Coordinator will contribute to the Library's efforts to show value and impact by using evidence-based decisions to determine the

most useful library programs, resources, operations, and spaces. Together with other stakeholders, the Assessment Coordinator will develop and set assessment priorities that support the library and university goals, measure the effectiveness of existing services and programs, and demonstrate the value and impact on library users. Reporting to the Dean of Libraries, the Assessment Coordinator will work collaboratively with library faculty and staff. Librarians are members of the faculty and are expected to engage in scholarly research and service as a requirement for retention, promotion, and tenure. Work schedules will include day, evening, and weekend hours depending upon institutional needs.

The successful candidate will:

- Determine library-wide assessment priorities and develop a sustainable assessment plan.
- Provide consultation, training, and support to library employees in designing and implementing assessment projects in their coordinators and areas.
- Recommend data-driven changes based on assessment findings that promote student learning and student success.
- Cultivate relationships with University partners to support evaluation activities.
- Participate in assessment activities related to accreditation, including the assessment of information literacy as a core competency within the Western Association of Schools and Colleges - Senior Colleges and Universities Section (WASC-SCUC).
- Assist with the yearly collection and submission of ACRL statistics.
- Communicate assessment results to key stakeholders, including library colleagues, faculty, and campus administrators.
- Share collected data and analyses with colleagues to integrate assessment findings into library work through evidence-based practice.
- Serve as library liaison and share in collection development activities for designated departments/colleges and/or schools.
- Provide library reference and instruction, and other duties as assigned.

Minimum Qualifications:

- ALA accredited master's degree in Library Science.
- Familiarity with research design, data collection and analysis methods.
- Demonstrated commitment to teaching or serving users from diverse socioeconomic, cultural, and academic backgrounds, including first-generation students.
- Experience in providing reference, instruction, and public service to diverse populations preferably in an academic setting.
- Strong project management skills.
- Excellent communication skills, both written and oral, especially when presenting data.
- Personal initiative, thoroughness, completes tasks in a timely manner, multi-tasks, prioritizes, and adapts in changing environments.
- Engages in independent problem-solving and decision-making.
- Proficiency with relevant software applications, such as Excel or statistical analysis software.
- Ability to meet the requirements of retention, tenure, and promotion.
- Commitment to professional development.

Preferred Qualifications:

- A second Master's Degree
- Experience or familiarity with assessing library services and programs.
- Familiarity with data visualization tools such as OpenRefine, Tableau, Trifacta, etc.
- Experience with library management systems/integrated library systems such as ALMA and Primo

Rank and Salary:

- Sr. Assistant or Associate Librarian; rank and salary based on qualifications and experience.
- Anticipated annual salary range \$74,280 - \$110,424.

Application:

- In application materials, please include a statement about fostering an inclusive classroom. [OR]
- Please include a statement of contribution to diversity, equity and inclusion. The statement should include information on how the applicant currently or will potentially promote diversity, equity and inclusion through their teaching, research, and service at CSU Bakersfield.
- Please submit your letter of application, curriculum vitae, unofficial transcript(s) for all graduate work, and names and contact information of three professional references via Box, here: <https://csub.app.box.com/f/3cca96b2ffd94b548b15caff54bf661f>
- Prior to hiring, official transcripts and 3 letters of recommendation will be required.

Background Check: A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

Out of State Employment: Per CSU-wide policy, all faculty who will begin initial employment (or return from a 12-month break in service) on or after January 1, 2022 are required to perform their work from within the State of California. Faculty assignments include in-person duties that must be performed in-person at the assigned location.

Mandated Reporter: The person holding this position is considered a "mandated reporter" under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

Clery Act: CSUB's annual crime report includes statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus centers, such as our Antelope Valley Satellite Campus and on property within, or immediately adjacent to and accessible from CSUB. The report also includes policies concerning security on campus, such as alcohol and drug use, crime prevention, reporting crimes, sexual assault, and other subjects. Additionally, a daily log of offenses is maintained and can be reviewed at the front desk of the Department of Public Safety. You can obtain a copy of the annual report by contacting the Department of Public Safety/University Police at (661) 654-2111 or by logging on to their website at: <https://www.csub.edu/compliance/Clery>.

EEO Statement: CSUB is committed to Equal Employment Opportunity. Applicants will be considered without regard to gender, race, age, color, religion, national origin, sexual orientation, marital status, disability, or covered veterans' status.

