

Faculty Development Plan

Science & Engineering Librarian
Harold B. Lee Library
Brigham Young University

September 2021

Part 1: Self-Assessment

A. Academic Background

- B.S. Construction Management, Business minor, Brigham Young University, December 2006
- Physics Undergraduate Core Completed, Arizona State University, April 2011
- Masters in Secondary Science and Math Education, Arizona State University, August 2012
- Master's in applied Math & Statistics, University of West Florida, April 2019
 - Thesis: A Comparison of Different Basis Functions in 3D Rendering Using the Method of Fundamental Solutions as a Mesh Free Method
- Currently Enrolled: Master's in Library & Information Sciences, San Jose State University, Expected Graduation- July 2023

B. Library Experience

- HBLL Science & Engineering Librarian since August 2020.
- Subject Specialist for Departments of Math, Statistics, Math Education, Construction & Facilities
- Management.
- Data specialist for the science and engineering department in the HBLL
- Background in teaching Science, Math and Engineering courses.
- Associate Chair for the HBLL Subject Librarians Committee.
- Member of the awards committee for the ACRL division of the American Library Association.

C. Strengths

- Extensive experience in subject areas including education and teaching assignments in Math, Statistics, Science, and Engineering.
- Strong interest in scientific knowledge and discovery with particular interest in the reconciliation of faith and religion.
- Actively seek out criticism. Respond to critique positively and promptly.
- Strong organizational skills.
- Strong analytic pattern thinking skills. Ability to draw correct and quick conclusions to complex situations and concepts and fit them into the framework of the larger picture.
- Lifelong learner.
- Eager to learn new skills and information.

D. Skills and Competencies

- I enjoy interacting with students and have extensive experience in teaching that applies to serving in the library.
- I am proactive in helping students and make a point to follow-up with students whom I have recently helped.
- I am eager to learn new skills from my colleagues and the MLS program in which I am enrolled.
- I have extensive work experience managing budgets and interacting with salespeople.

E. Research Interests

- The intersection of education in my subject areas and how it relates to the eternal nature of education.
- The statistical analysis of scientific timelines, theories, and laws and the unlikelihood of scientific evidence without divine guidance.
- Analyzing the validity of sources. Group think tendencies of PhDs versus generalists, premises, and underlying beliefs in scientific claims.
- Visual Math Teaching.
- Innovation in academic library methods and processes.
- Interaction between libraries and scientific research.
- Sustainable Building

F. Citizenship Opportunities

1. Professional Organizations

- American Library Association: I have been a member of ALA since 2020. I attended the 2020 annual conference for ALA.
- Association of College and Research Libraries: I am currently a member of ACRL which is a subgroup in the American Library Association. I am currently involved with the Science and Technology Section of ACRL. I am currently serving on the awards committee for STS.
- Utah Library Association. I have been a member of ULA since 2020. I attended the ULA annual conference.

2. BYU Citizenship

- Associate Chair for the Subject Librarian Committee since January 2021. As part of the leading board of this committee, I have taken upon me the continued implementation of a new interface for recording library statistics. I am developing and promoting supporting resources to enable ease of use and time savings for library personnel. I take part in organizing monthly meetings and interacting with committee members and presenters.
- I am submitting a proposal for the third gallery of the HBLL for an interactive display that focuses on “faith and learning”
- I conducted an in-depth review of the dataset resources available to the university with a focus on the statistics department. This has resulted in a broad review of many open-source and subscription-based sources. Their organization into relevant library guides and their promotion through students and faculty. I also subscribed to an extensive dataset database which has seen significant usage during 2021. It is currently being recommended for purchase. This database was initially subscribed to with the statistics department in mind but has been promoted by librarians in several other disciplines.

G. Areas I Wish to Develop

Scholarship and creative works:

- I would like to maintain a steady output of creative works and therefore have scheduled time each day for 15-30 minutes of writing for six days of the week. I will periodically work in larger blocks of time on larger projects.
- I have been coordinating with editors at Deseret Book and am currently working on a prospectus to submit to Deseret Book, along with sample chapters, on the intersection of faith and science.
- I would also like to submit for publication articles relating to data usage and curation at a university library and looking at datasets as primary sources for science and engineering.
- I am submitting a proposal for the 3rd floor gallery of the HBLL titled “Faith & Learning, not every superhero wears a cape”. This exhibit will initially be seeded by 3x5 printed cards of academic and historical heroes of faith and learning (picture & text) as well as displays from special collections. As they walk through the gallery; students, faculty, and staff will be invited to make electronic submissions of their own heroes which will then be vetted by library staff and added to the collection. This would evolve over the six-month life of the exhibit.
- I am working on creating a database and website that offers resources to those who have questions regarding reconciling faith and science. Depending on interest and success, this could evolve into a publishable scholar’s archive journal.

Knowledge of subject information sources:

I want to develop a more comprehensive knowledge and awareness of the library collection in my assigned disciplines. As part of that I began by doing a systematic review of my subject matter collections and looking at usage statistics. I am planning for developing under-supported sections of my subject areas and enhancing areas of high usage.

Subject Guides: I want the subject guides for the areas I support to be clear and concise sources of relevant information for the students who reference them. To that end I completed a thorough review of each guide and all their related links. I have reorganized and added resources to my guides. I have added an extensive guide page that addresses dataset resources for the statistics department. I have developed, and continue to refine, a guide for Construction Law. I will continue to promote new resources on my guides with faculty and students. I routinely ask faculty in the departments I support for references related to organizations, journals, and websites that I should include to assist students to become familiar with resources in their areas of study.

Faculty Collaboration: I recognize the importance of developing long-term working relationships with the research and teaching faculty in my assigned subject areas. I am contacting each faculty member and requesting a brief meeting to review their research and teaching and how the library can support them. I plan on attending department colloquia for each department that I service at least twice each semester. I also plan on doing a syllabus review of all classes in my subject areas to look for course outcomes and assignments in which I might offer services and help through faculty.

Part II Professional Goals and Action Plans

A. Librarianship: Professional Assignment

Goal: Develop working relationship with faculty in each of my assigned departments

Plan:

- The first month of each semester, review faculty for each of my departments, meet new faculty and provide orientation to library resources.
- Continue scheduling periodic office visits with other faculty, including department chairs
- Complete a syllabus review of classes in my departments to look for opportunities where library instruction or resources may be valuable, approach faculty to discuss this possibility.
- Send out an email to faculty each semester that outlines new resources that the library has available.
- Attend two colloquia or seminar classes for each of my supported departments each semester
- Request a brief meeting with faculty that I haven't met yet. Stop by during office hours to quickly introduce myself for faculty that do not respond.

Goal: Develop a working relationship with students in my subject areas

Plan:

- Investigate opportunities to introduce myself and present on library resources in entry-level subject courses

Goal: Maintain useful online research guides for students and faculty

Plan:

- Evaluate research guides at least once per semester to verify active links and relevant information
- Promote new content on research guides with faculty and students
- Implement suggestions from faculty to make guides relevant for inclusion in their syllabus
- Develop short videos on Statistics guide for instruction on dataset database usage
- Regularly ask for faculty and student feedback on guide content
- Develop research guide for Mathematics Education

Goal: Continue to regularly assess and improve library instruction

Plan:

- Develop a pre-session study guide and summary for advanced writing workshops
- Develop in-class exploratory activities to cement search strategies in students' minds and provide places for students to take notes and identify keywords related to their topics.
- Establish a student-centered workshop technique that allows students to learn search strategies through hands-on methods relevant to their disciplines.

- Actively seek student feedback to improve relevancy and effectiveness of the structure and content of instruction sessions
- Seek faculty input when developing and modifying instruction sessions
- Follow up with students via email one week after workshop sessions to offer further assistance.
- Instruct students on RefWorks and source evaluation.

Goal: Maintain relevant and updated physical and electronic collections

Plan:

- Establish a dataset collection for the HBLL. Promote wherever possible
- Weed unused and overlapped electronic journals when they come up for renewal.
- Coordinate with other subject librarians on the purchase of databases that overlap disciplines
- Continue to weed the monograph collection where needed.
- Regularly review GOBI slips and new publication catalogs
- Communicate regularly with faculty and review course syllabi to determine trends in research and curricula in my assigned subject areas
- Focus collection development in areas of active research and teaching
- Review physical and electronic collections to see areas of high usage. Evaluate the need for additional resources in these areas

B. Librarianship: Professional Development

Goal: Actively pursue learning opportunities to increase my knowledge and skills as an academic librarian

Plan:

- Regularly participate in webinars, training sessions, lectures, and other learning opportunities within the library and scientific community
- Schedule time each week to read current research literature in library and assigned disciplines
- Complete 16 credits in the MLIS program at SJSU by December 2021
- Complete 34 credit hours in the MLIS program at SJSU by December 2022
- Complete the MLIS program at SJSU by August 2022
- Attend annual conferences in 2022 for ACRL, ULA, and ALA
- Attend the annual data symposium in San Diego in Spring of 2022

C. Librarianship: Scholarship & Creative Works

Goal: Develop areas of active research in library science and subject disciplines.

Plan:

- Have scheduled 15-30 minutes each workday for writing.
- Review a minimum of eight librarianship related articles each month
- Participate in the writing workshop (Publish & Flourish) offered through the Faculty Center for Fall 2021

- Submit three librarianship related articles for publication before January 2022
- Submit four librarianship related articles for publication before January 2023
- Submit proposal for the third-floor gallery interactive exhibit, *Heroes of Faith & Learning*, before December 2021
- Present at a conference or forum by July 2022
- Develop library database and website on the reconciliation of science and religion by August 2022

D. Citizenship

Goal: Actively contribute to the HBLL and BYU community

Plan:

- Accept assignments to serve on library and university committees
- Serve as associate chair of the Subject Librarian Committee through December 2022
- Serve as the chair of the Subject Librarian Committee in 2023
- Seek input from other subject librarians to improve the relevance and effectiveness of Subject Librarian Committee
- Continue to establish helps and resources for librarians for entering library statistics
- Submit proposal for the third-floor gallery interactive exhibit, *Heroes of Faith & Learning*, for which the purpose is to promote love, unity, belonging, thoughtfulness, reflection, connection, and engagement for patrons in respect to submitters, and role models found in subject areas, society, and their own lives
- Develop library database and website on the reconciliation of science and religion by August 2022 which will serve the BYU community as well be open access

Goal: Regularly participate in citizenship activities in the broader library and science community.

Plan:

Regularly participate in citizenship activities in the broader library and science community

Continue serving on the awards committee for the STS section of ACRL

Attend ULA, ALA, and ACRL conferences

Volunteer for committee positions in ULA

Volunteer to participate on a committee for the planning of the San Diego Data Symposium

PART III: Relationship Between Individual Goals and University Aspirations and Resource Needs

These individual goals are intended to help me contribute to the overall mission of BYU and the Harold B. Lee Library. As an employee, I have a responsibility to uphold and advance the purposes adopted by the library and the university. The mission of the Harold B. Lee Library states:

...seeks to foster the spiritual and intellectual growth of BYU students and faculty by providing access to collections, experiences, services, and spaces that nurture, accelerate, and deepen that growth. At all times, we do so in a manner that consciously and consistently furthers BYU's mission: to assist individuals in their quest for perfection and eternal life.

Additionally, the mission of BYU seeks for individuals to pursue "the full realization of human potential." I realize that I play an essential role in the large university machinery whose end purpose is to fulfill these statements. My natural analytic pattern thinking skills make a natural framework to view everything that I do through the lens of these end goals. My personal goals will benefit both myself, as I become a more valued part of this university machinery, as well as the university. Successful completion of these goals will allow me to contribute more effectively to the missions of the library, university, and broader community.

PART IV: Resources Needed to Accomplish Goals

- Financial support to attend professional conferences and meetings.
- Financial support for collection development activities.
- Time and financial support to devote to creative works.
- Financial support to complete a Master of Library Science degree as required by my job description.
- Software tools and technical support to for online guides, tutorials, databases, websites, and related resources.
- Institutional and financial support for professional development leave.

PART V: Activities and Accomplishments Thus Far in Completing Goals

A. Librarianship: Professional Assignment

Goal: Develop working relationship with faculty in each of my assigned departments

Activities and Accomplishments:

- I have reviewed my departments for new faculty at the beginning of winter semester 2021 and Fall semester 2021 and introduced myself.
- I have attempted meet and greet visits with faculty in their office 2-3 times per week this Fall semester. Prior to this Fall I accomplished over zoom.
- I've sent emails out regularly to professors to introduce new resources, invite to orientations and trainings, and solicit feedback on resources being considered for purchase or removal.
- Starting this Fall semester, I have introduced myself to many faculty in person by dropping by their office, shaking hands, and requesting a time to meet to get to know them better.

Goal: Develop a working relationship with students in my subject areas

Activities and Accomplishments:

- I am currently talking with one statistics professor who teaches an entry level course to statistics majors regarding the possibility of presenting for ten minutes in a class period.

Goal: Maintain useful online research guides for students and faculty

Activities and Accomplishments:

- I evaluated my research guides in Fall 2020. I discovered a need for an organized research guide for students and faculty to access datasets. I subsequently conducted a systematic review of dataset databases and made a research guide to that effect.
- I subscribed to a one-year trial subscription of Data Planet, promoted the database among students, faculty, and librarians to give it exposure, evaluated usage statistics thus far, and recommended it for purchase for the upcoming year.
- I am currently evaluating research guides to verify active links and relevant information
- I continue to solicit and implement suggestions from faculty on research guides
- I developed a course research guide for Construction Law at the request of the instructor
- I am currently developing a research guide for Mathematics Education

Goal: Continue to regularly assess and improve library instruction

Activities and Accomplishments:

- I have developed a pre-session study guide and summary for advanced writing workshops and am re-writing it this semester to include suggested changes

- I am currently developing in-class exploratory activities to cement search strategies in students' minds and provide places for students to take notes and identify keywords related to their topics.
- I've developed an effective lesson plan for workshops that is student-centered and allows students to learn search strategies through hands-on methods relevant to their disciplines.
- I have followed up with each advanced writing student via email one week after workshop sessions to offer further assistance and check in on their progress.
- In each workshop, I have instructed students on RefWorks and source evaluation.

Goal: Maintain relevant and updated physical and electronic collections

Activities and Accomplishments:

- Starting Fall 2020 I have been establishing a dataset collection for the HBLL and have promoted it with students, faculty, and students
- As electronic journals come up for renewal, I have evaluated usage and overlap with other collections to evaluate renewal versus cancelation
- I have coordinated with other subject librarians when considering the purchase of databases that overlap disciplines
- I have regularly reviewed GOBI slips and new publication catalogs
- I have focused collection development on areas of active research and teaching
- I am in the process of reviewing physical and electronic collections to see areas of high usage. I will then evaluate the need for additional resources in these areas

B. Librarianship: Professional Development

Goal: Actively pursue learning opportunities to increase my knowledge and skills as an academic librarian

Activities and Accomplishments:

- I have setup training sessions for new resources with faculty and other librarians.
- I have read at least two articles each week written by other librarians or in my subject fields
- I have completed 13 credits in the MLIS program and will complete 16 credits by December 2021
- In 2021 I attended the annual conferences in 2022 for ACRL, ULA, and ALA
- In Spring 2021, I attended the annual data symposium in San Diego
- I continue to utilize my fellow librarians for advice and feedback

C. Librarianship: Scholarship & Creative Works

Goal: Develop areas of active research in library science and subject disciplines.

Activities and Accomplishments:

- Starting December 2020, I have written for 15-30 minutes 5-6 days each week
- I have read at least two articles each week written by other librarians or in my subject fields
- I participated in the writing workshop (Publish & Flourish) December 2020 and will attend again in 2021
- I have currently submitted one article and on book prospectus and am working on an

additional two articles and a revised book prospectus.

- I have recently submitted a proposal for the third-floor gallery interactive exhibit, *Heroes of Faith & Learning*
- I have been working for the last month on collecting resource for a database and website focused on the reconciliation of faith and science

D. Citizenship

Goal: Actively contribute to the HBLL and BYU community

Activities and Accomplishments:

- I am currently serving as associate chair of the Subject Librarian Committee
- I recently finished creating helps and resources for librarians for entering library statistics and have submitted it to several librarians for beta testing.
- I recently submitted a proposal for the third-floor gallery interactive exhibit, *Heroes of Faith & Learning*, for which the purpose is to promote love, unity, belonging, thoughtfulness, reflection, connection, and engagement for patrons in respect to submitters, and role models found in subject areas, society, and their own lives
- I have been working for the last month on collecting resource for a database and website focused on the reconciliation of faith and science

Goal: Regularly participate in citizenship activities in the broader library and science community.

Activities and Accomplishments:

- I am currently serving on the awards committee for the STS section of ACRL
- In 2021 I attended the annual conferences for ULA, ALA, and ACRL
- In 2021 I attended the San Diego Data Symposium

PART VI: Measures Used to Assess Success

Specific goals that I have outlined can be measured with specific outcomes. The below timeline will allow me to be self-accountable and reflect on progress that I make for each goal. In addition to this, alignment of goals and progress with the missions of the library and university can also be measured through my own self-reflection. Without this component it is possible to lose sight of the ultimate purpose as responsibilities evolve over time. To this end, at the end of each calendar year, as I draft my annual review I intent to reflect in writing my alignment with the overarching missions and goals of the library and university.

2021

- Extend an invitation to all faculty in my departments to meet personally and meet with all who respond
- Develop and refine curriculum for Advanced Writing curriculum,
- Develop and enhance research guides
- Promote changes to research guides to faculty and students
- Develop short videos on statistics guide for instruction on dataset database usage
- Develop dataset resources for Statistics Department and broader BYU community
- Develop research guide for Mathematics Education
- Weed unused and overlapped electronic journals when they come up for renewal.
- Perform a systematic review of physical and electronic collections to see areas of high usage, evaluate the need for additional resources in these areas
- Submit three articles for publication
- Complete 16 credits in the MLIS program
- Review 50 articles written by librarians
- Attend annual conferences for ALA, ACRL, and ULA.
- Attend the San Diego Data Symposium
- Serve in one professional committee
- Serve in one HBLL committee
- Participate in the writing workshop *Publish & Flourish*
- Submit proposal for the third-floor gallery interactive exhibit, *Heroes of Faith & Learning*
- Serve as associate chair for the Subject Librarian Committee
- Complete resources and tutorials for batch uploading to library statistics form

2022

- Complete a syllabus review of classes in my departments
- Turn in first annual review by 1/18/2022
- Complete 18 Credits in the MLIS program
- Submit four librarianship related articles for publication
- Present at a conference or forum
- Develop library database and website on the reconciliation of science and religion
- Serve as associate chair for the Subject Librarian Committee
- Accept an additional library or university committee assignment

- Accept an additional committee assignment for a professional organization
- Attend ULA, ALA, and ACRL conferences
- Continue to serve on the awards committee for the STS section of ACRL
- Submit prospectus to Deseret Book on the reconciliation of faith and science and evaluating the motives and premises of information

2023

- Turn in second annual review by 1/17/2023
- Turn in initial CFS portfolio by 12/4/2023
- Complete the MLIS program
- Submit four librarianship related articles for publication
- Serve as the chair of the Subject Librarian Committee
- Attend ULA, ALA, and ACRL conferences
- Serve on two BYU or HBLL committees and two professional committees
- Submit an exhibit proposal
- Present at a conference or forum

2024

- Submit four librarianship related articles for publication
- Attend ULA, ALA, and ACRL conferences
- Serve on two BYU or HBLL committees and two professional committees
- Serve in association leadership role
- Present at a conference or forum

2025

- Submit four librarianship related articles for publication
- Attend ULA, ALA, and ACRL conferences
- Serve on two BYU or HBLL committees and two professional committees
- Serve in association leadership role
- Present at a conference or forum
- Submit an exhibit proposal
- Turn in fourth annual review by 1/15/2025

2026

- Submit four librarianship related articles for publication
- Turn in final CFS portfolio by 8/24/2026
- Attend ULA, ALA, and ACRL conferences
- Serve on two BYU or HBLL committees and two professional committees
- Serve in association leadership role
- Present at a conference or forum
- Submit an exhibit proposal

_____ Date: _____ Math, Stats, Math ED, & CFM Librarian

_____ Date: _____ Science and Engineering Department Chair

SAMPLE

Faculty Development Series Project Proposals

Math, Stats, Math ED, & CFM Librarian
Harold B. Lee Library
Brigham Young University

Course Development Project Proposal

Course: Advanced Writing Library Sessions for students majoring in Math, Statistics, Math Ed, or CFM.

Purpose: To help students develop and implement effective research strategies for work in their disciplines.

Goals: After completing the library tutorial and attending the in-person library session, students will be able to do the following:

- Be familiar with discipline specific library resources and feel open to approach me for assistance in the future
- Create effective search strategies to find research articles using tools such as Boolean operators, wild card characters, text strings, nesting, and database filtering
- Identify and use relevant databases
- Evaluate the credibility of information sources, such as peer-reviewed journal articles and websites

How I will approach the course:

The course lasts up to 50 minutes and is usually held in one of the library instruction rooms. Students come from all the majors I support: Mathematics, Mathematics Education, Statistics, and Construction & Facilities Management. Most students have already selected their research topic prior to this session.

During the session I will re-introduce students to RefWorks and point out its benefits. I will introduce them to research guides, search strategies, and discipline-specific databases. I will give the students an opportunity to practice effective searching using their chosen topic and work with each student to evaluate progress and offer additional assistance if needed.

Some changes I will make will be to email students one week prior to the workshop to introduce myself and provide a handout on key concepts that we will be learning, an outline of the workshop, RefWorks registration instructions, my contact information, and the contact information for the RWC. I will also develop a handout for the workshop where students can write in their search subject and take notes on results and search strategies throughout the workshop. In my instruction I will focus on inclusion and centering the class on student interactions and experiences.

Method of Evaluation

At the end of the sessions, I will direct students to a Qualtrics survey and ask them to respond to questions regarding my teaching style, approachability, and the workshop content. After I collect results, I will analyze them for trends and use them to adjust my lesson plan.

Citizenship Project Proposal

Description:

As outlined in my faculty development plan, I have been actively engaged in citizenship responsibilities while here at BYU, both within and outside of the university. I will continue to actively participate on library committees and assignments, such as the Subject Librarian Committee, but will continue to look for additional means of contributing to the library and university community. I will also submit my proposal for the third-floor gallery interactive display, *Heroes of Faith & Learning*, which, if approved, will represent a significant opportunity to contribute to the library and university community. If the proposal is rejected, I will seek feedback from the committee and resubmit.

Method of Evaluation:

- I will document the services I perform and the roles I am assigned and evaluate my effectiveness.
- I would like to participate in two library and two professional committees starting in 2022.
- After developing the open-source resources for the reconciliation of faith and religion I will use usage to evaluate the effectiveness of the resources.
- If the gallery proposal is accepted I will use patron submissions to the exhibit as well as walk through statistics to evaluate effectiveness

Scholarship Strategies Project Proposal

Description:

To help make progress with my writing I will request to attend the *Publish & Flourish* workshop. I will track my writing time and account to my writing mentor. I usually write 15-30 minutes each day. I am currently working on two papers, one of which is a collaboration with another librarian. I am also working on a book prospectus with sample chapters.

My goal is to complete and submit the two papers before December of 2021 and to submit the prospectus and sample chapters by April of 2022. The collaborative paper and second paper are both nearing completions. For the book proposal, I have completed the outline, one sample chapter, and a second chapter is underway.

Method of Evaluation:

I will track progress on the papers and record when they are submitted and published.