

Faculty Development Plan

Name
Fine Arts Librarian
Harold B. Lee Library
Brigham Young University

Part I: Self-Assessment

A. Personal Background

1. Academic Background

- 2013 **D. Lit. & Phil.**, University of South Africa, Pretoria
Musicology
Dissertation: *Illusion and Reality: Playback Singers of Bollywood and Hollywood.*
- 2005 **M.L.I.S.**, University of Wisconsin, Milwaukee
Library and Information Science
- 2001 **M.A.**, California State University, Dominguez Hills
Humanities (Music Emphasis)
Thesis: *Musical themes in fantasy literature written for children and young adults.*
- 1994 **B.A.**, Brigham Young University
English Literature

2. Library Experience

- Public Services Manager for Music and Dance Library, HBLL
- Public Library Reference Librarian
- K-12 District Level Media Centre Coordinator

B. Strengths

1. Having a doctorate in one of the disciplines I serve as librarian gives me experience in and a shared understanding of the same academic process that the faculty members I serve went through.
2. I have a thorough understanding of the research process and can use my own experience to guide the research of students, and assist faculty in their research needs.

3. I am a very hard-working and tenacious person. I am willing to put in the time and effort necessary to meet the challenges of a faculty position.
4. I have strong natural curiosity, which helps me to give good reference and research assistance to faculty and students. It also helps me in my own research. Everything is interesting to me.
5. I am service-oriented. It is natural for me to think “How can I help?” and this mindset is a good fit for someone in a service occupation such as librarian.

C. Skills and Competencies

1. I am an experienced teacher, having taught both high school and college courses. I can apply these experiences to the information literacy teaching required by librarians.
2. I have developed good supervisory and management skills that aid me in working with people, time and resources.
3. I have good knowledge of the print and electronic resources used in the disciplines of music, dance and theatre, and the ability to teach others about their use.
4. I have good verbal and written communication skills.
5. I am committed to lifelong learning, and have the skills as a reader to learn on my own, as well as to learn through continuing to take classes for a more structured learning experience.

D. Research Interests

- LDS musicians, dramatists, actors, dancers
- Librarian liaison activities with underserved communities
- Research and performance interactivity
- Role of audiences in the performing arts
- Viola repertoire and composers

E. Citizenship Opportunities

1. Member – HBLL Circulation Committee
2. Member – Search and Screen Committees
3. Member – Music and Dance Acquisitions Committee
4. Member – Student Employee Wages Committee
5. Member – Department Assistants Committee
6. Chair – Film Music Roundtable, Music Library Association
7. Member at Large – Mountain Plains Chapter of Music Library Association
8. Chair – Mountain Plains Chapter of Music Library Association
9. Editor – Newsletter of the Mountain Plains Chapter of Music Library Association
10. Member at Large – Paraprofessional Roundtable, Utah Library Association
11. New Music Section Editor – Journal of the American Viola Society

F. Areas I wish to develop

1. Improve collection development skills, especially in the new area which was assigned to me (theatre) so that I am as conversant as the literature in this field as I am with music and dance.
2. Become a better library liaison, and find effective ways to reach out to more of the faculty in all of the disciplines that I support.
3. Stay up to date with music scholarship and with new tools that are being developed for this discipline.
4. Learn more about both dance scholarship and theatre scholarship.
5. Improve my library instruction, so that I can better equip students to have confidence to do their own research while at university and throughout the rest of their lives.

Part II: Professional Goals and Proposed Action Plans

A. Librarianship: Professional Assignment

1. Goal: Reach out to faculty in assigned subject areas and develop relationships with them.
 - Attend faculty meetings in each department
 - Contact new faculty to orient them to library services
 - Communicate regularly with faculty about acquisitions and events
2. Goal: Develop collections and manage online content.
 - Maintain effective reference collections for each subject area
 - Liaise with faculty to grow collections according to curriculum
 - Examine collection to reveal gaps or over-collected areas
3. Goal: Give effective library instruction.
 - Collaborate with faculty to create tailored library instruction
 - Regularly seek feedback on my instruction from faculty and students
 - Analyze curriculum to find new instruction possibilities
4. Goal: Improve reference service to music, dance and theatre students and faculty.
 - Modify existing subject and course guides as needed
 - Add new subject or course guides as needed
 - Use online scheduler and regular office hours for reference help
5. Goal: Be an effective liaison for the viola and harp archives and their circulating collections.
 - Attend Harp and Viola events where possible
 - Stay attuned to repertoire for competitions and festivals
 - Reach out to faculty, students, and appropriate organizations

B. Librarianship: Professional Development

1. Goal: Stay current with issues and developments in the field of librarianship, especially pertaining to fine arts librarianship, by reading the current literature and participating in professional associations

- Attend either music, dance or theatre related meetings each year
- Take classes in dance and theatre to better learn about these disciplines.

C. Librarianship: Scholarship and Creative Works

1. Goal: Be active in research and writing with the intent to publish in my assigned subject areas, including but not limited to:

- Research and writing about LDS Musicians: Eggertsen, McMullin
- Research and writing about ballroom dance in Utah elementary schools
- Research and writing about BYU MDT students on Broadway

2. Goal: Contribute to creative works in the library which highlight collections and provide opportunities to collaborate with faculty and students across campus, including but not limited to:

- Annual Black History Month concert series every year in February
- Annual LDS Artists concert series every year in October
- Two Bollywood sampler screenings per year

D. Citizenship

1. Goal: Give meaningful service on library committees as assigned

- As a member of the Circulation Committee, help in making decisions that will improve accessibility to library resources.
- Take opportunities to serve on additional committees as assigned.

2. Goal: Continue to teach Music 210R, a credit bearing class.

- Take opportunities to improve this class each semester; try to increase the number of students who elect to take the class

3. Goal: Give meaningful service to committee assignments on the regional or national level.

- Serve as editor *Conventional Title*, the newsletter of the Mountain Plains Chapter of the Music Library Association.
- Serve as new music section editor for the *Journal of the American Viola Society*.

Part III: Relationship between Individual, Library and University Goals

A. Relationship between individual goals and university aspirations

The mission of Brigham Young University is "to assist individuals in their quest for perfection and eternal life. That assistance should provide a period of intensive learning in a stimulating setting where a commitment to excellence is expected and the full realization of human potential is pursued." The Harold B. Lee Library supports the mission of the university through acquiring, organizing, preserving and making available "collections of scholarly and related materials in all media; to assist its patrons in finding and using information available at the University and elsewhere; and to

encourage lifelong learning." In this way, the library helps intensive learning to take place for the individual. My role, as a librarian, includes giving service through librarianship, citizenship and scholarship, all relating back to library and university mission. As I created this development plan, I consulted the expectations and standards contained in the "Policies and Procedures for Appointment, Rank Advancement, and Continuing Status" for the Harold B. Lee Library and the job description for the Performing Arts Librarian, so that my specified goals would correlate with my department and the university's missions.

B. Resources Needed

- Funds to attend professional conferences and meetings
- Funds for collection development and collections responsibilities
- Funds to cover creative work (when applied for and approved)
- Student research assistance for creative work
- Time to focus on projects without interruption
- Invitations to serve on library and university committees

IV. Timeline for Accomplishing Goals

A tentative timeline follows:

2015-2016

- Attend music library conferences (MLA and MPMLA)
- Serve on the Circulation Committee of the Harold B. Lee Library
- Serve as the newsletter editor for the Mountain Plains Music Library Association
- Stand for election for the board of the Mountain Plains Music Library Association (for vice-chair)
- Give paper at the May meeting of the Mountain Plains Music Library Assoc.
- Begin duties as the New Music Section editor for the *Journal of the American Viola Society*
- Meet with new faculty in music, dance and theatre
- Attend faculty meetings in music, dance and theatre
- Teach Music 210R: Topics in Music (Fall and Winter)
- Present at MPMLA conference in May 2016
- Write collection development policies for music, dance and theatre
- Listen to devotionals and forums; attend when possible

2016-2017

- Take a course in Theatre Arts to gain subject knowledge
- Submit article for publication in the *Journal of the American Viola Society*

- Attend library conferences (MPMLA and TLA) and present where possible
- Serve on the Circulation Committee of the Harold B. Lee Library
- Serve as the newsletter editor for the Mountain Plains Music Library Association
- Having been elected in the May 2016 election, serve on the board of MPMLA
- Continue as the New Music Section editor for the *Journal of the American Viola Society*
- Meet with new faculty in music, dance and theatre
- Attend faculty meetings in music, dance and theatre
- Teach Music 210R: Topics in Music (Fall and Winter)
- Submit an article for consideration to *Utah Historical Quarterly* after writing collaboration with Dr. Holly George (Utah Division of State History)
- Present Eggertsen research at Utah Historical Quarterly symposium in October
- Listen to devotionals and forums; attend when possible
- Revise and update collection development policies for music, dance and theatre
- Submit portfolio for third year review by October 17, 2016

2017-2018

- Take a course in Dance to gain subject knowledge
- Continue to serve on committees as assigned
- Continue to attend library conferences (MPMLA and TLA) and present as submissions allow
- Continue to serve as the newsletter editor for the Mountain Plains Music Library Association
- If successful in 2016 election, continue to serve on the board of MPMLA
- Continue as the New Music Section editor for the *Journal of the American Viola Society*
- Meet with new faculty in music, dance and theatre
- Attend faculty meetings in music, dance and theatre
- Teach Music 210R: Topics in Music (Fall and Winter)
- Submit McMullin manuscript for publication
- Listen to devotionals and forums; attend when possible
- Revise and update collection development policies for music, dance and theatre

2018-2019

- Take a course in Theatre Arts to gain subject knowledge
- Continue to serve on committees as assigned
- Continue to attend library conferences (MPMLA and TLA) and present as submissions allow

Professional Project Proposal

Project Title: Library Fall Concert Series featuring BYU Composers

Purpose: To collaborate with and showcase the creative works of the talented faculty and students of BYU, and the talents of BYU musicians who will perform; to provide performance opportunities for the scores that make up part of the library circulating collection; to build awareness of the Mormon Music Collection and encourage use of this collection by other musicians in the campus community who may wish to also perform this music.

Learning outcomes:

Awareness of a body of printed music
Awareness of faculty and student compositions

Description: For the past several years, I have collaborated with linguistics faculty member Marvin K. Gardner and former BYU faculty member Vanja Watkins on a publication of their Christmas songs. They are only one set of talented songwriters at BYU whose music needs to be shared. I am in the process of identifying others for this concert series.

I will sponsor a series of four noon hour concerts during the month of November 2016 to showcase music by BYU's composers, to be performed by BYU students, faculty and staff. The concert series will be held in the HBLL auditorium.

Each week will feature works by different groups of composers drawn from the BYU community. Some I have yet to identify, but in informal talks with various people, there is strong support for a series such as this. The format will be patterned after the concert series I sponsored earlier this year for Black History month in February.

I plan to present about the concert series at the conference of the Mountain Plains Music Library Association in May 2017.

Wednesday November 2 at noon
Wednesday November 9 at noon
Wednesday November 16 at noon
Wednesday November 30 at noon

Method of evaluation: I plan to create an online survey, the URL of which will be given on the program that will be handed out at each of the concerts.

Scholarship Project Proposal

Faculty Development Plan – Scholarship

I would like to work steadily on scholarship and creative works by setting aside time each day for research and writing. This can be as little as a half hour per day on busy days, but can be as much as an hour if that can be worked into my schedule. I will schedule this time as uninterrupted time on my Outlook account, so that my research and writing is treated and valued the same as any other appointment. Activities would include research, reading, outlining, writing, revising and investigating venues for publication or presentation.

Particularly, I am interested in continuing and completing the writing that I have begun on LDS conductor Dean Eggertsen (Eckertsen) and Canadian LDS composer Robert McMullin. I have identified possible platforms for publication and presentation for both of these men. (I actually presented on the work of Robert McMullin at a past conference.)

Scholarly Goals to be completed by February 2017

Collaborate with Dr. Holly George of the Utah Historical Quarterly on an article about Dean Eggertsen and complete this work.

Participate in the Utah Historical Quarterly lecture series in November 2016 to present on Dean Eggertsen.

Begin writing the Robert McMullin research and identify one or two journals to which a manuscript can be submitted.

Strategies for Scholarly Productivity

- Calendar blocks of time to write or work on creative activities; at least 30 minutes daily, and use the Outlook calendar to keep track of this time.
- Meet regularly with my mentor and peers to seek feedback on my writing.
- Submit an article for publication before the faculty development report is due.

Method of Evaluation

Keep track of my success in meeting my daily research and writing time commitment in Outlook and chart time spent.

Keep track of article and presentation submissions and acceptances or rejections.

Citizenship Project Proposal

In May 2016, I was elected as the Vice-Chair of the Mountain Plains Chapter of the Music Library Association. I also serve as the list-serv coordinator and as the editor of the chapter newsletter. This gives me many opportunities to serve with this regional organization.

I plan to be a good citizen to this organization in the following ways:

Be an active participant on the list-serv, answering questions and making my presence known. I have many years of library experience, and I can have a helpful, mentoring attitude toward the newer members of our organization.

Keep the list-serv membership role up to date; invite new people to participate in the list-serv; respond to errors or problems that may arise on the list-serv in a timely manner.

Solicit news and information for the October 2016 newsletter in early September. Distribute the electronic version of the newsletter by October 15, 2016.

Method of Evaluation:

In my daily work diary, record all activities related to my role as Vice-Chair, list-serv manager and newsletter editor so that I am aware of the time these activities take. I can also record how many librarians I interacted with as I collected news for the newsletter, and also feedback that I receive on that publication.