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Too New or Two New? Early Career Librarians Leading Open Efforts at Touro College

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Too New or Two New? Early Career Librarians Leading Open Efforts at Touro College

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Touro College

Touro College & University System was founded in 1970 and serves over 18,000 students across 34 schools in 4 countries.

- New York School of Career and Applied Studies (NYSCAS) enrolls ~3,000 students
- Each college/campus is served by librarians unique to it (including Midtown, where we work)



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Inheriting Our Projects

We inherited existing projects: for Georgia, it is leading Open Touro, the college's OER initiative; for Tim, it is managing Touro Scholar, the institutional repository, and an annual Faculty Publications book.

Challenges:

- Learning about Touro and its "quirks" while also learning about the project and the field
- Working in an existing workflow and model because...
- We came in at a random time in the project lifecycle (especially true for Tim, since his big deadlines are in early spring!)

Opportunities:

- Clear documentation and guidance ease the learning curve for new employees
- Building on relationships that have already been built means the quality of the Library and its work has already been established and trusted

Project Management

Open Touro OER Initiative



Georgia leads Open Touro, the college's OER initiative, including:

- Advocating for OER adoption
- Supporting faculty as they adapt books
- Engaging in conversations outside of Touro regarding Open Education

Key skills:

- Relationship building
- Public speaking
- Technical knowledge
- Enthusiasm for engagement

Touro Scholar and Faculty Publications



Tim manages Touro Scholar, the institutional repository hosted by bepress, and the Faculty Publications book, an annual book of citations. This includes:

- Mastering the Digital Commons platform
- Understanding the scholarly communications lifecycle
- Advocating for Open and supporting faculty OA publishing process
- Creating the Faculty Publications book and managing the faculty authors appreciation event

Key Skills:

- Technical knowledge
- Deadline management
- Proofreading
- Communication across schools and units

Professional Development

Many librarians in positions like ours are mid-career

How do we tailor professional development materials to new librarians?

- Little institutional knowledge — some of the best currency — and fewer relationships mean our energy goes there first
- For every tip, we have to read backwards to reach where we are; in other words, for a suggestion like "Hold a coffee chat," we have to develop relationships, learn about funding and budgeting, practice event management...
- **BUT!** We have greatly benefitted from having built-in time and support for participating in professional development — professional community is everything

Teaching

For both of us, teaching is totally new! Teaching may not appear to align with primary duties but it does (very much!)

Here are our initial thoughts:

- Focus on promoting library resources, understanding the student's place in the scholarly cycle, and discuss why Open is important
- Every instruction session is an opportunity to develop relationships with faculty and students to support primary duties
- There are many levels of students' preparation and there are many levels of faculty members' engagement — we have to meet them where they are and adapt accordingly



Created by Ben Davis
from Noun Project

Takeaways

For new librarians:

- If you're interested in this field, try to publish! Rework a paper from library school and submit it to a journal — you'll learn about the publishing process from the author's point of view and you'll be better able to support your campus
- Network! Build these relationships; once you start working, you'll see how important these links become

For managers:

- Take a chance on new librarians! They have fresh eyes and fresh minds, and their work is grounded in the theory and optimism of library school. They are still in student-mode: eager to work hard, learn for learning's sake, and take risks
- New librarians need time to learn about the field and the institution, structured time to get to know staff and to ask questions, and most of all, they need autonomy and trust. Give them the space to grow and they will blossom!

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