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How We Met Our Data Librarian: Designing, Recruiting, and Implementing a New Position

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How We Met Our Data Librarian:

Designing, Recruiting, and Implementing
a New Position



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A case study of...



... responding to a new campus emphasis on strategic data management services

... developing new expertise and services without new resources

... learning about library data management services and data librarians

... exploring opportunities and constraints for library data management services



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Defining data management



<https://www.spirion.com/data-lifecycle-management/>

- Organization
- Storage
- Sharing
- Preservation



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New opportunities

- Advance science through validation (or not) of results
- Increase visibility and impact
- Preserve the scientific record

Table 1. Characteristics of Eligible Trials by Data Sharing.

	Number of Articles		
	Total	Data Shared	Data Not Shared
TOTAL	85	41 (48%)	44 (52%)
High Impact (>= 25)	12	12 (100%)	0 (0%)
Low Impact Journal	73	29 (40%)	44 (60%)
Published 1999–2000	6	5 (83%)	1 (17%)
Published 2001–2003	79	36 (46%)	43 (54%)
Include a US Author	56	35 (63%)	21 (38%)
No US Authors	29	6 (21%)	23 (79%)

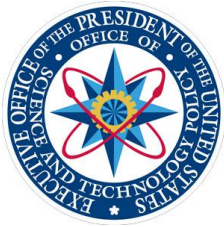
doi:10.1371/journal.pone.0000308.t001

(Piwowar, Day, & Fridsma, 2007)





New imperatives

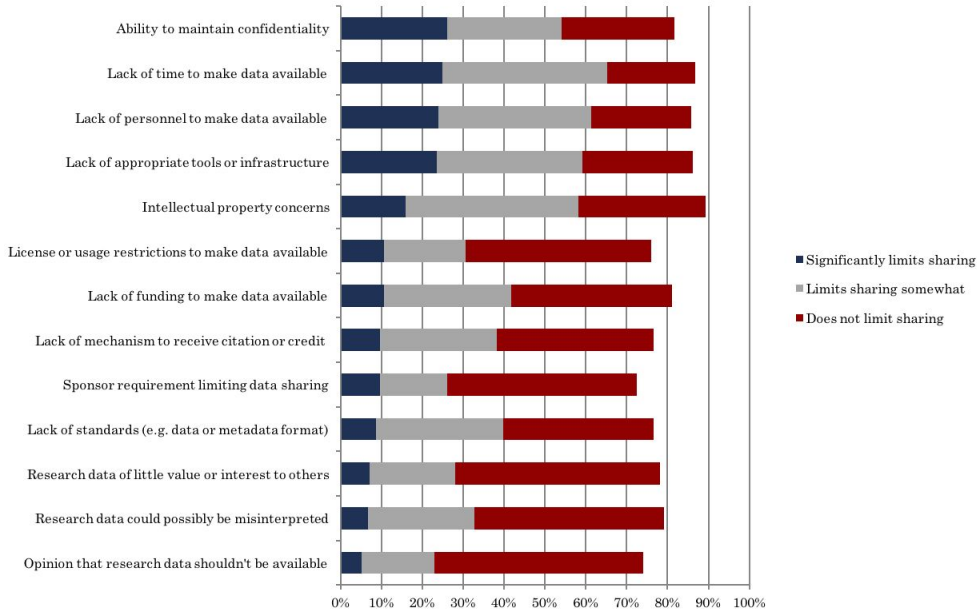


“The Office of Science and Technology Policy (OSTP) hereby directs each Federal agency with over \$100 million in annual conduct of research and development expenditures **to develop a plan to support increased public access to the results of research funded by the Federal Government.** This includes any results published in peer-reviewed scholarly publications that are based on research that directly arises from Federal funds...”

(Office of Science and Technology Policy, 2013)



Resistance factors



(Berman, 2017b)

“Significantly limits sharing”:

1. Ability to maintain confidentiality
2. Lack of time
3. Lack of personnel
4. Lack of tools or infrastructure



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- Leadership in some areas of the data life cycle, but no designated functional specialist for data management ...
- Expertise in research, scholarly communication, information organization and retrieval ...
- ... but no new resources



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New responsibilities

- “Designs and develops services for supporting data management plans required by funding agencies.”
- “Works with the Office of Vice President for Research, the Office of Sponsored Programs and other campus partners in support of research data services.”
- “Develops training and support for data management fundamentals within and outside of the Libraries.”





Megan Allison <mfalliso@UVM.EDU> sent by Vermont Libraries <VTLIBRARIES@list.uvm.edu>

Monday, February 6, 2017 at 2:58 PM

To: VTLIBRARIES@LIST.UVM.EDU

Hello, the University of Vermont is looking to hire a Science and Data Librarian, please see the ad below for details:

POSITION TITLE: Science and Data Librarian

The University of Vermont Bailey/Howe Library seeks innovative, collaborative, user-focused applicants for the position of Science and Data Librarian. This position will serve as the liaison to the science disciplines in the College of Arts and Sciences and the College of Agriculture and Life Sciences and will support research, teaching and learning in these areas by providing library instruction, research consultations, outreach and other services. This position will also take the lead in designing and developing the Libraries' services for supporting data management and develop training and support for data literacy within and outside of the Libraries. This is an exciting opportunity to play a key role in the Libraries' strategic initiative for managing scholarship and research data.

As part of the Information & Instruction Services Department, this position will also be responsible for providing general reference services, classroom instruction and individual consultations, and supporting campus-wide information literacy initiatives. This position reports to the Director of Information & Instruction Services.

RESPONSIBILITIES:

- Serves as the liaison to the following departments and programs: Animal Science, Biological Sciences, Biology, Chemistry, Food Systems, Geology, Nutrition and Food Sciences, Physics, Plant and Soil Science, Plant Biology, and UVM Extension.
- Communicates regularly with assigned academic departments and program and assumes primary responsibility for the development, promotion, and delivery of programs and services for students and faculty in these disciplines, including providing library instruction, research consultations, outreach and other services.





Please excuse any cross-postings!

- ACRL Library Information Technology Association (LITA)
- ACRL Science and Technology Section (STS)
- Agriculture Network Information Collaborative (AgNic)
- ASEE Engineering Libraries Division (ELD)
- Databrarians Facebook Group
- Datalibs-l
- Digital Libraries Federation (\$)
- NCSU Data Science and Visualization Institute for Librarians
- United States Agricultural Information Network (USAIN)
- ... and more



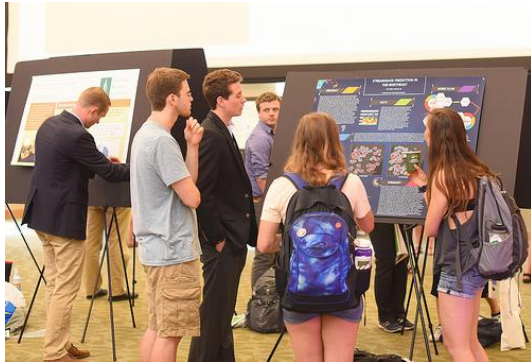
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Presentation topic



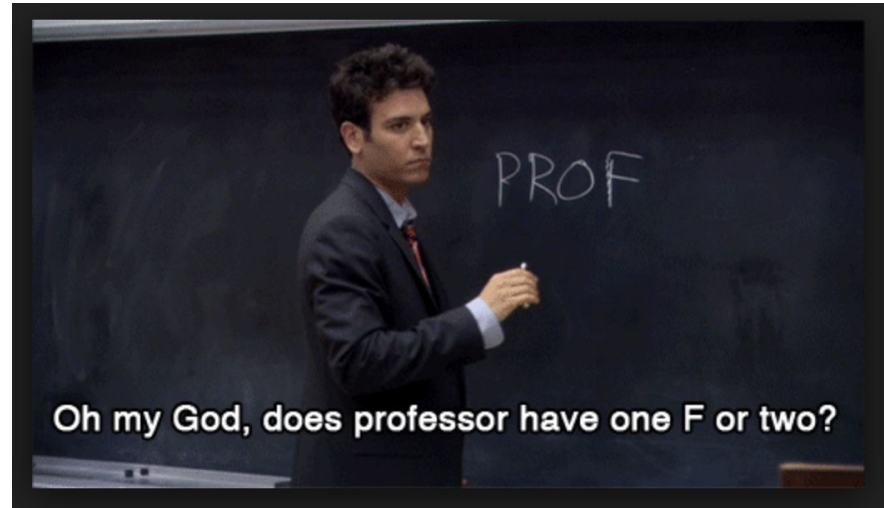
<http://www.uvm.edu/~uvmsrc>

“You are providing a group consultation for undergraduate (senior) science students who are working to present their own research projects at the UVM Student Research Conference. They would like to tap into your expertise regarding presentation of their research process and findings, and best practices for management of their data.”



Applicant Experience

- Background
- Opportunity \approx Challenge
- Questions as applicant and new hire
- Expectation vs. Reality
- Early strategy and themes
- Regional resources of interest





So Many Questions

- What will my role be, during and after development?
- What is our vision? Campus expectations and needs?
- What scale of services?
 - What depth of services can I personally maintain with other responsibilities?
 - What are the points of referral and boundaries of responsibility going to be?



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So Many Questions

- When UVM says “data”... what do they actually mean?
 - Big Data, little data, or both?
 - Items tied to publications or anything? Old or new?
 - Just DMPs? Or storage, sharing, and preservation?
 - Finding datasets? Manipulating and visualizing?
- How does “data” differ depending on who you talk to?
 - How do you limit and unify that definition to keep service development focused and relevant?



liaison

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data

- Designs and develops services for supporting data management plans required by funding agencies.
- Works with the Office of Vice President for Research, the Office of Sponsored Programs and other campus partners in support of research data services.
- Develops training and support for data management fundamentals within and outside of the Libraries.

library

- Participates fully in the design and delivery of general and specialized information services offered by the department, including library instruction and research consultations. Participates fully in departmental projects and services.
- Serves at the reference desk, including some nights and weekends.
- Collaborates with colleagues in Collection Management Services on collection development initiatives and issues for liaison areas.
- Collaborates with colleagues in Dana Medical Library on Libraries-wide initiatives that impact campus researchers in the fields of science, technology, and medicine.
- Maintains current knowledge of the trends and issues in higher education, scholarly communication and research practices.
- Actively participates in scholarship and service in keeping with the expectations of academic library faculty and individual workload plans.
- Performs other duties as assigned.



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The Expectation



Coordinating the different pieces

Source: sharegif.com, Disney (1959)



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The Reality



“Folding” data services into liaison work





Actuality

- Data and liaison work are their own separate beasts
- Prioritizing time and workload with semester
- Campus conversation means chasing a moving target



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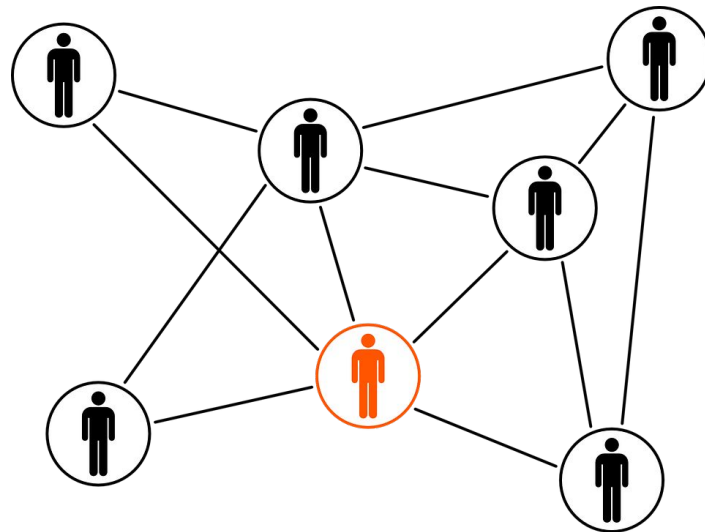
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ID Stakeholders & Partners

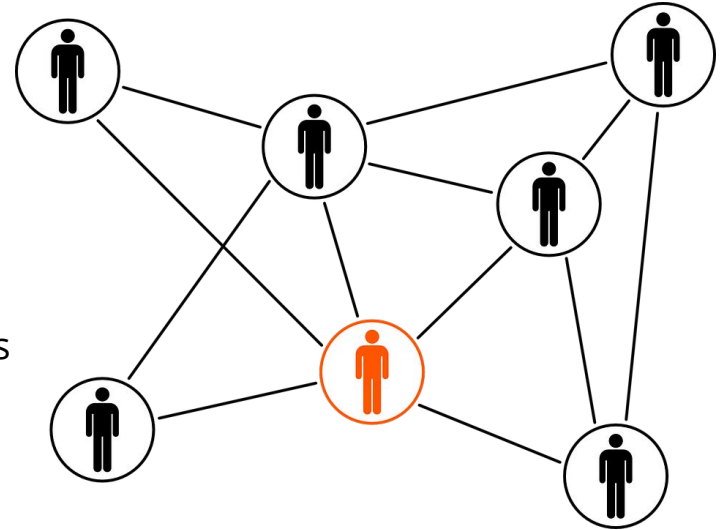
- Educational Technology Services (ETS)
 - UVM and College of Medicine
- Office of the Vice President of Research
 - Executive Director for Research Administration
 - Grant Proposal Manager
 - Grant Resources Specialist
- Sponsored Projects Administration
- Research Protection Office





ID Stakeholders & Partners

- Office of Clinical Trials Research, College of Medicine
 - Assistant Dean for Clinical Research
 - Research Navigator (new)
- UVM Foundation
 - Associate Director for Foundation Relations
- Individual faculty members



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Emergent Themes

- Research data services offered but little coordination
- Enthusiasm for someone to put pieces together (and create web pages they can link to - possible selling point)
- My experience as a newcomer:
 - What would I ideally like to find?
 - How can I make services and their presentation meaningful to people, both at their point of need but also in anticipation of that?





Regional Professional Resources

- New England Data Management Roundtables
- Upcoming:
 - Boston, Dec. 8: “Professional and Community Development in Research Data Management,” [New England Data Management Roundtable](#)
 - Montreal, May 29 - June 1: “Once Upon a Data Point: Sustaining our Data Storytellers,” [IASSIST \(Int’l Asso. for Soc. Sci. Information Services and Technology\) 2018 Conference](#)





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Questions?



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