

# CAL POLY HUMBOLDT



**Vacancy Announcement**  
**Faculty Tenure-Track Position Starting August 2022**  
**University Library**  
**Sustainability Librarian**  
**JOB # 2223-26**

*Cal Poly Humboldt is a Hispanic-Serving Institution (HSI) that strives to foster an equitable and inclusive community that supports our students of diverse backgrounds. Cal Poly Humboldt is committed to achieving the goals of equal opportunity and endeavors to employ faculty and staff of the highest quality committed to working in a multicultural and multiracial community that reflects the diversity of the state.*

**DESCRIPTION:** The Cal Poly Humboldt Library invites applications for a full-time, 12-month, tenure-track **Sustainability Librarian**. Cal Poly Humboldt Library seeks a collaborative, innovative, proactive and user-oriented librarian for this new position of Sustainability Librarian. This position performs outreach and instruction, and develops and provides services to faculty, students, and researchers, in collaboration with instructional librarians and others in the Library.

This new position provides leadership in implementing and managing a suite of sustainability instruction and programming at Cal Poly Humboldt. The Sustainability Librarian is a member of the Instruction and Reference Team, and collaborates with staff and librarians on sustainability efforts and other projects in various library units, including Access Services, Information & Instructional Services, Discovery & Metadata Services Librarian, Head of Information Resource Management, Library Makerspace, and Special Collections. This position requires exceptional technology and communication skills, and an understanding of a variety of disciplines.

Cal Poly Humboldt has a long history of advancing sustainability throughout the campus and community. Sustainability is a core value at Cal Poly Humboldt, and encompasses, as detailed in our Polytechnic Prospectus, a multifaceted definition that includes environmental, economic, and social dimensions. The vision for the work of this position will be shaped by the campus needs as identified by the incumbent's research and engagement with the campus community and community at large. At Cal Poly Humboldt Library, the definition of sustainability addresses broad aspects of library operations: the physical and virtual environment, our stewardship of library resources, the types of and manner in which library services are designed and delivered, the adoption and use of various technologies, and how through these we can better serve our library community.

The Library and Cal Poly Humboldt are committed to eliminating the equity gap in all student populations with dynamic, student-centered practices and policies that fully engage the campus community. The ideal candidate will share the Library and Cal Poly Humboldt's commitment to racial and socioeconomic equity to ensure all students succeed in their degree and career objectives.

We value the ability to serve students from a broad range of cultural heritages, socioeconomic backgrounds, genders, ability and orientations. Therefore, we prioritize applicants who demonstrate they understand the benefits diversity

brings to a professional educational community. The successful candidate will be an equity-minded individual committed to collaborating with faculty, classified staff, administration, and students who are also committed to closing equity gaps.

**RANK, SALARY AND BENEFITS:** We seek to fill this position at the Senior Assistant Librarian rank; however, rank and salary are dependent on the appointee's qualifications and experience. The current California State University Salary Schedule is available at: <http://www.humboldt.edu/aps/docs/salary/Salary-Schedule.pdf>

Cal Poly Humboldt provides an excellent benefits package for faculty. Information about benefits plans can be found at: <http://www.humboldt.edu/forms/node/934>.

We are committed to supporting incumbents with professional development opportunities to progress in their careers, including mentorship.

**PROFESSIONAL QUALIFICATIONS:** An earned Master's degree in Library Science or related discipline from an ALA accredited college or university, is required at the time of appointment.

The successful candidate must demonstrate the following:

- ✓ Evidence of experience and ability to effectively instruct, train, and communicate across disciplines;
- ✓ Demonstrated ability to work effectively with faculty, staff, and students from diverse ethnic, cultural, and socioeconomic backgrounds;
- ✓ Excellent written, verbal and interpersonal communication skills;
- ✓ Demonstrated abilities to work independently, and to collaborate with teams;
- ✓ Commitment to and/or experience promoting and fostering a learning environment that is supportive of individuals from diverse backgrounds;
- ✓ Ability to collaborate with diverse students, colleagues, Native communities, and other diverse local constituents;
- ✓ An understanding of an HSI designation and social justice contexts and an ability to incorporate this understanding into sustainability efforts; and
- ✓ An understanding of racial and socioeconomic equity and a demonstrated ability to incorporate this understanding in one's librarianship, teaching, scholarship, and service.

Preferred qualifications for this position include:

- ✓ Knowledge of pedagogy, high-impact practices, problem-based learning, undergraduate research, etc.;
- ✓ Experience with programming and initiatives in environmental, resource, technology, and/or service sustainability;
- ✓ Ability to manage projects and to work in collaboration with others;
- ✓ Flexibility and ability to adapt to a changing environment;
- ✓ Experience with assessment, including instruction, programming, and collection development;
- ✓ Experience working with open educational resources;
- ✓ Ability to create outreach campaigns, including online and physical exhibits and displays;
- ✓ Experience supervising students, interns and volunteers;
- ✓ Ability to develop, implement, and assess programs in ways that advance equitable and inclusive learning communities;
- ✓ Commitment to participating in professional development opportunities that build effectiveness in advancing equity, inclusion, and intercultural communication; and
- ✓ An understanding of Traditional Ecological Knowledge (TEK) and an ability to incorporate this understanding in one's sustainability efforts.

*Working in the state of California is a condition of employment for this position. Even if part or all of an employee's assignment can be performed remotely, the employee must maintain a permanent residence in the state of California. The employee must be able to accept on-campus instruction, as assigned, and come to campus when needed.*

At the time of appointment, the successful candidate, if not a U.S. citizen, must have authorization from the Bureau of Citizenship and Immigration Services to work in the United States. For information on the University policy on support for non-immigrant probationary faculty visa acquisition, please visit the Faculty Immigration Resources page: <https://extended.humboldt.edu/international-programs/immigration/faculty>.

Evidence of degree(s) is required at time of hire.

#### **PROFESSIONAL DUTIES:**

- ✓ Provide library instruction to courses, disciplines, and programs related to the environment, economics, business, engineering, social justice, STEM, and other dimensions of sustainability;
- ✓ Provide reference services, SkillShops, and other support for lifelong learning;
- ✓ Develop and maintain library guides on disciplines and issues related to sustainability; and
- ✓ Support sustainability efforts within the Library, including open educational resources, operations, events, collections, and more.

#### **Library Instruction, Reference, and Collection Development**

- ✓ Provide and support information literacy instruction, collection development, research & reference services, publication, and programming;
- ✓ Develop educational programs that support sustainability, such as library instruction, workshops, and events;
- ✓ Collaborate with instruction librarians to provide support for sustainability-related disciplines and classroom projects;
- ✓ Consult with students, faculty, and researchers in identifying and deploying appropriate tools and technologies to meet research needs; and
- ✓ Lead student employees and Library Scholar Internships as needed.

#### **Sustainability Liaison, Outreach, and Engagement**

- ✓ Support and participate in sustainability efforts at Cal Poly Humboldt, such as Sustainability Speaker Series and Conference, CSU Journal of Sustainability & Climate Change, and HSU offices such as Campus Center for Appropriate Technology (CCAT), Cal Poly Humboldt Advisory Committee on Sustainability, Sustainable Living, Food Sovereignty Lab, Oh Snap!, Waste Reduction Resource Awareness Program (WWRAP), Reusable Office Supply Exchange (ROSE), and the Sustainability Office, among others;
- ✓ Serve on and/or lead campus committees on topics of sustainability, community development and engagement, global engagement, climate change, food security and health;
- ✓ Engage in programming partnerships and grant opportunities with local community, state, federal, tribal, UN, and other agencies' sustainability programs, resources, and services, including libraries, ALA Sustainability Round Table, etc.; and
- ✓ Develop online and physical outreach exhibits and displays about issues related to sustainability.

#### **Assessment and Sustainability of Library Programs and Collections**

- ✓ Lead open educational efforts (open pedagogy, open educational resources, and open access) on campus to promote equitable access and affordability of course materials for student success;
- ✓ Assess the work of the Cal Poly Humboldt Library, to ensure the building of and contribution to vibrant, inclusive, and sustainable communities;
- ✓ Provide support for project management and workflows that promote sustainability, and are aligned with library goals and outcomes;

- ✓ Participate in various assessment, strategic planning, and change management initiatives; and
- ✓ Review and assess collections and programming to determine how well our collections and services sustainably represent diverse cultures, languages, and perspectives, and serve the needs of diverse campus communities.

Librarians are members of the faculty at Cal Poly Humboldt and professional responsibilities include: maintaining excellence in librarianship; research, scholarship, and/or creative activity; service to the University, profession, and to the community; participation in campus and system-wide committees; being generally available in the University Library during business hours; working collaboratively and productively with colleagues; and actively participating in academic functions.

Cal Poly Humboldt also continues to build unique and innovative learning opportunities for students, bridging the sciences, social sciences, arts and humanities. Cal Poly Humboldt is a leader in “learning communities” that build relationships between students, faculty, staff, administrators, and the community. These communities incorporate environmental and social responsibility.

**GENERAL INFORMATION:** Cal Poly Humboldt Library promotes teaching, learning, research, and scholarship by integrating information resources with innovative programs and services. Cal Poly Humboldt Library is committed to empowering community, lifelong learning, research and scholarship, connecting people and ideas to inspire learning through curiosity and creativity. For more information visit: <http://library.humboldt.edu/> and our newsletter [Check Out the Library](#).

**Campus:** Cal Poly Humboldt, located in Arcata, California, 275 miles north of San Francisco, is part of the 23-campus California State University system and one of only three polytechnic universities in the system, with a strong history of acting on its ideals of social justice and environmental responsibility. Cal Poly Humboldt has been ranked as a top Western university (U.S. News & World Report) and a “Best in the West” college (Princeton Review). Cal Poly Humboldt has also been recognized as a Green College, and in 2016 won a national “Outdoor Nation” challenge. It is also a Military-Friendly, Vegan-Friendly, and LGBT-Friendly institution. Cal Poly Humboldt hosts nationally recognized performers, speakers, and art exhibitions and is a regional center for the arts. Cal Poly Humboldt students enjoy a rich campus life through more than 180 campus clubs, access to a state-of-the-art recreational facility, and 12 NCAA Division II athletic teams. Cal Poly Humboldt is committed to diversity in all forms; it has recently been designated a Hispanic-Serving Institution, is located amongst the largest population of American Indians in the state, and maintains strong relationships with the twelve federally recognized tribes in its service area. Cal Poly Humboldt’s hometown of Arcata has a population of more than 17,000 and is known for its vibrant and welcoming community. Local elementary and secondary schools are ranked as high performers statewide and nationally.

Cal Poly Humboldt sits on the traditional homelands of the Wiyot people in what is currently called Arcata, CA. The Wiyot people call the area Goudi’ni (over in the woods). The Cal Poly Humboldt campus in Northern California is in close proximity to several thriving Native American tribes and communities. Cal Poly Humboldt currently has the largest percentage of Native American students in the CSU system and has over 30 Native American faculty and staff many from local area California Indian tribes. Cal Poly Humboldt is home to a number of leading Native American programs including the Indian Tribal Education and Personnel Program (ITEPP) and the Indian Natural Resource, Science and Engineering Program (INRSEP). There are also many opportunities at Cal Poly Humboldt to conduct research, teaching and community work on Native American history and cultures in Special Collections at the Cal Poly Humboldt library. The Humboldt Room in the Library has fantastic resources for tribally focused archive materials from the region. Cal Poly Humboldt strives to build a supportive and inclusive Native community and engages with Native communities through various initiatives and opportunities like the annual California Indian Big Time and Indigenous People’s Week and a chance to network with other faculty and staff as part of the Cal Poly Humboldt Council of American Indian Faculty and Staff. For more information, please visit: [www.humboldt.edu/nasp](http://www.humboldt.edu/nasp)

**APPLICATION:** Qualified candidates should submit the following materials through Interfolio:

Click here to apply: <http://apply.interfolio.com/104200>

- ✓ Letter of Application;
- ✓ Curriculum Vitae;
- ✓ **Diversity Statement** - include your understanding of the barriers facing Black, Indigenous, and other people of Color (BIPOC) in higher education and your past and/or future contributions to inclusive student success, including equitable access and outcomes through teaching and professional or public service. Applicants are encouraged to highlight any contributions they have made towards the inclusivity of students from the LGBTQ+ community (2 page limit);
- ✓ Graduate Transcripts (unofficial copies are sufficient for initial review); and
- ✓ Names and Contact Information for Three (3) Professional References.

Additional application materials may be requested at a later time.

Please direct any questions pertaining to this position, the University Library, or Cal Poly Humboldt to:

**Kimberly Stelter, Search Committee Chair**  
**University Library**  
**Cal Poly Humboldt**  
**1 Harpst Street**  
**Arcata, California 95521-8299**  
**Phone: (707) 826-4958**  
**Email: [Kimberly.stelter@humboldt.edu](mailto:Kimberly.stelter@humboldt.edu)**

**APPLICATION DEADLINE:** This position is open until filled. First consideration will be given to completed applications received no later than **April 15, 2022**. Early response is encouraged.



See more photos at [Cal Poly Humboldt's Flickr page](#).

*It is the responsibility of the applicant to provide complete and accurate employment information. Evidence of required degree(s), certification(s), or license(s) will be required prior to the appointment date. A background check (including a criminal records check, employment verification, and education verification) must be completed satisfactorily as a condition of employment with the CSU. Certain positions may also require a credit check, motor vehicle report, and/or fingerprinting through Live Scan service. Adverse findings from a background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.*

*All CSU employees are obligated to respond to and report incidents of sexual harassment and sexual violence. Compliance with the California Child Abuse and Neglect Reporting Act (CANRA) and CSU Executive Order 1083 Revised July 21, 2017 (EO 1083) is a condition of employment.*

*CSU employees in positions with duties that involve regular contact with children or positions which supervise such employees are designated as Mandated Reporters under CANRA and are required to comply with the requirements set forth in EO 1083. Upon appointment to this position, the successful candidate(s) will be notified of and required to acknowledge their CANRA reporting status.*

*New employees hired by the CSU for the first time who first become CalPERS members on or after July 1, 2017 are subject to a 10 year vesting period for retiree health and dental benefits.*

*Cal Poly Humboldt is a Title IX/Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, protected veteran status, or any other legally protected status. If accommodations need to be made during the recruitment and interview process, please contact Human Resources at (707) 826-3626 or [hsuhr@humboldt.edu](mailto:hsuhr@humboldt.edu)*

Cal Poly Humboldt is part of the 23-campus California State University system. The University has a comprehensive arts and sciences curriculum, which is recognized nationally for its high academic quality. Founded in 1913, Cal Poly Humboldt is one of the premier public institutions in the western United States; it is a residential and rural campus with an enrollment of approximately 7,000 students. The main campus is located in Arcata, California, in the northwestern part of the state along the coast, situated among redwood trees in an area that offers unmatched scenic beauty, moderate climate and opportunities for outdoor activities. The surrounding Humboldt County locale has a population of around 130,000. The community offers an excellent range of businesses, services and cultural activities/performances. The local schools are ranked in the top performance percentiles, both nationally and in the state. Additional information about Cal Poly Humboldt can be found at: <http://www.humboldt.edu>.