

I seek tenure and promotion to Associate Librarian based on a record that meets the following criteria: excellence in performance, beyond satisfactory in professional development, and satisfactory in service.

### Personal Statement

My choice to become a librarian was driven by nearly a decade of experience as a research assistant and lab coordinator in psychology research. I have participated in all phases of the research process from funding proposal to project startup to study conduct and closeout for studies ranging in size from unfunded pilots to National Institutes of Health (NIH) R01 studies. Conducting research in clinical and behavioral psychology exposed me to the principles of evidence-based practice, which deeply influence my approach to librarianship. While completing my degrees in library and information science and health informatics, I worked on a digital collection of historic Bulletins of the Indiana State Board of Health at the Ruth Lilly Medical Library. I developed a web portal for the collection and contributed to the digitization process. Working on these projects sparked my interest in increasing access to valuable hidden resources by creating digital collections. These experiences have shaped my work in the IUPUI University Library Center for Digital Scholarship, which reflects my interest in libraries' role in increasing access to, enhancing the value, and enabling reuse of scholarly, historical, and cultural content.

### **Performance**

As the Digital Scholarship and Data Management Librarian, my role at University Library is to provide research support for faculty, staff, and students. Research support in academic libraries takes many forms. In this statement, I will discuss research data services, research metrics services, data policy development, and enabling faculty to make informed decisions in disseminating their scholarly products. The development of research data services is a response to changes in the information systems used in research and changes in federal policies regarding access to the results of publicly-funded research. The ultimate purpose of such services is to enable the sharing and reuse of data produced by federally-funded research in order to: increase the impact of funding dollars, promote innovation and potential new data uses, encourage scientific enquiry and debate, reduce redundant data collection, increase the impact and visibility of research, provide credit to the researcher as a research output in its own right, and provide great resources for education and training.

I have developed two new research support services since joining University Library in 2011: research data services and research metrics services. Research data services enable faculty to meet funder and publisher requirements as well as providing training on tools and strategies for digital research data. The goal of research metrics services is to empower faculty in strategically disseminating their scholarly products and gathering evidence to demonstrate their impact. As the subject librarian for the recently established (2012) School of Public Health, I contribute to the School's research and teaching missions by providing research consultations, offering instruction in the classroom and online, and selecting materials for the collection.

### Research Data Services

*Funder and Publisher Data Requirements:* Since January 2012, I have provided 6 workshops and 34 individual consultations. The workshops, co-sponsored by the IUPUI Office of the Vice Chancellor for Research, are designed to inform investigators about the National Science Foundation (NSF) data management plan requirement. These workshops have been attended by more than 100 faculty, staff, and graduate students from academic departments and administrative units across the campus. In the absence of a data librarian at the Bloomington campus, I have also provided workshops and consultations as needed for faculty on other campuses. Though demand for these workshops has

slowed as faculty and staff have become comfortable writing their own data management plans (DMP), I still receive requests to review and refine draft plans.

*Data Management Curriculum and Training:* As I spoke with faculty at NSF DMP workshops, I recognized a gap in our campus support – the identification of effective practical strategies for managing research data. Through interviews with several graduate program directors in early 2013, I confirmed that data management training is not available on the IUPUI campus, outside of a few discipline-specific courses. Given the importance of these skills for academic and professional success, providing data management instruction has become a key performance area for me. In 2013, I developed a data management curriculum based on practical data management strategies recommended across a variety of disciplines. It has served as the foundation for the workshops I have offered since 2014. Details of the curriculum and resulting workshops were presented at national and international conferences in 2013 – 2015 (see Professional Development within this statement).

*Enabling Data Preservation, Sharing, and Reuse:* Data sharing is one result of a slow and incremental shift in research practices across institutions, disciplines, and countries towards greater access to publicly-funded research. Since 2012, I have managed the development, maintenance, and outreach for the institutional data repository IUPUI DataWorks. It is designed to be an open research data repository that enables researchers at IUPUI to archive and share their data openly and without additional cost. Unlike publications, data are dynamic and require detailed contextual information in order to be useful. Often, such information is not documented in a way that can be easily gathered and shared. Deposit in DataWorks is mediated and includes my support for developing appropriate documentation and metadata to facilitate discovery and reuse. I have also coordinated the EZID membership and implementation for DataWorks, which allows us to create unique and persistent digital object identifiers (DOI) for data. This identifier enables faculty to easily track the impact of their data as it is shared, discussed, reused, and cited. Deposit to DataWorks has been included in more than a dozen data management plans for National Science Foundation proposals. Other faculty use DataWorks to share data that must be made available upon publication in their chosen journal. Thus far, DataWorks contains several datasets from faculty and students in disciplines ranging from library science to geography. DataWorks enables researchers at all levels to share their data in ways that are appropriate for their field or discipline, while supporting compliance with federal funding agency and publisher requirements.

*IU Research Data Policy:* Existing IU policies do not provide clear guidance for how research data should be stored, managed, shared, transferred or preserved. While fragmented policies exist for human subjects and health research, these policies do not enable the university to steward research data over the long run. A comprehensive research data policy is crucial for research compliance activities, in particular investigations into allegations of research misconduct and subsequent remediation. Guidance built on a policy foundation can provide researchers with clear and practical recommendations for responsible research data practices that support the integrity of the scholarly record. Such practical guidance is vital for preventing data breaches, enabling appropriate sharing and reuse of research data, and facilitating long-term preservation. Since 2015, I have led an informal working group that draws upon the expertise of key university stakeholders. We are developing a comprehensive research data policy and supporting guidance to address gaps in existing IU policies, which are crucial for the University to protect its investment in research data. See Appendix A.7 for a draft of this guidance.

#### Research Metrics Services

With the Scholarly Communication Librarian, I developed a simple process to help faculty disseminate, share, engage, and gather evidence for how their scholarship is being viewed, discussed, used, and

cited. Research metrics services developed out of a citation workshop developed for the Office of Academic Affairs Promotion and Tenure workshop series. Over the last three years, we began to address a greater variety of scholarly products and metrics. These services currently include a [workshop series](#) and individual consultations. Since 2012, faculty from all ranks and schools have attended these workshops.

*Dissemination of Scholarship:* This area is closely related to my work providing research data services and research metrics services. Over the past several years, a wide range of faculty concerns have arisen during individual consultations, including tips for choosing a journal, options for retaining copyright during the publishing process, strategies for disseminating and promoting scholarly products beyond the journal article (e.g., data, teaching materials, syllabi, code, etc.). Through these conversations, I aid faculty, staff, and students in navigating the scholarly ecosystem more effectively.

#### Subject Librarian for Public Health

In July 2012, I assumed the additional role of subject librarian to the newly formed Fairbanks School of Public Health. My responsibilities include instruction, research, and collection development of resources supporting the School's teaching and research missions.

I have successfully met and exceeded the promotion and tenure criteria for excellence in performance.

#### **Professional Development**

Professional development is the secondary criterion for my evaluation. My scholarship is tightly intertwined with my performance activities. I have produced seven evidence summaries which critically appraise library and information science (LIS) literature, one peer-reviewed journal article, a book chapter, an essay in *College & Research Libraries News*, and two very popular guest blog posts for Altmetric. My in-rank presentations include one invited and seven refereed national presentations, three national poster presentations, and four invited regional presentations and conferences. I have also received three travel awards and one project award.

Research data services in academic libraries: As I have developed research data services, I have intentionally shared my experiences and knowledge gained with data librarians/specialists in academic libraries to further our burgeoning field. I have given two invited presentations to regional meetings and published an essay on the role of data management in research integrity. My essay was published in the Scholarly Communications column of the widely read national academic library newsletter *College and Research Libraries News*. I also published a refereed article on developing research data services in academic libraries. I recently published a chapter on teaching data literacy skills to novice and experienced researchers in Starr Hoffman's (Ed.) [Dynamic Research Support in Academic Libraries](#).

Practical application of research metrics: A workshop co-sponsored by the Office of Academic Affairs and titled "Altmetrics for Team Science" led to an invitation to write a guest blog post on the Digital Science blog, which then turned into two guest posts. These posts attracted a significant amount of attention from both researchers and librarians on Twitter, blogs, and Mendeley (see Section 08). Discussion across social media led to an interview on altmetrics for a [Library Journal article](#) by Matt Enis. This spring, I gave an invited panel presentation at the international conference Future of Research Communications and e-Scholarship (FORCE 2016). At FORCE, my group's project proposal to develop a [metric toolkit](#) for the [FORCE2016 Pitch It Challenge](#) was one of two projects selected to win. This series of events demonstrates my growing reputation as a librarian engaged in the application of altmetrics.

Content Analysis of Successful Dossiers: In collaboration with the Scholarly Communication Librarian, I have been conducting a study of various trends in dissemination and evidence used in successful promotion and tenure dossiers at IUPUI. The purpose of the study is to document over time the culture of scholarly communication at IUPUI by examining successful tenure and promotion (T&P) dossiers. Thus far, we have received IRB approval, recruited participants, piloted the coding scheme, and begun our initial analysis of access and metrics reported. Our study protocol and materials are being shared in the [Open Science Framework](#) to demonstrate the value of open research in librarianship.

I have successfully met and exceeded the promotion and tenure criteria for beyond satisfactory in professional development. Additionally, I have made each scholarly product and many performance products openly available for reuse online in sites such as IUPUI ScholarWorks, IUPUI DataWorks, Slideshare, and Figshare. See Section 08 and Appendix B.1 for details about my performance and professional development products. I intend to openly share the sections of my dossier that I have created. I believe this will be a valuable contribution to the data librarian/specialist community as well as the conversation about the practical use of metrics in promotion and tenure.

### **Service**

My service commitments reflect my dedication to IUPUI and academic librarianship. These activities demonstrate my core belief in the value of openness and collaboration in higher education.

### Library

My service to University Library has been diverse. I have served as Secretary of the University Library Faculty Organization (ULFO) as both a member (2011-2012) and Chair (2012-2013) of the ULFO Bylaws Committee. During this time we oversaw significant changes that streamline the requirements for conducting ULFO business. On the ULFO Trustees Teaching Award Committee (2013-2015), I reviewed and evaluated applications to select an annual award recipient. I have served on four search and screen committees for tenure-track librarian positions. I contribute to the UL Box Pilot Group (2015-2016) by sharing best practices for information management and offering training. From 2012-2015, I coordinated the untenured librarians peer support group. At the request of the former Associate Dean, I have mentored the Digital User Experience Librarian since 2014.

### Campus & University

I have served the campus through the IUPUI Faculty Council (IFC) as an elected representative (2013-2015) and as member of the IFC Faculty Affairs Committee, whose role is to advise the Council on matters involving the faculty, including the revision of key policies and procedures. As a member of Dean Lewis's five year review committee (2013-2014), I contributed to the data collection, analysis, and reporting of feedback from the review process.

### Professional

A significant focus of my service efforts in the past two years has been contributing to the community of data librarians/specialists working in academic and research libraries. I was a member of the planning committee for the inaugural Midwest Data Librarians Symposium 2015, which fills a professional development void for Midwest librarians. I contributed to developing the program themes, promoting the event, and gathering products for dissemination after the meeting concluded. I also led a 90-minute session on teaching research data management. In 2015-2016, I developed and coordinated a national social media campaign called [Love Your Data Week](#) (February 8-12, 2016). The event was designed to raise awareness of good research data practices and library-based research data services with students.

More than 20 universities in the United States participated, along with data specialists at European institutions (see Appendix C.2-C.3).

I have been actively engaged with the Association of College & Research Libraries (ACRL) community since 2013. In 2015, I was appointed to serve on the Research Planning and Review Committee. This committee is responsible for developing the 2016 Top Trends report and the 2017 Environmental Scan. This is a respected and widely read report in academic librarianship; the 2013 report is the [third most widely read item from C&RL News](#) having received more than 50,000 views and 15,000 downloads. I wrote two of eleven sections (altmetrics and research data services and curation; see Appendix C.1) for the Top Trends report, which will be published in June 2016. Also in 2015, I was appointed to serve on the ACRL Conference (2017) Contributed Papers Committee. I am also a member of the Education, Behavioral, and Social Sciences Section (EBSS) Scholarly Communication Committee. My contributions include setting priorities for committee projects and programming at ALA meetings. Other service to ACRL has included the Science & Technology Section (STS) Assessment Committee, for which I helped to develop and recruit content for the Section programming at the ALA annual meeting.

Since 2010, I have served two sections within the Medical Library Association (MLA). In 2013, I was elected as Secretary/Treasurer of the Research Section, one of MLA's largest sections. For the 2012 MLA Annual meeting, I was a member of the Grants & Scholarships Committee, serving as a juror for the Medical Informatics Section (MIS)/MLA Career Development Grant.

#### National Service

In 2015, I was invited to serve as a member of the review panel for proposals submitted to the [NIH Big Data to Knowledge \(BD2K\) Enhancing Training Projects](#). The purpose of these awards is to develop MOOCs and short courses for a variety of audiences, including librarians and researchers, on data science and research data management. I reviewed three proposals and acted as the primary reviewer for one. Also in 2015, I consulted on the UNT Regional Medical Library (RML) proposal for the South Central Region of the National Network of Libraries of Medicine. All submitters were required to include support for research data services in their proposals. I advised Associate Director Lisa Smith and Director Daniel Burgard at the Gibson D. Lewis Health Science Library on the ways in which an RML could support health sciences libraries in developing research data services. Their proposal was successful.

In 2015, I was nominated by Dean David Lewis to serve on the Scholarly Publishing and Research Communication (SPARC) Open Data Advisory Group in his stead. SPARC is a "global coalition committed to making Open the default for research and education." The Open Data Advisory Group provides input on issues and developments related to research data stewardship at our institutions to guide their involvement in national and international conversations.

I have successfully met and exceeded the promotion and tenure criteria for satisfactory in service.

#### **Future Plans**

I look forward to continuing to facilitate the adoption of responsible research data practices and policies while creating digital collections that support research, teaching, and learning. I will continue to expand the research data management training program. In order to facilitate the discovery of data that must be shared under controlled conditions, I will develop a data catalog for sensitive data (e.g., human subjects data, restricted use data, or other sensitive data) at IU and explore the research data practices of researchers at IUPUI and beyond. Finally, I will continue to engage and serve my communities of practice community by sharing my work and mentoring new professionals entering the field.