

Jared Howland
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Dear Search and Screen Committee Chair,

I am writing to apply for the Collection Development Coordinator position. I feel I am a strong candidate for this position because of my collection development skills, experience coordinating large projects, my forward-thinking approach to solving common collection development problems, and my ability to work collaboratively and transparently with others.

I have considerable experience with the library's collection development efforts over the past ten years. I have worked extensively with licensing and negotiating for electronic content, played critical roles in being a wise steward of the \$10 million collection development budget, and found creative ways to assess and improve the library's collections. Additionally I worked as a subject librarian for two years providing me with valuable insight into the unique pressures, needs, and processes of collection development from a public service standpoint. These years of experience have provided me with a unique perspective on the challenges faced by librarians in the 21st century.

I enjoy the process of overcoming difficult challenges. One challenge librarians perpetually face is the tension between shrinking collection budgets and continuously escalating journal costs. While there is no single solution to this problem, as Electronic Resources Librarian, I took an approach that served the needs of patrons while simultaneously maintaining access to content and reducing outlay by over \$500,000 annually. By combining usage, journal analytics data such as ISI's Impact Factor, with availability data in both print and electronic formats, subject librarians were able to assess the value of specific journal titles and significantly reduce expenditures without losing access to critical content. This unconventional approach to the way librarians view collections is one skill I feel would be of great benefit to this position at the HBLL.

I have extensive experience working on and coordinating cross-divisional projects and efforts. For example, in an attempt to foster deeper, library-wide communication about how to best serve our patrons, I created a patron access discussion group. As a direct result of this group, persistent problems with our search system, physical layout of the library, and the way our collections are organized, have been discussed and addressed. For instance, ScholarSearch would occasionally display the wrong location information for some of our materials. This was largely due to an incorrect configuration of our discovery layer as our catalog and MARC records displayed the correct data. It was unclear why it would show the wrong location for some materials but the right

location for other materials. This group was able to help the IT department correctly tag location information in our system and display an appropriate message to our users. Resolution to this problem, along with many others like it, required communication, collaboration, and innovation to resolve these issues that were not being resolved through official committee channels. The ability to communicate and work collaboratively would be critical in this position at the HBLL.

Before I became the Electronic Resources Librarian, the position was vacant for a year. As a result, the library's electronic resources were in disarray. I led the charge to establish workflows and procedures that minimized the time it takes to find information about specific resources, standardized the license terms the library spends time negotiating for, set up the library's first true electronic resource management system, and implemented a full OpenURL-compliant journal finder system. Again collaboration and communication were critical skills required to undertake and successfully implement those practices and tools.

Additionally, I established clear lines of responsibility which spread the previously consolidated responsibility of electronic resources between several technical services employees. I was able to lead the library from a somewhat haphazard manner of working with electronic resources to a highly routinized workflow with clear and established patterns allowing decision-making and evaluation to happen efficiently and regularly. The ability to prioritize, organize, and mobilize tasks and employees is a valuable skill for this position.

I feel that my years of collection development experience, my communication and collaboration experience, and my commitment to doing what is best for the library's patrons make me a strong candidate for the position of Collection Development Coordinator. I look forward to hearing from you soon (jared_howland@byu.edu, 801-422-3416).

Sincerely,

Jared Howland