

Faculty Activities and Professional Contributions

Name Jolie Graybill Department DISC

Academic Rank Assistant Professor/Image & Multimedia Coordinator Date Mar. 2013- Oct. 2013

Evidence of a faculty member's professional development record and significant job activities is derived from the written Faculty Activities and Professional Contributions form that each faculty member completes yearly before his/her evaluation. On this form list contributions and activities for the previous year as described in the Promotion and Continuous Appointment Criteria (May 7, 2009). You may include a description of the activity and its significance. Descriptive information is strongly encouraged for faculty who are not undergoing a review where additional documentation is available.

I. Assigned Areas of Responsibility

List significant activities or projects only.

- A. Coordination and promotion of CONTENTdm and Image & Multimedia Collections and related activities such as training, presentations, new collection development, marketing.
 - Coordinated installation of new version of CONTENTdm 6.3.1 in the spring of 2013 and 6.4 in the fall of 2013. This was followed by several patches, and another installation to CONTENTdm 6.4 and finally this fall to 6.5.1. The major feature of the new 6.0+ installation was a new end-user interface reflecting a more polished and professional appearance while adding social media features.
- B. Other Digital Initiatives – support libraries via development and implementation of digital projects such as digital content of LI110 specifically related to the virtual tour content for both Love Library and CYT Library addressing updates and changes as necessary.
- C. Reference and Instruction Services

II. Scholarly and Creative Activities

- A. Publications (all formats). Please note the type of publication.
 - **Graybill, J.O.**, Carpenter, M., Offord, J., Piorun, M., & Shaffer, G. (2013). Employee onboarding: Identification of best practices in ACRL libraries. *Library Management*, 34(3). (Writer, editor, researcher, 25%). Posted Online Early Cite.

- **Graybill, J. O., & Bicknell-Holmes, T. (2013).** Location, location, location: impact of IM widget placement. *College and Undergraduate Libraries, Summer*. (Writer, editor, researcher, 50%). In Production.
- B. Research. Tangible evidence of research that will likely result in publication, poster session, presentation, and/or a paper.
- **Millennials among the Professional Workforce in Academic Libraries: Their Perspective on Leadership** – Submitted to *Journal of Academic Libraries* as of May 31st, 2013 and **ACCEPTED FOR PUBLICATION** in September 2013, publication date to be determined, early 2014.

Research proposal focused on the workforce reflecting a dramatic change in generational members as Baby Boomers (and some Traditionalists) retire at increasing rates despite the drastic economic swings, and Generation X not equipped with substantial numbers to fill the future leadership positions. Research questions asked whether Millennials were interested in assuming leadership roles, what traits Millennials associated with leadership, and do they see leadership opportunities in their institutions and/or professional associations?

- **Cultivating a Future for Tribal College and University Libraries in Increasingly Challenging Economic Times** – Submitted to *Journal of Academic Libraries* as of October 7th, 2013 and currently under review.

This research proposal focused on the libraries affiliated with Tribal Colleges and Universities, specifically the 12 that grant 2-, 4-, and Masters' degrees. Tribal College/University Libraries are accustomed to operating with extremely limited funds continually which ultimately affects long-term planning, and at the same time discouraging innovation. This type of daily mindset can make it impossible to envision a new realm of possibilities with a broader perspective. The purpose of this study was to frame possible futures for Tribal College and University Libraries offering differing possibilities about the future of the libraries and then gather critical comments and input from the library directors regarding the content of the scenarios as the directors might identify their preferred future. Specifically, the following questions will be addressed by 3/4 colleges initially, and later by all: 1.) Do they want to add or delete content from the four scenarios? 2.) Which scenario best describes their institution currently? 3.) What Title best describes each scenario? 4.) Which scenario represents the best possible future for their library? Why?

Accepted and presented as Roundtable Discussion presentation at the International Conference of Indigenous Archives, Libraries, and Museums Conference, June 10-13, 2013, Santa Ana Pueblo, NM.

- **The Role of Professional Protocols: Recruitment, Retention, and Service (book chapter, co-author with Kiyomi Deards)**

This chapter is complete, and is currently in print production.

Professional protocol and etiquette are often used interchangeably in modern society. However, etiquette can also be viewed as a subset of professional protocol. While many professions have a code of ethics that they adhere to which is unique to their work, there are three categories of professional protocols which are common to multiple professions (i.e. business, education, law, medicine, and librarianship). Professional protocol is defined as Etiquette (actions & interactions), Personal Presentation (appearance, externally perceived attitude, & movement), and Space (how people fill and occupy personal and shared areas).

This chapter examines professional protocols in professions other than librarianship, identifying and summarizing those protocols which are common to multiple professions. These professional protocols will then be compared with existing library literature, and the results of a short broad survey and a small number of follow up in-depth interviews. The similarities and differences will be compared and contrasted with the standard protocols found in other professions.

Questions To Be Explored via Survey Tool:

1. Does age make a difference in the perception of the need for professional protocols?
 2. Does amount of prior work experience make a difference in the perception of the need for professional protocols?
 3. Do administrators perceive a higher need for professional protocols?
 4. Do those who have served in administrative positions in new organizations find that a greater adherence by their organization and coworkers to professional protocols makes the transitions easier, harder, or is there no difference?
 5. Do librarians place equal weight on all three identified areas of professional protocol?
 6. Are there professional protocol issues which librarians do not pay as much attention to as other professions? If so, does this need to be corrected?
 7. Is there a desire for more unified professional protocols across institutions?
- Jolie Graybill, David C. Tyler, et al. (data collection in progress). **Current Index to Statistics vs. MathSciNet for the Highly-Cited Statistician: Necessary Coverage or Unnecessary Redundancy?**

C. Presentations. At meetings, conferences, workshops, or poster sessions.



- Presented two Roundtable Discussion presentations at the International Conference of Indigenous Archives, Libraries, and Museums Conference, June 10-13, 2013, Santa Ana Pueblo, NM.

D. Teaching beyond assigned areas of job responsibilities

E. Professional consulting, grants, and awards

F. Other scholarly/creative activities

III. Service/Outreach

A. Service to the University Libraries and University

1. Participation on University Libraries committees (note offices held, if any)

- Encore Evaluation Group

2. Participation on academic or university committees/organizations (note offices held if any)

- Intercollegiate Athletic Committee, 2010-2013
Two IAC Sub-Committees: Scheduling Oversight Sub-Committee and Subcommittee to Assess Academic Support Services
- University Appeals Board, 2011-2014

3. Special projects or assignments in UNL Libraries or for the University.

B. Professional activities

1. Memberships in professional associations (note offices held, if any)

- American Library Association, ACRL, LAMA
- American Indian Library Association

2. Service on professional committees (note offices held, if any)

- University of Arizona Knowledge River Steering Committee

3. Other participation in programs at professional meetings

4. Other professional activities

- ARL Visiting Program Officer for Diversity and Leadership Programs, 2011-2013

C. Service to the public

1. Substantial contributions to education, scientific, cultural, civic organization and/or private or governmental agencies at community, state, regional, national, or international levels.

4. Consulting or advisory service to off-campus programs or groups.

IV. Other activities

A. Significant continuing education activities

- ARL Leadership and Career Development Program Orientation – accepted as an LCDP fellow for 2013-14. Attended Orientation Jan. 24-25, 2013 at ALA MidWinter in Seattle, WA.
- ARL Leadership and Career Development Program Session – Mar. 25-29, 2013
- Simmons Research Intensive Workshop, May 19-22, 2013
- Simmons Research Intensive Workshop, Sept. 20-23, 2013

B. Attendance at professional conferences, institutes, or workshops

- Project Management Session Two, 1 day, August 2013
- ALA Annual Conference, June 28-July 2, 2013, Chicago, IL
- CONTENTdm Users Group Meeting, ALA Annual, June 2013, Chicago, IL
- International Conference of Indigenous Archives, Libraries, and Museums Conference, June 10-13, 2013, Santa Ana Pueblo, NM.
- Intercollegiate Athletic Committee Athletics Banquet, April 2013
- Intercollegiate Athletic Committee Heroes Breakfast, April 2013
- Project Management Workshop, 2 days, April 2013
- Social Media Workshop, April 2013
- ARL Salaries Webinar, March 2013
- Rosetta Demonstration, February 2013
- Calendar Scheduler Demonstration, January 2013

C. Other

**Professional Development Statistical Summary
December 2000**

Name Jolie Graybill

Date Mar. 2013-Oct. 2013

This information is collected by the Dean of Libraries to be used for University statistical analysis. This document does not become part of a faculty member's personnel file and folders.

I. Research/Creative activities

- Number of publications in refereed journals 2
- Number of books or other major works published _____
- Number of book chapters written 1
- Number of publications in non-refereed journals _____
- Number of other creative works, such as poster sessions, presentations, etc. 5

- Number of grant proposals submitted _____
- Number of grant proposals funded _____
- Dollar value of grant proposals _____
- Dollar value of grants funded _____
- Indirect cost recovery _____

II. Service--please list number of offices held

- National offices _____
- State/regional offices _____
- University offices _____
- Library offices _____

(See corresponding Professional Development Contributions form for coverage dates.)

Faculty Activities and Professional Contributions

Name Jolie Graybill Department DISC

Academic Rank Assistant Professor/Image & Multimedia Coordinator Date Feb. 2012-Feb. 2013

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 - Coordinated installation of new version of CONTENTdm 6.1.1 in the fall of 2012. This was followed by several patches, and most recently an installation to CONTENTdm 6.2. The major feature of the new installation is a new end-user interface reflecting a much more polished and professional appearance while adding social media features, improved My Favorites with an Export option to PowerPoint eliminating the outdated PowerPoint Plug-In.
- B. Other Digital Initiatives – support libraries via development and implementation of digital projects such as digital content of LI110 specifically related to the virtual tour content for both Love Library and CYT Library.
- C. Reference and Instruction Services

II. Scholarly and Creative Activities

- A. Publications (all formats). Please note the type of publication.

- **Graybill, J.O.**, Carpenter, M., Offord, J., Piorun, M., & Shaffer, G. (2013). Employee onboarding: Identification of best practices in ACRL libraries. *Library Management*, 34(3). (Writer, editor, researcher, 25%). Posted Online Early Cite.
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B. Research. Tangible evidence of research that will likely result in publication, poster session, presentation, and/or a paper.

- **Millennials among the Professional Workforce in Academic Libraries: Their Perspective on Leadership** – Preparing for submission to *Journal of Academic Libraries* as this research is now complete.

Research proposal focused on the workforce reflecting a dramatic change in generational members as Baby Boomers (and some Traditionalists) retire at increasing rates despite the drastic economic swings, and Generation X not equipped with substantial numbers to fill the future leadership positions. Research questions asked whether Millennials were interested in assuming leadership roles, what traits Millennials associated with leadership, and do they see leadership opportunities in their institutions and/or professional associations?

- **Cultivating a Future for Tribal College and University Libraries in Increasingly Challenging Economic Times**

Tribal College/University Libraries are accustomed to operating with extremely limited funds continually which ultimately affects long-term planning, and at the same time discouraging innovation. This type of daily mindset can make it impossible to envision a new realm of possibilities with a broader perspective. The purpose of this study was to frame possible futures for Tribal College and University Libraries offering differing possibilities about the future of the libraries and then gather critical comments and input from the library directors regarding the content of the scenarios as the directors might identify their preferred future. Specifically, the following questions will be addressed by 3/4 colleges initially, and later by all: 1.) Do they want to add or delete content from the four scenarios? 2.) Which scenario best describes their institution currently? 3.) What Title best describes each scenario? 4.) Which scenario represents the best possible future for their library? Why?

Accepted for Roundtable Discussion presentation at the International Conference of Indigenous Archives, Libraries, and Museums Conference, June 10-13, 2013, Santa Ana Pueblo, NM.

- Jolie Graybill, David C. Tyler, et al. (data collection in progress). **Current Index to Statistics vs. MathSciNet for the Highly-Cited Statistician: Necessary Coverage or Unnecessary Redundancy?**
- **Professional Protocol: Smoothing Transitions in Power (book chapter, co-author with Kiyomi Deards)**

Professional protocol and etiquette are often used interchangeably in modern society. However, etiquette can also be viewed as a subset of professional protocol. While many professions have a code of ethics that they adhere to which is unique to their work, there are three categories of professional protocols which are common to multiple professions (i.e. business, education, law, medicine, and librarianship). Professional protocol is defined as Etiquette (actions & interactions), Personal Presentation (appearance, externally perceived attitude, & movement), and Space (how people fill and occupy personal and shared areas).

This chapter examines professional protocols in professions other than librarianship, identifying and summarizing those protocols which are common to multiple professions. These professional protocols will then be compared with existing library literature, and the results of a short broad survey and a small number of follow up in-depth interviews. The similarities and differences will be compared and contrasted with the standard protocols found in other professions.

Questions To Be Explored via Survey Tool:

1. Does age make a difference in the perception of the need for professional protocols?
2. Does amount of prior work experience make a difference in the perception of the need for professional protocols?
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4. Do those who have served in administrative positions in new organizations find that a greater adherence by their organization and coworkers to professional protocols makes the transitions easier, harder, or is there no difference?
5. Do librarians place equal weight on all three identified areas of professional protocol?
6. Are there professional protocol issues which librarians do not pay as much attention to as other professions? If so, does this need to be corrected?
7. Is there a desire for more unified professional protocols across institutions?

C. Presentations. At meetings, conferences, workshops, or poster sessions.

- ARL Leadership Symposium, “Resume Review Session” facilitated Resume Reviewer for Leadership Symposium 33 attendees, Seattle, WA, January 2013



- ARL Initiative to Recruit a Diverse Workforce Mentor/Protégé Webinar Presentation, presented with Mark Puente via WebEx interface, December 2012
- UNL Libraries Brown Bag Presentation – Millennials Leadership Perceptions, November 2012
- Update Report at the ARL Diversity Committee in conjunction with the ARL Membership Meeting, Washington, DC, October 2012
- Knowledge River Orientation, accepted presentation at the University of Arizona School of Information Resources and Library Science, 15 attendees, Tucson, AZ, August.
- Update Report at the ARL Diversity Committee in conjunction with the ARL Membership Meeting, Chicago, IL, May 2012

D. Teaching beyond assigned areas of job responsibilities

E. Professional consulting, grants, and awards

F. Other scholarly/creative activities

III. Service/Outreach

A. Service to the University Libraries and University

1. Participation on University Libraries committees (note offices held, if any)
 - COART, 2010-2012
 - Liaison Committee, 2010-2012
 - Digitization Council, June-September 2012, committee disbanded by Nancy Busch
 - Staff Excellence Committee 2012
2. Participation on academic or university committees/organizations (note offices held if any)
 - Intercollegiate Athletic Committee, 2010-2013
Two IAC Sub-Committees: Scheduling Oversight Sub-Committee and Subcommittee to Assess Academic Support Services
 - University Appeals Board, 2011-2014
3. Special projects or assignments in UNL Libraries or for the University.

B. Professional activities

1. Memberships in professional associations (note offices held, if any)
 - American Library Association, ACRL, LAMA



- American Indian Library Association
- 2. Service on professional committees (note offices held, if any)
- 3. Other participation in programs at professional meetings
- 4. Other professional activities
 - ARL Visiting Program Officer for Diversity and Leadership Programs, 2011-2013
- C. Service to the public
 - 1. Substantial contributions to education, scientific, cultural, civic organization and/or private or governmental agencies at community, state, regional, national, or international levels.
 - 2. Consulting or advisory service to off-campus programs or groups.

IV. Other activities

- A. Significant continuing education activities
 - ARL Leadership and Career Development Program Orientation – accepted as an LCDP fellow for 2013-14. Attended Orientation Jan. 24-25, 2013 at ALA MidWinter in Seattle, WA.
 - Simmons Research Intensive Workshop, Sept. 21-24, 2012
 - Simmons Research Intensive Workshop, Jan. 12-16, 2013
- B. Attendance at professional conferences, institutes, or workshops
 - UNL Libraries Research Workshop, February 2012
 - UNL Libraries Leadership Series, February 2012
 - What Can Excel Do for You? March 2012
 - Discover Special Collections & Archives, March 2012
 - UNL Libraries Leadership Series, March 2012
 - Content Pro Vendor Demonstration, March 2012
 - 160th ARL Membership Meeting, May 1-4, 2012, Chicago, IL
 - UNL Libraries Leadership Series, June 2012
 - ALA Annual Conference, June 23-26, 2012, Anaheim, CA
 - UNL Enhancing PowerPoint Presentations, August 2012
 - 161st ARL Membership Meeting, October 9-12, 2012, Washington DC
 - Leadership Series with Elaine Westbrooks, 2012
 - Outlook Email Training, March 2012

N UNL Libraries

- Intercollegiate Athletic Committee Athletics Banquet, April 2012
- Intercollegiate Athletic Committee Heroes Breakfast, April 2012
- Excel Workshop, April 2012
- CONTENTdm Webinar, May 2012
- CONTENTdm Digital Program Success, ALA Annual, June 2012, Anaheim, CA
- CONTENTdm Users Group Meeting, ALA Annual, June 2012, Anaheim, CA
- CONTENTdm 6.1.3 Training Webinar, July 2012
- ARTStor Shared Shelf Vendor Demonstration, December 2012
- Calendar Scheduler Demonstration, January 2013

C. Other

**Professional Development Statistical Summary
December 2000**

Name Jolie Graybill

Date Feb. 2012-Feb. 2013

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I. Research/Creative activities

- Number of publications in refereed journals 2
- Number of books or other major works published _____
- Number of book chapters written _____
- Number of publications in non-refereed journals _____
- Number of other creative works, such as poster sessions, presentations, etc. 6

- Number of grant proposals submitted _____
- Number of grant proposals funded _____
- Dollar value of grant proposals _____
- Dollar value of grants funded _____
- Indirect cost recovery _____

II. Service--please list number of offices held

- National offices _____
- State/regional offices _____
- University offices _____
- Library offices _____

(See corresponding Professional Development Contributions form for coverage dates.)

Faculty Activities and Professional Contributions

Name Jolie Graybill Department DISC

Academic Rank Assistant Professor/Image & Multimedia Coordinator Date Feb. 2011-Feb. 2012

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List significant activities or projects only.

- A. Coordination and promotion of CONTENTdm and Image & Multimedia Collections and related activities such as training, presentations, new collection development, marketing.

- B. Other Digital Initiatives – support libraries via development and implementation of digital projects such as digital content of LI110 specifically related to the virtual tour content for both Love Library and CYT Library

- C. Reference and Instruction Services

II. Scholarly and Creative Activities

- A. Publications (all formats). Please note the type of publication.

Submitted and Accepted for Publication:

- *Employee Onboarding: identification of best practices in ACRL libraries.* Maria Carenter, Jolie Graybill, Jerome Offord, Mary Piorun, and Gary Shaffer. Submitted November 2011 and accepted for publication in early 2012 in Library Management journal. **REFEREED**

- *Location, Location, Location: impact of IM widget placement.* Jolie Graybill, Tracy Bicknell-Holmes. Submitted December 2010 and accepted for publication in Spring 2012 College and Undergraduate Libraries. **REFEREED**

B. Research. Tangible evidence of research that will likely result in publication, poster session, presentation, and/or a paper.

- **Millennials as a Professional Workforce in Academic Libraries: Their Perspective on Leadership** – research proposal focuses on the workforce reflecting a dramatic change in generational members as Baby Boomers (and some Traditionalists) retire at increasing rates despite the drastic economic swings, and Generation X not equipped with substantial numbers to fill the future leadership positions. Research questions ask whether Millennials are interested in assuming leadership roles, what are traits Millennials associate with leadership, and do they see leadership opportunities in their institutions and/or professional associations. Data gathering will happen through Facebook NextGen Librarians Group where participants will complete an online survey of 44 questions. Final proposal draft submitted and awaiting approval for IRB.
- **Professional Protocol: Smoothing Transitions in Power (book chapter, co-author with Kiyomi Deards)**
Professional protocol and etiquette are often used interchangeably in modern society. However, etiquette can also be viewed as a subset of professional protocol. While many professions have a code of ethics that they adhere to which is unique to their work, there are three categories of professional protocols which are common to multiple professions (i.e. business, education, law, medicine, and librarianship).

Professional Protocol

- Etiquette (Actions & Interactions)
- Personal Presentation (Appearance, Externally Perceived Attitude, & Movement)
- Space (How people fill and occupy personal and shared areas.)

This chapter will examine professional protocols in professions other than librarianship, identifying and summarizing those protocols which are common to multiple professions. These professional protocols will then be compared with existing library literature, and the results of a short broad survey and a small number of follow up in-depth interviews. The similarities and differences will be compared and contrasted with the standard protocols found in other professions.

Questions To Be Explored via Survey Tool:

1. Does age make a difference in the perception of the need for professional protocols?
2. Does amount of prior work experience make a difference in the perception of the need for professional protocols?

3. Do administrators perceive a higher need for professional protocols?
 4. Do those who have served in administrative positions in new organizations find that a greater adherence by their organization and coworkers to professional protocols makes the transitions easier, harder, or is there no difference?
 5. Do librarians place equal weight on all three identified areas of professional protocol?
 6. Are there professional protocol issues which librarians do not pay as much attention to as other professions? If so, does this need to be corrected?
 7. Is there a desire for more unified professional protocols across institutions?
- C. Presentations. At meetings, conferences, workshops, or poster sessions.
- Invited Panel Presentation at ALA Mid-Winter Conference, “Is a PhD in LIS for You? Sponsored by ALA Office of Diversity; Dallas, TX, January 2012
 - ARL Leadership Symposium, “Resume Review Session” participated as a Resume Reviewer for Leadership Symposium 25 attendees, Dallas, TX, January 2012
 - ARL Initiative to Recruit a Diverse Workforce Mentor/Protégé Webinar Presentation, presented with Mark Puente via WebEx interface, November 2011
 - **Invited** Panel Presentation “Taking it up a Notch: Career Advancement for Diverse Mid-Career Professionals” at the Celebrating 10 Years of Knowledge River at the University of Arizona, Tucson, AZ, November 2011
 - **Invited** Panel Presentation “How I Landed my First Librarian Job” at the Celebrating 10 Years of Knowledge River at the University of Arizona, Tucson, AZ, November 2011
 - Update Report at the ARL Diversity Committee in conjunction with the ARL Membership Meeting, Washington, DC, October 2011
- D. Teaching beyond assigned areas of job responsibilities
- E. Professional consulting, grants, and awards
- F. Other scholarly/creative activities

III. Service/Outreach

- A. Service to the University Libraries and University
1. Participation on University Libraries committees (note offices held, if any)
 - UNL Libraries Accountant II Search Committee, 2011-2012
 - COART Committee, 2010-2013
 - Liaison Committee, 2010-2012

- Digital Arts Committee, 2010-2011 – committee discontinued by Consultant
2. Participation on academic or university committees/organizations (note offices held)
 - UNL Intercollegiate Athletics Committee, 2010-2013
 3. Special projects or assignments in UNL Libraries or for the University.
- B. Professional activities
1. Memberships in professional associations (note offices held, if any)
 - American Library Association, 2005-present
 - Library Administration and Management Association, 2009-present
 - Association of College and Research Libraries, 2009-present
 - American Indian Library Association, 2004-present
 2. Service on professional committees (note offices held, if any)
 - ARL Visiting Program Officer for Diversity and Leadership Programs, 2011-2012
 - ALA Spectrum Jury Selection Committee, 2009-2011
 - IFLA SIG on Indigenous Matters Task Force, 2010-present
 - Knowledge River Program Steering Committee – committee member for University of Arizona’s School of Information Resources and Library Sciences diversity scholarship program, 2006-present
 - Nebraska Library Association Diversity Committee, Co-Chair 2010-2011
 3. Other participation in programs at professional meetings
 4. Other professional activities
- C. Service to the public
1. Substantial contributions to education, scientific, cultural, civic organization and/or private or governmental agencies at community, state, regional, national, or international levels.
 2. Consulting or advisory service to off-campus programs or groups.

IV. Other activities

- A. Significant continuing education activities
- Continuing with third year of PhD in Managerial Leadership in the Information Professions at Simmons College, Boston, MA

- Continue work on research project, Millennials

- B. Attendance at professional conferences, institutes, or workshops
 - ALA Mid-Winter Meeting, January 2011, Dallas, TX
 - Advance COACH Professional Development “The Art of Strategic Performance and Strategies for Leading Change”, February 2011, Lincoln, NE
 - Adobe “Presenter” Workshop, February 2011, Lincoln, NE
 - Project Management Workshop, Session 1, March 2011, Lincoln, NE
 - University of North Texas Presentation, April 2011, Lincoln, NE
 - Visiting Scholar Bethany Nowviskie presentation, April 2011, Lincoln, NE
 - Web of Science Vendor Training, May 2011, Lincoln, NE
 - Metaphor Article Presentation by Joan Giesecke, May 2011, Lincoln, NE
 - ALA Annual Conference, June 2011, New Orleans, LA
 - Charles Bernholz Brown Bag Research Presentation, September 2011, Lincoln, NE
 - ARL Membership Meeting, October 2011, Washington, DC
 - Celebrating 10 Years of Knowledge River at the University of Arizona, November 2011, Tucson, AZ
 - Participated in several of the UNL Libraries Faculty Forum Discussions throughout 2011 as schedule allowed, Lincoln, NE
 - ALA Mid-Winter Meeting, January 2010, San Diego, CA

- C. Other

Copy to: Supervisor

**Professional Development Statistical Summary
December 2011**

Name: Jolie Graybill Date: February 2011

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I. Research/Creative activities

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II. Service--please list number of offices held

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List significant activities or projects only.

- A. Support and promote Digital Media Services (through May 31st 2010), coordination and promotion of CONTENTdm and Image & Multimedia Collections and activities such as training, presentations, new collection development.
- B. Other Digital Initiatives – support libraries via development and implementation of digital projects such as digital content of LI110 specifically related to the virtual tour content for both Love Library and CYT Library
- C. Reference and Instruction Services
- D. Liaison Responsibilities and Collection Management in Computer Science and Mathematics (through Summer 2010), Communication Studies (from Fall Semester 2010-present)

II. Scholarly and Creative Activities

- A. Publications (all formats). Please note the type of publication.

Submitted and Accepted for Publication:

- *Envisioning the Library's Role in Scholarly Communication in the Year 2025.* Maria Carpenter, Jolie Graybill, Jerome Offord, Jr., Mary Piorun. Submitted and accepted for April 2011 publication in portal: Libraries and the Academy. **REFEREED**

- *Numbers Don't Lie: impact of IM widget placement.* Jolie Graybill, Tracy Bicknell-Holmes. Submitted December 2010 and accepted for publication in Fall 2011 College and Undergraduate Libraries. **REFEREED**

B. Research. Tangible evidence of research that will likely result in publication, poster session, presentation, and/or a paper.

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1. Does age make a difference in the perception of the need for professional protocols?
 2. Does amount of prior work experience make a difference in the perception of the need for professional protocols?
 3. Do administrators perceive a higher need for professional protocols?
 4. Do those who have served in administrative positions in new organizations find that a greater adherence by their organization and coworkers to professional protocols makes the transitions easier, harder, or is there no difference?
 5. Do librarians place equal weight on all three identified areas of professional protocol?
 6. Are there professional protocol issues which librarians do not pay as much attention to as other professions? If so, does this need to be corrected?
 7. Is there a desire for more unified professional protocols across institutions?
- C. Presentations. At meetings, conferences, workshops, or poster sessions.
- Employee Onboarding, **invited** panel presentation at ALA Mid-Winter Meeting, ACRL Personnel Administrators and Staff Development Officers Discussion Group; Boston, MA, January.
 - Digital Media Literacy, **invited** presentation at the National 4-H Congress Leadership Conference; Atlanta, GA, November.
 - It's not just a bunch of pretty faces, **submitted/accepted** session at the 2010 Western CONTENTdm Users Group Meeting; Salt Lake City, UT, June.
- D. Teaching beyond assigned areas of job responsibilities
- E. Professional consulting, grants, and awards
- F. Other scholarly/creative activities

III. Service/Outreach

- A. Service to the University Libraries and University
1. Participation on University Libraries committees (note offices held, if any)
 - UNL Libraries Staff Development Committee, 2009-present
 - COART Committee, 2010-2012
 - Liaison Committee, 2010-2011
 - Digital Arts Committee, 2010-present
 - CONTENTdm Front Page Re-Design Project Committee, short-term 2010
 2. Participation on academic or university committees/organizations (note offices held)
 - UNL Intercollegiate Athletics Committee, 2010-2012

3. Special projects or assignments in UNL Libraries or for the University.

B. Professional activities

1. Memberships in professional associations (note offices held, if any)

- American Library Association, 2005-present
- Library Administration and Management Association, 2009-present
- Association of College and Research Libraries, 2009-present
- American Indian Library Association, 2004-present

2. Service on professional committees (note offices held, if any)

- Nebraska Library Association Diversity Committee, Co-Chair 2010-present
- ALA Spectrum Jury Selection Committee, 2010-present
- IFLA SIG on Indigenous Matters Task Force, 2010-present
- Knowledge River Program Steering Committee – committee member for University of Arizona’s School of Information Resources and Library Sciences diversity scholarship program, 2008-present

3. Other participation in programs at professional meetings

4. Other professional activities

C. Service to the public

1. Substantial contributions to education, scientific, cultural, civic organization and/or private or governmental agencies at community, state, regional, national, or international levels.

2. Consulting or advisory service to off-campus programs or groups.

IV. Other activities

A. Significant continuing education activities

- Continuing with second year of PhD in Managerial Leadership in the Information Professions at Simmons College, Boston, MA
 - Coursework attendance for Spring Semester at Georgetown University, January 2010, Washington DC
 - Capstone attendance Summer Session 2010, Boston, MA

B. Attendance at professional conferences, institutes, or workshops

- ALA Mid-Winter Meeting, January 2010, Boston, MA

N UNL Libraries

- CONTENTdm Midwest Group Annual Meeting, March 2010, Iowa City, IA
- Clifford Lynch presentation, February 2010, Lincoln, NE
- Data Curation Visiting Scholar – G. Sayeed Choudhury, March 2010, Lincoln, NE
- Working with Others Staff Development session, May 2010, Lincoln, NE
- CONTENTdm Western Group Annual Meeting, June 2010, Salt Lake City, UT
- ALA Annual Conference, July 2010, Washington DC
- Ryan Sitler Library Instruction Workshop, August 2010, Lincoln, NE
- E-Book Informational Session, September 2010, Lincoln, NE
- LPS-Becky Pasco Instruction Training, December 2010, Lincoln, NE

C. Other

**Professional Development Statistical Summary
December 2011**

Name: Jolie Graybill Date: February 2011

This information is collected by the Dean of Libraries to be used for University statistical analysis. This document does not become part of a faculty member's personnel file and folders.

I. Research/Creative activities

- Number of publications in refereed journals _____
- Number of books or other major works published _____
- Number of book chapters written _____
- Number of publications in non-refereed journals _____
- Number of other creative works, such as poster sessions, presentations, etc. 3

- Number of grant proposals submitted _____
- Number of grant proposals funded _____
- Dollar value of grant proposals _____
- Dollar value of grants funded _____
- Indirect cost recovery _____

II. Service--please list number of offices held

- National offices _____
- State/regional offices 1
- University offices _____
- Library offices _____

(See corresponding Professional Development Contributions form for coverage dates.)

Faculty Activities and Professional Contributions

Name Jolie Graybill Department Access and Branch Services

Academic Rank Assistant Professor/Media Services Librarian Date January – October 2009

Evidence of a faculty member's professional development record and significant job activities is derived from the written Faculty Activities and Professional Contributions form that each faculty member completes yearly before his/her evaluation. On this form list contributions and activities for the previous year as described in the Promotion and Continuous Appointment Criteria (May 2004). You may include a description of the activity and its significance. Descriptive information is strongly encouraged for faculty who are not undergoing a review where additional documentation is available.

I. Assigned Areas of Responsibility

List significant activities or projects only.

- A. Support and promote Digital Media Services, including coordination of CONTENTdm activities and collections, and digital content of LI110
- B. Reference and Instruction Services
- C. Collection Management and Liaison Responsibilities in Computer Science and Mathematics
- D. Professional Development and Service

II. Scholarly and Creative Activities

- A. Publications (all formats). Please note the type of publication.
 - Martin, C.K., Maxey-Harris, C., Graybill, J.O., Rodacker-Borgens, E., Closing the Gap: Investigating the Search Skills of International and US Students. Library Philosophy & Practice, 11(2).
- B. Research. Tangible evidence of research that will likely result in publication, poster session, presentation, and/or a paper.
 - Millennials as a Professional Workforce in Academic Libraries: Their Perspective on Leadership – research proposal focuses on the workforce reflecting a dramatic change in generational members as Baby Boomers (and some Traditionalists) retire at increasing rates despite the drastic economic swings, and Generation X not equipped with substantial numbers to fill the future leadership positions, research questions ask

whether Millennials are interested in assuming leadership roles, what are traits Millennials associate with leadership, and do they see leadership opportunities in their institutions and/or professional associations? Data gathering will happen through Facebook NextGen Librarians Group where participants will complete an online survey of 40 questions.

- Online Reference at UNL Libraries: Case Study – looking at evaluating the change in reference statistics since strategic placement of the online qwidgit tool in multiple pages of the library website.
- Citation analysis of Journal of Knot Theory and its Ramifications – preliminary stages of developing project evaluating the number of articles/authors cited since publication began in 1992, institutions represented by authors, etc.

C. Presentations. At meetings, conferences, workshops, or poster sessions.

- Science/Math Graduate Research/Citation Instruction, facilitated demonstration on math-specific databases, 3 students, Graybill, J., Baldwin, V., Nowick, E., Tyler, D., Lincoln, NE, October.
- UNL Libraries Explore and Win! Event, facilitated Media Services demonstration booth, 142 students, Graybill, J., Myers, P.; Lincoln, NE, September.
- Mid-Semester Check-In UNL Libraries, facilitated two sessions for 50 students, Graybill, J., Adams, K.; Lincoln, NE, September.
- Library 110 Course Orientation, facilitated two sessions, 45 students total; Lincoln, NE, October.
- New Faculty Session, Library Resources, facilitated informational session on CONTENTdm for new faculty, 8 faculty members, Graybill, J., Stovall, C., and Childers, S.; Lincoln, NE, August.
- The Skinny on Scanning, informational session on scanning in the libraries for library employees, Graybill, J., Graham, R., Lincoln, NE; August.
- The Power of CONTENTdm, library-wide presentation focused on the digital collections system, CONTENTdm, Graybill, J.; Lincoln, NE, July.
- UNL Libraries Explore and Win! Event, facilitated Media Services demonstration booth, Graybill, J., Myers, P., Lincoln, NE, March.

D. Teaching beyond assigned areas of job responsibilities

E. Professional consulting, grants, and awards

F. Other scholarly/creative activities

III. Service/Outreach

A. Service to the University Libraries and University

1. Participation on University Libraries committees (note offices held, if any)
 - University Libraries Nominations Committee, 2009-2010
 - University Libraries Staff Development Committee, 2009
 - University Libraries Staff Excellence Award Committee, 2009
2. Participation on academic or university committees/organizations (note offices held if any)
3. Special projects or assignments in UNL Libraries or for the University.

B. Professional activities

1. Memberships in professional associations (note offices held, if any)
 - American Library Association, 2005-present
 - Library Administration and Management Association, 2009-present
 - Association of College and Research Libraries, 2009-present
 - American Indian Library Association, 2004-present
2. Service on professional committees (note offices held, if any)
 - Knowledge River Program Steering Committee – committee member for University of Arizona’s School of Information Resources and Library Sciences diversity scholarship program
 - Committee on Rural, Native, and Tribal Libraries of All Kinds, Intern committee member, 2007-2009
3. Other participation in programs at professional meetings
4. Other professional activities

C. Service to the public

1. Substantial contributions to education, scientific, cultural, civic organization and/or private or governmental agencies at community, state, regional, national, or international levels.
2. Consulting or advisory service to off-campus programs or groups.
 - Knowledge River Program Steering Committee – committee member for University of Arizona’s School of Information Resources and Library Sciences diversity scholarship program

IV. Other activities

- A. Significant continuing education activities
 - Continuing with second year of PhD in Managerial Leadership in the Information Professions at Simmons College, Boston, MA

- B. Attendance at professional conferences, institutes, or workshops
 - ALA Mid-Winter Meeting, January 2009, Denver, CO
 - CONTENTdm Midwest Group Annual Meeting, March 2009, West Lafayette, IN
 - ALA Annual Conference, July 2009, Chicago, IL

- C. Other

**Professional Development Statistical Summary
December 2000**

Name: Jolie Graybill

Date: 16 October 2009

This information is collected by the Dean of Libraries to be used for University statistical analysis. This document does not become part of a faculty member's personnel file and folders.

I. Research/Creative activities

- Number of publications in refereed journals 1
- Number of books or other major works published _____
- Number of book chapters written _____
- Number of publications in non-refereed journals _____
- Number of other creative works, such as poster sessions, presentations, etc. 6
- Number of grant proposals submitted _____
- Number of grant proposals funded _____
- Dollar value of grant proposals _____
- Dollar value of grants funded _____
- Indirect cost recovery _____

II. Service--please list number of offices held

- National offices _____
- State/regional offices 1
- University offices _____
- Library offices 2

(See corresponding Professional Development Contributions form for coverage dates.)

Faculty Activities and Professional ContributionsName Jolie Graybill Department Access and Branch ServicesAcademic Rank Assistant Professor/Media Services Librarian Date Oct.-Dec. 2008

Evidence of a faculty member's professional development record and significant job activities is derived from the written Faculty Activities and Professional Contributions form that each faculty member completes yearly before his/her evaluation. On this form list contributions and activities for the previous year as described in the Promotion and Continuous Appointment Criteria (May 2004). You may include a description of the activity and its significance. Descriptive information is strongly encouraged for faculty who are not undergoing a review where additional documentation is available.

I. Assigned Areas of Responsibility

List significant activities or projects only.

- A. Support and promote Digital Media Services, including coordination of CONTENTdm activities and collections, and digital content of LI110
- B. Reference and Instruction Services
- C. Collection Management and Liaison Responsibilities in Computer Science and Mathematics
- D. Professional Development and Service

II. Scholarly and Creative Activities

- A. Publications (all formats). Please note the type of publication.
 - “Closing the Gap: Investigating the Search Skills of International and US Students”, submitted and under review for publication – *portal: libraries and the academy*
Research project funded by ALA Diversity Research Grant – focusing on the fact that technology has changed drastically since the late 1990s. With this in mind, and a closer look at previous, and significantly older literature, this study evaluated how international students search for information in library catalogs and electronic databases to determine whether their searching habits differed from US students.

- B. Research. Tangible evidence of research that will likely result in publication, poster session, presentation, and/or a paper.
- Millennials as a Professional Workforce in Academic Libraries: Their Perspective on Leadership – research focuses on the workforce reflecting a dramatic change in generational members as Baby Boomers retire at increasing rates, and Generation X not equipped with substantial numbers to fill future leadership positions, research questions ask whether millennials are interested in assuming leadership roles, what are traits Millennials associate with leadership, and do they see leadership opportunities in their institutions or professional associations?
 - Encore Searching and International Graduate Students – evaluating effectiveness of Encore search tool for International Graduate students during their research endeavors.
- C. Presentations. At meetings, conferences, workshops, or poster sessions.
- RefWorks Session for Sociology 101, November 25th, 8:00-9:30 a.m. Facilitated with Charlene Maxey-Harris for 35 students.
 - USAID Community Presentation focusing on Diversity to visiting Library Managers from Tajikistan, November 5th, 10:30-11:30 a.m. Facilitated with UNL Libraries Diversity Committee members.
- D. Teaching beyond assigned areas of job responsibilities
- Library 110 Course Orientation – facilitated two sessions in November, 40 students each session.
- E. Professional consulting, grants, and awards
- F. Other scholarly/creative activities

III. Service/Outreach

- A. Service to the University Libraries and University
1. Participation on University Libraries committees (note offices held, if any)
 - Search Committee for CDRH/E-Text position – Oct/Nov 2008
 2. Participation on academic or university committees/organizations (note offices held if any)
 3. Special projects or assignments in UNL Libraries or for the University.
- B. Professional activities

1. Memberships in professional associations (note offices held, if any)
 - American Library Association, 2005-present
 - American Indian Library Association, 2004-present
 2. Service on professional committees (note offices held, if any)
 - Knowledge River Program Steering Committee – committee member on University of Arizona’s School of Information Resources and Library Science diversity scholarship program
 - Committee on Rural, Native, and Tribal Libraries of All Kinds, Intern committee member, 2007-2009
 3. Other participation in programs at professional meetings
 4. Other professional activities
- C. Service to the public
1. Substantial contributions to education, scientific, cultural, civic organization and/or private or governmental agencies at community, state, regional, national, or international levels.
 2. Consulting or advisory service to off-campus programs or groups.
 - Knowledge River Program Steering Committee – committee member for University of Arizona’s School of Information Resources and Library Science diversity scholarship program

IV. Other activities

- A. Significant continuing education activities
- Currently pursuing PhD in Managerial Leadership in the Information Professions at Simmons College, Boston, MA
- B. Attendance at professional conferences, institutes, or workshops
- Nebraska Library Association Session – New Members Round Table Speed Networking, November 2008, Lincoln, NE
 - Dissertations, Open Access and Commercial Publishing: Myths, Legalities, and Realities, November 2008, Lincoln, NE
 - CONTENTdm 5.0 Web Session, December 2008, Lincoln, NE
- C. Other

**Professional Development Statistical Summary
December 2000**

Name: Jolie Graybill

Date: January 7, 2009

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I. Research/Creative activities

- Number of publications in refereed journals _____
- Number of books or other major works published _____
- Number of book chapters written _____
- Number of publications in non-refereed journals _____
- Number of other creative works, such as poster sessions, presentations, etc. 2

- Number of grant proposals submitted _____
- Number of grant proposals funded _____
- Dollar value of grant proposals _____
- Dollar value of grants funded _____
- Indirect cost recovery _____

II. Service--please list number of offices held

- National offices _____
- State/regional offices _____
- University offices _____
- Library offices _____

(See corresponding Professional Development Contributions form for coverage dates.)