

# Creating Inclusion from the Beginning: Touring Faculty Candidates in the Library

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## Creating Inclusion

- TAMU Libraries are partners in creating a successful working environment for faculty on campus.
- Collaborating with subject librarians can create diverse collections with experts in their field and academic department.
- Reliability is created through availability and access to scholarly research for the entire campus community.
- Education for scholarly impact and scholarly identity is available to support faculty success.

## Tours & Participation

- Engagement and inclusion through tours highlight the extensive services and resources that the TAMU Libraries across campus provide.
- Faculty candidates meet the subject librarian in person and are taken to key locations in the library to show support for their scholarship and curriculum.
- These tours are intended to start a relationship with a potential hire and provide a point-person in the library post-hire.

## Selected Library Services

- Get it For Me (Faculty Office Delivery)
- Suggest a Purchase
- Print and Electronic Reserves
- Faculty recommended databases and journal proposals
- Faculty collaboration on curated collections
- Library instruction classes, tours, and class guides
- Maps and GIS Services
- Scholarly Communications Services

## Interview Process

- Partnering with TAMU Libraries can provide an equitable and engaging campus visit
- Tours create a welcoming experience to give faculty candidates insight and expectations of resources available post-hire.
- Highlighting research support and resource availability in the interview process allows the candidate to consider the campus culture and community to ensure a "Good Fit."

## Benefits

- Establishing contact creates reliability and trust through collaboration and support with the TAMU Libraries.
- A sense of space, safety, and familiarity are introduced to ensure a comfortable and customer-oriented environment.
- Touring candidates allow for increased outreach and representation to potential faculty arriving on campus.
- Tours provide opportunities for new faculty to work together with their subject librarian in the future.

## Selected Library Resources

- Subject Librarians for every discipline on campus
- Growing print and electronic collection of curriculum based databases, e-journals, monographs, and media materials
- OAK Trust Institutional Repository
- OAK Fund to support and promote faculty research to publish in open access journals
- <https://oaktrust.library.tamu.edu/>

## Outreach

This outreach effort examines the potential impact to support faculty research during the interview process and the promotion of scholarly resources before they sign the offer letter.

## Background

It may be a small gesture, but collaborating with departmental search committees across campus to tour and introduce potential faculty candidates to the Texas A&M University Libraries can promote diversity, inclusion, trust, and reliability of scholarly research and faculty support at Texas A&M University.

## Tours

As a Humanities & Social Sciences Librarian who has toured several candidates in my liaison disciplines, I've found that establishing a rapport with potential candidates promotes better communication and one-on-one contact post-hire. The tour also allows the liaison to promote the resources currently on campus and to discuss support of these faculty candidates future research at the University Libraries.

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A&M University Libraries Scholarly Research Safety  
Diversity One-on-One Faculty Candidates  
Respect Communication Services Resources  
Faculty Research Future Post-Hire  
Relationships Excellence



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