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.

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.”

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.

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 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

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.

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Tours
- As a Humanities & Social Sciences Librarian who has toured several candidates in my liaison disciplines, I’ve found that establishing a report 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.

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.

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