

WEBVTT

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00:00:00.000 --> 00:00:05.400

Dr. Mihoko Hosoi: Participate in today's vision seminar for our search for UCR's next university librarian.

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00:00:05.590 --> 00:00:10.320

Dr. Mihoko Hosoi: I'm Mark Long, Dean of the School of Public Policy, and I am chairing the committee for this search.

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00:00:10.560 --> 00:00:21.089

Dr. Mihoko Hosoi: We are pleased to welcome Dr. Mihoko Hosoi. Dr. Hosoi currently serves as chief officer for collections, research, and scholarly communications at Pennsylvania State University.

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00:00:21.320 --> 00:00:34.119

Dr. Mihoko Hosoi: Please be advised that we have provided Dr. Hasoy with a prompt for the Vision Seminar, and she will spend about 20 min discussing the following topics, first, the opportunities and challenges facing higher education in the coming years.

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00:00:34.550 --> 00:00:40.979

Dr. Mihoko Hosoi: 2. The specific opportunities and challenges she anticipates for the University library at UC Riverside.

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00:00:41.160 --> 00:00:47.189

Dr. Mihoko Hosoi: and 3, her vision for the library and the strategies she would employ to achieve that vision.

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00:00:47.360 --> 00:00:56.559

Dr. Mihoko Hosoi: We will then open the session up for questions and answers. If you have a question for our candidate, please raise your hand, and a member of our team will come to you with a microphone.

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00:00:56.710 --> 00:01:03.189

Dr. Mihoko Hosoi: and with that I will hand the session over to Mihoko to introduce herself and provide her response to the prompt. Thank you

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00:01:03.880 --> 00:01:08.570

Dr. Mihoko Hosoi: very much, Mark. Can you hear me. Okay. Is it working? Great?

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00:01:09.530 --> 00:01:36.020

Dr. Mihoko Hosoi: Hello! Again, everyone. I'm so excited to be here and thank you for being here, and I feel like I've already met many of you. I probably spoke with more than 100 people. I'm sorry I forget your name. I try to remember people's names and faces as much as possible. But thank you for being here, and as my mission, I live in Central Pennsylvania, and I got here on Memorial Day.

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00:01:36.090 --> 00:01:42.519

Dr. Mihoko Hosoi: I asked my AI tool. What is the best thing to do in Riverside on Memorial Day?

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00:01:42.960 --> 00:01:51.710

Dr. Mihoko Hosoi: It said, try West Coast thunder motors, motorcycle ride.

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00:01:52.710 --> 00:02:15.100

Dr. Mihoko Hosoi: So anyway, I don't know. That's what you do. But you know my flight got delayed, so I missed it completely, but maybe next time. But anyway, so this is my 1st time being in Riverside. But I'm very happy to be here because I used to live in California. So thank you for having me. So. Here is a plan for

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00:02:15.350 --> 00:02:35.500

Dr. Mihoko Hosoi: decision. So 1st let me share a bit about myself. You have seen my Cv. But I want to share a little bit more about myself. So you see who I am as a leader and a manager. Then I'll go over my professional experience, and I will explain why I'm interested in this position.

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00:02:35.670 --> 00:02:40.150

Dr. Mihoko Hosoi: Then I'll go over the 5 strategic priorities for Ucr.

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00:02:40.290 --> 00:02:44.210

Dr. Mihoko Hosoi: And we should have plenty of time for Q. And A. So that's a plan.

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00:02:47.570 --> 00:02:55.620

Dr. Mihoko Hosoi: So something that's not clear when you look at my Cv. I started my career in airline and hotel business.

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00:02:56.070 --> 00:03:13.380

Dr. Mihoko Hosoi: I didn't want to look like too old or something, so I skipped the first, st you know, several years of my career, but I grew up in Japan, and I worked for a hotel company and airline company United airlines. So I promoted mileage plus frequent flyer program. And so I'm used to

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00:03:13.380 --> 00:03:31.609

Dr. Mihoko Hosoi: dealing with different people, difficult customers. So I'm very comfortable working at the circulation in your information desk, and I can totally handle library fine issues. That's not a problem. I really enjoy working with different people.

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00:03:31.610 --> 00:04:00.299

Dr. Mihoko Hosoi: But then I immigrated to the Us. About 30 years ago. That's when I realized that there is this occupation called librarianship. So I started my library career at Duke in cataloging. I wanted to make use of my language skills. I majored in Spanish, in college, in Japan, and I studied French 5 years in Japan. So I was thinking in Durham, North Carolina, as someone who immigrated from Japan. What can I do? So I became a librarian.

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00:04:01.023 --> 00:04:09.539

Dr. Mihoko Hosoi: So then I realized my colleagues and myself. I realized that I really enjoy technical aspect of librarianship.

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00:04:10.300 --> 00:04:15.499

Dr. Mihoko Hosoi: But I also realized that I like interacting with different people.

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00:04:15.650 --> 00:04:42.400

Dr. Mihoko Hosoi: You already noticed that I tend to kind of want to chat with people, walk around and be with different people. So I gradually transitioned to reference instruction librarians, and grew into leadership, roles, management, licensing negotiation. So then I became business librarian. I wanted to combine my business background with librarianship, so I worked at Cornell and Stanford as a business

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00:04:42.400 --> 00:04:51.819

Dr. Mihoko Hosoi: school library, a librarian. So I have experience dealing with different kinds of resources data sets, you know, books, journals. Then

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00:04:52.000 --> 00:05:09.850

Dr. Mihoko Hosoi: Cdl. Was just starting to negotiate with major publishers, such as Elsevia. So I thought, oh, this seems like a great opportunity to make use of my negotiation skills. So I transitioned to Ucop and worked at Cdl just in time for the negotiation.

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00:05:11.225 --> 00:05:17.789

Dr. Mihoko Hosoi: Then something personal, my son left for college, and I felt empty nested.

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00:05:18.020 --> 00:05:27.669

Dr. Mihoko Hosoi: Why am I in Silicon Valley? Such an expensive place all by myself. What do I do now? Then Penn State called me out of blue and say.

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00:05:27.960 --> 00:05:34.720

Dr. Mihoko Hosoi: Oh, hello! We are Penn State. We are looking for a librarian who can negotiate. Would you be interested in coming over?

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00:05:35.060 --> 00:05:46.499

Dr. Mihoko Hosoi: And I had to look at the map to see where Penn State is located. I didn't know anything about Penn State, but it felt like a good opportunity for me to challenge myself.

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00:05:46.500 --> 00:06:09.709

Dr. Mihoko Hosoi: Cdo. I had a team of 1415 people reporting to me. Some were based in San Diego, Uc. San Diego cataloging clinicians. Unit. Some were based in Oakland, but then Penn State opportunity. It was an associating for collections, research, and sky communication with a large portfolio, 160 people reporting to me, and I felt

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00:06:10.170 --> 00:06:35.410

Dr. Mihoko Hosoi: excited about it. It's going to be a big challenge. But I wanted to challenge myself. So that's why I left Cdl about 6 years ago and moved to Pennsylvania. And now, like many of you, we have budget issue. I mean administration. So we have severe budget crisis. And we have 5% budget cut. We have to find 3 million dollars by July.

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00:06:35.770 --> 00:06:44.780

Dr. Mihoko Hosoi: and you might know that some of the campuses you know the present decided to close 7 campuses out of 24 campuses. So it's a difficult time.

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00:06:45.874 --> 00:06:52.979

Dr. Mihoko Hosoi: But I'm here partly because it's a good timing. I just completed my Phd. In higher education.

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00:06:53.210 --> 00:06:55.609

Dr. Mihoko Hosoi: I was thinking about Nick's challenge.

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00:06:56.100 --> 00:06:59.060

Dr. Mihoko Hosoi: And I also kept thinking about California.

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00:06:59.250 --> 00:07:04.350

Dr. Mihoko Hosoi: So anyway, so this is a career overview of how I got to where I am.

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00:07:05.060 --> 00:07:19.789

Dr. Mihoko Hosoi: But as a person I want to clarify, regardless of my doctorate in, you know, higher education. I still feel nervous calling myself Dr. Hosoi. I'm just. Please call me Mihoko. I'm a librarian. 1st and foremost.

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00:07:21.790 --> 00:07:34.249

Dr. Mihoko Hosoi: I do do research. You know, Penn, state librarians are faculty members. I'm a tenured faculty. So I have to publish, and, you know, contribute to research as well. I also see myself as a change agent.

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00:07:34.830 --> 00:07:37.119

Dr. Mihoko Hosoi: I walked in many different libraries.

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00:07:37.220 --> 00:07:46.470

Dr. Mihoko Hosoi: and I went through many, many challenges, some involved budget cuts, layoffs, sometimes organizational changes.

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00:07:46.650 --> 00:07:54.640

Dr. Mihoko Hosoi: I often find myself in the tough position, and I don't know why I find myself in this

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00:07:54.970 --> 00:07:58.930

Dr. Mihoko Hosoi: position to have to go through organizational changes

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00:07:59.040 --> 00:08:01.940

Dr. Mihoko Hosoi: and become someone who is willing to listen

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00:08:02.120 --> 00:08:05.790

Dr. Mihoko Hosoi: and have the courage to make changes collaboratively.

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00:08:06.840 --> 00:08:15.199

Dr. Mihoko Hosoi: I identify as a manager and a mentor. At this point in my career I want to spend much of my energy

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00:08:15.870 --> 00:08:20.709

Dr. Mihoko Hosoi: in cultivating next generation of librarians and not library employees.

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00:08:20.930 --> 00:08:23.730

Dr. Mihoko Hosoi: I find a lot of joy in doing so.

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00:08:25.072 --> 00:08:28.770

Dr. Mihoko Hosoi: As I mentioned my faculty and researcher identity.

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00:08:29.080 --> 00:08:32.260

Dr. Mihoko Hosoi: But I want to mention something about my Phd.

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00:08:32.450 --> 00:08:42.590

Dr. Mihoko Hosoi: I didn't do it just for the sake of 3 letters. And Phd. I did it because I wanted to understand the research process. So I can connect with faculty better.

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00:08:42.860 --> 00:08:56.440

Dr. Mihoko Hosoi: All of you know that universities are facing budget, you know, challenges and Federal funding is limited, and we need to continue supporting researchers in some way I wanted to understand

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00:08:56.720 --> 00:09:12.510

Dr. Mihoko Hosoi: their process. Of course I don't know everything. There are many different methods. It's not about being perfect, but I wanted to be able to relate to them better. So that was another reason, and also as someone who advocate for open access.

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00:09:12.640 --> 00:09:21.500

Dr. Mihoko Hosoi: I started thinking, who am I to even talk about open science when I don't really have the experience of doing this work. So I wanted to challenge myself.

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00:09:21.670 --> 00:09:30.660

Dr. Mihoko Hosoi: So that's another reason. So I'm open access advocate. I collaborate with faculty. I collaborate with other Deans and Associate Deans.

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00:09:31.010 --> 00:09:46.449

Dr. Mihoko Hosoi: I go to the University Research Council at Penn State, so I have a seat at the Research Council. So my peers are associate Dean, Associate, Dean of Research for different colleges. So I really believe in the value of collaboration.

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00:09:47.030 --> 00:09:53.189

Dr. Mihoko Hosoi: and also coming from Cdl, I see the value of collaborative collection development.

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00:09:53.340 --> 00:09:58.090

Dr. Mihoko Hosoi: the value of sharing costs and building collections together.

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00:09:59.190 --> 00:10:13.550

Dr. Mihoko Hosoi: I mentioned multilingual cultural background, you know initially as someone who immigrated from Japan to North Carolina. I was thinking more about what I didn't have, but gradually I realized that that can be my strength.

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00:10:14.090 --> 00:10:16.860

Dr. Mihoko Hosoi: Maybe it allows me to see.

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00:10:17.050 --> 00:10:25.030

Dr. Mihoko Hosoi: You know the vision, you know, coming from the margin in a way I might notice something that other people might not notice, so I started

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00:10:25.140 --> 00:10:28.369

Dr. Mihoko Hosoi: to feel gradually feel better about it.

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00:10:29.340 --> 00:10:40.069

Dr. Mihoko Hosoi: I am committed to public Service Institution. I'm here partly because Ucr is highly regarded institution in terms of social mobility

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00:10:40.290 --> 00:10:48.449

Dr. Mihoko Hosoi: supporting education equity. And I'm really impressed that Ucr increased enrollment by 25%.

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00:10:48.730 --> 00:10:53.759

Dr. Mihoko Hosoi: And many of Ucr students are 1st generation students.

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00:10:54.550 --> 00:10:57.179

Dr. Mihoko Hosoi: Many of them are Pell grant recipients.

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00:10:57.860 --> 00:11:12.389

Dr. Mihoko Hosoi: As I approached my retirement age I started wondering about my life mission. What kind of environment do I want to work in. So I feel strongly about the public institution's mission.

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00:11:12.680 --> 00:11:19.740

Dr. Mihoko Hosoi: I'm a 1st generation college student. My parents didn't go to college, so I understand how it's like

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00:11:19.870 --> 00:11:21.710

Dr. Mihoko Hosoi: to be overwhelmed.

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00:11:21.940 --> 00:11:30.630

Dr. Mihoko Hosoi: Libraries have changed quite a bit. You walk in, and you don't know where to start this feeling of imposter syndrome. I still have that sometimes.

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00:11:30.970 --> 00:11:46.959

Dr. Mihoko Hosoi: So I think that it's helpful to be empathetic, and really coming from a place where, you know, I don't know everything, but I'm here to help you. I think that's the message that I want to offer to our students.

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00:11:48.380 --> 00:11:58.870

Dr. Mihoko Hosoi: So I'm here partly because Ucr is a leader in advocating and advancing access and social mobility.

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00:12:00.060 --> 00:12:08.989

Dr. Mihoko Hosoi: And I think that although 10 Uc. Campuses, they're all strong in terms of research, academic success. But

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00:12:10.130 --> 00:12:26.719

Dr. Mihoko Hosoi: Ucr is unique in that it's known to advance social mobility and Carnegie classification. Their metrics have recently changed. But I think it's related to Mark's research area. But so I really think it's a special place.

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00:12:28.750 --> 00:12:35.829

Dr. Mihoko Hosoi: Commitment to public service I mentioned. It's important, and it's aligned to my personal values.

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00:12:36.410 --> 00:12:40.879

Dr. Mihoko Hosoi: and I think we are lucky to be a part of Uc system.

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00:12:41.070 --> 00:12:46.329

Dr. Mihoko Hosoi: It allows us to collaborate in many different ways, not just collection, but services

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00:12:46.700 --> 00:12:48.570

Dr. Mihoko Hosoi: we can learn from each other.

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00:12:49.635 --> 00:12:54.769

Dr. Mihoko Hosoi: And then Ucr is known for Excellency, not just research, but also teaching.

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00:12:55.660 --> 00:13:01.950

Dr. Mihoko Hosoi: I see that in the even the position description it talks a lot about student support.

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00:13:02.160 --> 00:13:10.480

Dr. Mihoko Hosoi: And I do think it's it's important for libraries to continue thinking about that. It's both research and student success.

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00:13:11.280 --> 00:13:14.459

Dr. Mihoko Hosoi: And frankly, I really like this environment.

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00:13:14.840 --> 00:13:18.639

Dr. Mihoko Hosoi: It's diverse and feel welcome.

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00:13:18.890 --> 00:13:24.320

Dr. Mihoko Hosoi: And I want to be part of this kind of inclusive environment.

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00:13:25.800 --> 00:13:32.550

Dr. Mihoko Hosoi: So let me talk a little bit about 5 strategic priorities for the Ucr library.

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00:13:32.980 --> 00:13:47.380

Dr. Mihoko Hosoi: I don't know everything. This is day 2 of my visit. So my presentation is really focused on what I found through public information, and through my conversation with many of you.

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00:13:49.110 --> 00:13:55.070

Dr. Mihoko Hosoi: 1st thing that came to my mind is about financial stability that was mentioned.

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00:13:55.210 --> 00:14:17.460

Dr. Mihoko Hosoi: I was reviewing Ucr strategic priorities. It was at the top of the list. So let me mention this financial stability topic. So we realize that the cost of higher education is increasing, and we also know that college student population is decreasing demographic cliff, starting around this time this year 2025.

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00:14:18.100 --> 00:14:21.560

Dr. Mihoko Hosoi: So it's a tough situation and

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00:14:21.700 --> 00:14:42.820

Dr. Mihoko Hosoi: strategic planning document says that we need to also focus on out-of-state enrollment and international student enrollment. However, in this political environment, it has become really challenging to attract international students to any Us institution. But you know, they tend to bring full tuition dollars. So

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00:14:43.460 --> 00:14:45.099

Dr. Mihoko Hosoi: it helps for us to

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00:14:45.270 --> 00:14:51.140

Dr. Mihoko Hosoi: think about this big picture. So we can craft library services in a way to address different needs.

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00:14:52.210 --> 00:14:54.599

Dr. Mihoko Hosoi: I read about Uc budget reduction

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00:14:55.210 --> 00:14:57.460

Dr. Mihoko Hosoi: 3% better than 8%.

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00:14:57.800 --> 00:15:02.109

Dr. Mihoko Hosoi: So then I mentioned Federal funding decrease.

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00:15:02.834 --> 00:15:09.500

Dr. Mihoko Hosoi: So, budget, it's not new. It's not just. Ucr, we are all thinking about this.

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00:15:09.630 --> 00:15:18.749

Dr. Mihoko Hosoi: but something unique about Ucr is that we are continuing to maintain excellence in both teaching and research.

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00:15:19.230 --> 00:15:24.529

Dr. Mihoko Hosoi: Also, we are still committed to eliminate equity gaps

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00:15:24.670 --> 00:15:33.440

Dr. Mihoko Hosoi: and providing financial aid as much as possible. So this is the environment and context that we want to think about in terms of strategies.

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00:15:34.220 --> 00:15:42.850

Dr. Mihoko Hosoi: I do think that we all need to be an effective advocate for the library, particularly university librarian.

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00:15:43.810 --> 00:15:52.310

Dr. Mihoko Hosoi: being out there listening to people, but also communicating and collaborating with different colleges and different administrators.

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00:15:52.490 --> 00:15:57.109

Dr. Mihoko Hosoi: So, but we also need to think about not just the benefit.

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00:15:57.380 --> 00:16:02.650

Dr. Mihoko Hosoi: but the cost of our work. So cost benefit analysis, so

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00:16:03.390 --> 00:16:19.289

Dr. Mihoko Hosoi: we can increase value by increasing benefit or reducing cost or doing both at the same time to create value. So I tend to think about that. And how can we channel our energy so that we can create

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00:16:19.620 --> 00:16:21.020

Dr. Mihoko Hosoi: more value.

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00:16:22.680 --> 00:16:32.659

Dr. Mihoko Hosoi: Donor relations and fundraising will become increasingly important because of the State funding situation and the Federal funding situation I mentioned.

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00:16:32.990 --> 00:16:46.860

Dr. Mihoko Hosoi: and university librarian, and many of you have an important role in engaging with donors. You never know where our future donors are. They might be our students. They might be already here, and their interaction with all of us.

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00:16:47.090 --> 00:16:55.639

Dr. Mihoko Hosoi: It does matter, I think donor cultivation starts really early. It takes time to build. So

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00:16:55.900 --> 00:16:58.920

Dr. Mihoko Hosoi: we need to work on this together.

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00:16:59.070 --> 00:17:23.180

Dr. Mihoko Hosoi: and at Penn State I have an opportunity to engage with donors in different ways. For example, we have a discovery hour by monthly, where different librarians can talk about their work because many of our donors went to college. Much earlier libraries have changed. They don't know what's happening in the library. So creating this opportunity to share a bit more about librarianship

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00:17:23.380 --> 00:17:24.710

Dr. Mihoko Hosoi: is helpful

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00:17:24.930 --> 00:17:44.909

Dr. Mihoko Hosoi: and external, and internal collaboration, as I mentioned, is important. We cannot do everything all together, so we have to prioritize our activities. And the second priority is research impact and visibility. I mentioned the challenges we are facing Federal research funding cut

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00:17:45.260 --> 00:17:58.309

Dr. Mihoko Hosoi: AI might be impacting our research services. So our role is to promote the truth and research integrity. So what can we do in this area? On the right side.

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00:17:58.310 --> 00:18:19.699

Dr. Mihoko Hosoi: I listed some of the things that we are currently doing at Penn State. So we strengthen services related to copyright services, research data management, open access, publishing

support, digital preservation and so forth. Researcher id management. We sometimes get questions about that and tools and software as related to research services

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00:18:21.230 --> 00:18:31.710

Dr. Mihoko Hosoi: and in terms of research support, collective collection development remains important, and there are some services that are backbone of the library services, access service

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00:18:31.870 --> 00:18:36.130

Dr. Mihoko Hosoi: ill. These things are also important to support researchers.

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00:18:36.980 --> 00:18:39.939

Dr. Mihoko Hosoi: and the 3rd priority is about student success.

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00:18:40.330 --> 00:18:57.489

Dr. Mihoko Hosoi: I mentioned that donor cultivation starts early, but I do think that so you're already doing well in terms of enrollment. Enrollment has grown quite a bit. But then timely graduation and eliminating equity gaps

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00:18:57.660 --> 00:19:01.226

Dr. Mihoko Hosoi: and student mental health support.

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00:19:02.100 --> 00:19:13.930

Dr. Mihoko Hosoi: and I see that your strategic planning document talks about summer program and the master's program growth. So this means that we need to be flexible in supporting our students

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00:19:14.240 --> 00:19:16.889

Dr. Mihoko Hosoi: on the right side in terms of strategies.

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00:19:17.430 --> 00:19:23.869

Dr. Mihoko Hosoi: So I feel we need to operate more like academic hub, but also wellness hub on campus.

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00:19:24.240 --> 00:19:39.530

Dr. Mihoko Hosoi: and collaborate closely with units such as academic resources center residential education. You're already doing a good job, working with residential education, but also working closely with instructors because

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00:19:39.630 --> 00:19:43.900

Dr. Mihoko Hosoi: students might listen to faculty first.st

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00:19:44.100 --> 00:20:03.399

Dr. Mihoko Hosoi: So faculty need to know what we are offering at the library, and we can offer events like open house distress fest you're already doing distress fest on campus, but so donor relations I mentioned earlier. But at Penn State we offer internship for students

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00:20:03.530 --> 00:20:13.250

Dr. Mihoko Hosoi: and undergraduate research awards, so that we can collaborate with faculty. When we offer these events, we have textbook funds.

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00:20:13.410 --> 00:20:21.140

Dr. Mihoko Hosoi: So I'm very passionate about student supporting students through these activities.

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00:20:22.920 --> 00:20:24.899

Dr. Mihoko Hosoi: I mentioned AI earlier.

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00:20:25.520 --> 00:20:31.579

Dr. Mihoko Hosoi: and this is an emerging area. But I think it's on your mind because you're recruiting AI specialists.

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00:20:32.100 --> 00:20:46.330

Dr. Mihoko Hosoi: There are pros and cons, and it definitely increases efficiency, at least on the surface. You have to still carefully think about that output and evaluate the quality of AI output.

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00:20:46.520 --> 00:20:48.430

Dr. Mihoko Hosoi: It might promote

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00:20:48.930 --> 00:21:09.459

Dr. Mihoko Hosoi: equity in a sense, because some students they told me, Mijoko, I have trouble reaching my advisor. I cannot wait 2 weeks, but AI helped me answer some of my questions, so we realized that it might potentially create equity. But challenges are that it might impede critical thinking.

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00:21:10.240 --> 00:21:30.959

Dr. Mihoko Hosoi: We humans need to evaluate the quality of the output. There might be bias in the algorithm. So we have to monitor that. So on the right side strategies, AI literacy continues being important. So in this area, we might collaborate with it and academic resource center

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00:21:31.350 --> 00:21:43.340

Dr. Mihoko Hosoi: and some of the libraries that I've worked, you know, earlier in my career. They are implementing Chatbots, you know, 24, 7, you know, reference services and

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00:21:43.340 --> 00:22:03.990

Dr. Mihoko Hosoi: and research area. For example, literature search area. You might know that there are many tools for literature searches nowadays. So it's no longer just library databases searching. But many researchers are utilizing AI tools to catch any gaps in literature. So it's something for us to be aware of.

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00:22:04.160 --> 00:22:13.900

Dr. Mihoko Hosoi: And for Ucr. I saw that there is a guideline for instructors and for student support. I saw that Ucr is counting on

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00:22:14.070 --> 00:22:22.370

Dr. Mihoko Hosoi: librarians, on library employees to support students. So it's a growing area in our occupation, I think.

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00:22:22.490 --> 00:22:30.179

Dr. Mihoko Hosoi: And finally, I do care about employee well-being and sustainability of our work.

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00:22:30.510 --> 00:22:35.849

Dr. Mihoko Hosoi: This is the foundation of what we do in the library. I think

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00:22:36.350 --> 00:22:40.999

Dr. Mihoko Hosoi: I mentioned 5 strategies, but this needs to happen first, st

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00:22:41.420 --> 00:22:46.540

Dr. Mihoko Hosoi: I care about professional development of employees, all employees.

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00:22:46.870 --> 00:22:56.189

Dr. Mihoko Hosoi: Everyone wants to wants to learn and grow. It doesn't necessarily have to be always upward, but grow in some way

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00:22:56.350 --> 00:23:02.104

Dr. Mihoko Hosoi: gain new skills that's connected to motivation at work.

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00:23:03.510 --> 00:23:07.979

Dr. Mihoko Hosoi: I also want to spend some time cultivating a sense of community.

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00:23:08.120 --> 00:23:21.470

Dr. Mihoko Hosoi: and I think all of you are already being proud of being within in the Highlander community. But I want to continue cultivating that feeling of being proud to be here

145

00:23:22.140 --> 00:23:34.880

Dr. Mihoko Hosoi: at Penn State. I started Sustainability Council. I care about, you know, green technology and so forth. So if it's something that you're interested, I'd be happy to work with you on that.

146

00:23:35.490 --> 00:23:44.729

Dr. Mihoko Hosoi: And then and finally, I do think that having fun is important care and joy so celebrating successes.

147

00:23:44.900 --> 00:24:00.649

Dr. Mihoko Hosoi: I mentioned earlier, at one of the meetings that I changed the kudo system at our library. So it used to be just, you know, prominent publication or conference presentation, but I propose to change it so that anyone can nominate anyone to

148

00:24:00.870 --> 00:24:24.400

Dr. Mihoko Hosoi: to complement their work. And so it's through email coming on a weekly basis. It can be about something small, somebody stepping in to help some users, and so forth. So talk about good work and supporting each other and having fun. And finally, I just wanted to mention that I like this Tagline. I don't know if it's permanent or not, but bold hearts, brilliant minds.

149

00:24:24.560 --> 00:24:27.719

Dr. Mihoko Hosoi: I think that's something unique here. So

150

00:24:29.070 --> 00:24:43.300

Dr. Mihoko Hosoi: thank you again. So this is how I see in terms of our priorities 5 strategic priorities focused on the 5 areas. So thank you very much. Everyone. I'm very excited to be here, and I'd be happy to answer any questions you might have.

151

00:24:43.450 --> 00:24:44.160

Dr. Mihoko Hosoi: Thanks.

152

00:24:48.050 --> 00:24:55.070

Dr. Mihoko Hosoi: Thank you, Dr. Hasoy, and with that we will open up the session for any questions again. Just raise your hand and we'll come to you for a mic.

153

00:24:58.460 --> 00:25:00.080

Dr. Mihoko Hosoi: Anyone want to start us off?

154

00:25:10.960 --> 00:25:17.000

Dr. Mihoko Hosoi: Thank you. Tiffany Moxum, Deputy University librarian aul for content discovery. That was for those

155

00:25:17.220 --> 00:25:32.200

Dr. Mihoko Hosoi: the cameras. Thank you so much for your presentation. I'm going to go back to maybe your second or 3rd slide to your little boxes, and one of the I think your center, one, or one of your central ones included, being an open access advocate.

156

00:25:32.800 --> 00:25:33.810

Dr. Mihoko Hosoi: and.

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00:25:34.070 --> 00:25:43.249

Dr. Mihoko Hosoi: as you, as you well know from your time at the California Digital Library. The Uc. Libraries, as well as the Uc. Faculty.

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00:25:43.680 --> 00:25:46.809

Dr. Mihoko Hosoi: are in principle very committed to open access.

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00:25:47.470 --> 00:26:02.090

Dr. Mihoko Hosoi: However, it is very much a sort of ethical vision of value. That was the start of open access. However, it also started in a time prior to things like AI and running through multiple budget pieces.

160

00:26:02.120 --> 00:26:31.030

Dr. Mihoko Hosoi: In reality, at this point our transformative type agreements are part of our ongoing collaborative. As you mentioned, collections that has become so substantive in its amount that it becomes like the old big packages. It's going to have to be a sort of cornerstone of those, but it does mean there'll be reductions in other areas. And I'm wondering how you feel about where open access is now, and how you see that going forward as we tackle these these ventures.

161

00:26:32.390 --> 00:26:34.879

Dr. Mihoko Hosoi: Thank you, Tiffany, for your question.

162

00:26:36.270 --> 00:26:40.110

Dr. Mihoko Hosoi: I think open access and AI are related.

163

00:26:42.140 --> 00:26:45.790

Dr. Mihoko Hosoi: It's funny, I think that

164

00:26:46.270 --> 00:26:53.070

Dr. Mihoko Hosoi: your comment about transformative agreements. I do believe in open access through many different pathways

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00:26:53.600 --> 00:27:02.549

Dr. Mihoko Hosoi: instead of thinking of it just as transformative. But you know, currently, we are focusing on, sometimes locally produced, you know.

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00:27:02.690 --> 00:27:10.820

Dr. Mihoko Hosoi: diamond OA model or cloud funding model, particularly monographs.

167

00:27:11.040 --> 00:27:21.569

Dr. Mihoko Hosoi: So there are many different ways for us to make things open. So I want us to work together to promote open in many different ways.

168

00:27:23.210 --> 00:27:28.420

Dr. Mihoko Hosoi: I do think that it's more important to promote open access

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00:27:28.810 --> 00:27:37.179

Dr. Mihoko Hosoi: now that AI tools are out there. We want to have high quality research out there through open access.

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00:27:37.650 --> 00:28:00.149

Dr. Mihoko Hosoi: So you know, I actually read an article. I think it was written by Gunter at California Digital Library, and he spoke really strongly about the value of open because of OA. We have to push out more high quality, trustworthy information out there. That's why Open is important. I agree with that.

171

00:28:00.310 --> 00:28:04.640

Dr. Mihoko Hosoi: It takes courage to stand up for it.

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00:28:04.810 --> 00:28:17.069

Dr. Mihoko Hosoi: It always feels like you want to hide it, just so that it's not used by the tools or something. But I do think that we have to have more trustworthy information out there.

173

00:28:17.560 --> 00:28:22.129

Dr. Mihoko Hosoi: And also, I really believe in the value of open scholarship, because

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00:28:22.300 --> 00:28:25.250

Dr. Mihoko Hosoi: we learned something through the pandemic experience.

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00:28:25.440 --> 00:28:30.480

Dr. Mihoko Hosoi: It was so important for research to be out there immediately.

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00:28:31.480 --> 00:28:34.400

Dr. Mihoko Hosoi: so that we can come up with a vaccine

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00:28:34.560 --> 00:28:41.699

Dr. Mihoko Hosoi: to cope with the situation. So I really think when I think about the big picture, yes, there are challenges.

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00:28:41.920 --> 00:28:44.279

Dr. Mihoko Hosoi: Open is not free.

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00:28:45.790 --> 00:28:48.269

Dr. Mihoko Hosoi: Yeah. But I still think it's important.

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00:28:48.890 --> 00:28:49.760

Dr. Mihoko Hosoi: Thank you.

181

00:29:01.980 --> 00:29:18.840

Dr. Mihoko Hosoi: I will ask a pre-submitted question, are there any initiatives or programs, collection strategies, fundraising activities, professional development opportunities or community building efforts. You've successfully implemented elsewhere that you'd like to try at Uc Riverside.

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00:29:20.270 --> 00:29:24.369

Dr. Mihoko Hosoi: Thank you for your question, Rocio. So

183

00:29:24.510 --> 00:29:33.079

Dr. Mihoko Hosoi: fundraising community development? So 1st thing I came I came up with, I think it's related to supporting students.

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00:29:34.384 --> 00:29:41.340

Dr. Mihoko Hosoi: I saw students were struggling in terms of textbook needs, and they are becoming very expensive.

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00:29:41.640 --> 00:29:49.310

Dr. Mihoko Hosoi: And I was very sad to see that some people, some students, were dropping their courses because they couldn't afford their textbooks.

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00:29:49.990 --> 00:29:55.250

Dr. Mihoko Hosoi: So I was casually mentioning that to some donors, and they

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00:29:55.570 --> 00:29:59.819

Dr. Mihoko Hosoi: they want to help. And sometimes those stories matter.

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00:30:00.150 --> 00:30:06.480

Dr. Mihoko Hosoi: and instead of me as a library administrator. Talk about it! I decided to bring students

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00:30:06.800 --> 00:30:10.709

Dr. Mihoko Hosoi: to to join me in the conversation with donors.

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00:30:11.140 --> 00:30:17.219

Dr. Mihoko Hosoi: and they were much more effective than me talking about it because they had more specific examples.

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00:30:17.680 --> 00:30:21.700

Dr. Mihoko Hosoi: especially stem field. You know, very expensive textbooks.

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00:30:21.900 --> 00:30:28.050

Dr. Mihoko Hosoi: So I think, involving students in these conversations

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00:30:28.290 --> 00:30:54.730

Dr. Mihoko Hosoi: and working collaboratively with students in donor engagement in terms of fundraising that's been helpful. So at Penn State we raise about \$100,000 per year for a textbook. So we don't have to use a library's collections budget to cover the cost of the textbooks, but it usually starts with something small, something that somebody overheard. And so again, you have to be out there.

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00:30:55.710 --> 00:30:59.019

Dr. Mihoko Hosoi: and you have to be willing to listen.

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00:30:59.870 --> 00:31:15.539

Dr. Mihoko Hosoi: and people need to be willing to open up to you. So those 3 things need to happen for this to work. But I oftentimes find that I learned a lot by just talking to employees. It usually rarely comes out of formal

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00:31:15.650 --> 00:31:16.830

Dr. Mihoko Hosoi: meetings.

197

00:31:17.170 --> 00:31:32.790

Dr. Mihoko Hosoi: By the time things come up at meeting they kind of became something really serious, and and it turned out that it started with something small. So I want to have those regular small conversation with employees, and so I can learn from them.

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00:31:33.470 --> 00:31:36.400

Dr. Mihoko Hosoi: And I can support students better that way.

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00:31:45.760 --> 00:31:50.599

Dr. Mihoko Hosoi: Okay, we have another pre-submitted question, how do you handle conflict in the workplace?

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00:31:51.000 --> 00:32:03.430

Dr. Mihoko Hosoi: Hmm, do you have any conflicts here? Not at all, so

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00:32:03.890 --> 00:32:07.970

Dr. Mihoko Hosoi: I see them as opportunities for improvement.

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00:32:08.190 --> 00:32:15.919

Dr. Mihoko Hosoi: So I tend to feel kind of excited about that. When somebody talks to me.

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00:32:17.290 --> 00:32:19.980

Dr. Mihoko Hosoi: instead of feeling like defensive.

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00:32:20.240 --> 00:32:31.490

Dr. Mihoko Hosoi: I want to ask more questions, and I say so. Tell me more what's really happening. So I use those small moments as opportunities for conversation.

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00:32:31.950 --> 00:32:44.499

Dr. Mihoko Hosoi: It is a good sign when people are sharing their ideas. So yes, conflicts. There might be issues. But I think people are sharing those stories because they want

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00:32:45.450 --> 00:32:47.210

Dr. Mihoko Hosoi: things do get better.

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00:32:47.560 --> 00:32:53.090

Dr. Mihoko Hosoi: So I try to change my mindset a little bit. It's not permanent.

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00:32:53.710 --> 00:32:57.349

Dr. Mihoko Hosoi: Conflicts are sort of steps toward

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00:32:57.963 --> 00:33:00.999

Dr. Mihoko Hosoi: getting, you know, making things better. So

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00:33:01.480 --> 00:33:10.120

Dr. Mihoko Hosoi: I tend to think of that as opportunities for improvement. So my approach is just to ask a lot of questions.

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00:33:11.890 --> 00:33:17.820

Dr. Mihoko Hosoi: But I also believe in open and transparent conversation.

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00:33:18.310 --> 00:33:22.639

Dr. Mihoko Hosoi: So I've had situation where one employee might say something.

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00:33:23.150 --> 00:33:30.540

Dr. Mihoko Hosoi: But instead of judging the entire situation based on that one person's comment, I always

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00:33:31.150 --> 00:33:36.319

Dr. Mihoko Hosoi: talk to my employee and say, Well, thank you for coming to talk with me.

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00:33:36.520 --> 00:33:42.959

Dr. Mihoko Hosoi: Would it be all right if I talk to many other people. Just so we can gain more perspectives.

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00:33:43.200 --> 00:33:48.610

Dr. Mihoko Hosoi: I do think it's important for managers to take a step back

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00:33:48.750 --> 00:33:58.230

Dr. Mihoko Hosoi: and reflect and think carefully instead of jumping into the solution mode. So that's my approach in solving issues.

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00:34:01.570 --> 00:34:12.699

Dr. Mihoko Hosoi: Thank you, Mioko. Sorry for coming in late, I think, and there might have already been a question. But right at the center of your slide open access advocate, can you

219

00:34:12.800 --> 00:34:28.320

Dr. Mihoko Hosoi: tell us, has anybody asked about open access already? Oh, but my question is going to be very broad, because I saw the word advocate I just wanted. And maybe you already covered this. But it's okay.

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00:34:29.550 --> 00:34:29.940

Dr. Mihoko Hosoi: Yeah.

221

00:34:30.540 --> 00:34:48.430

Dr. Mihoko Hosoi: what is your perspective? What is the role of the library and your perspective of you know, how do we make open access actually available to? Or how do we tell everybody about open access? Is, are there

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00:34:48.530 --> 00:34:54.139

Dr. Mihoko Hosoi: situations in which you wouldn't think that faculty or students should

223

00:34:54.500 --> 00:35:00.409

Dr. Mihoko Hosoi: be engaged in publishing as open access? I don't know if whatever you want to talk about.

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00:35:00.830 --> 00:35:03.890

Dr. Mihoko Hosoi: Okay, in addition to what you already told Tiffany.

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00:35:04.320 --> 00:35:07.499

Dr. Mihoko Hosoi: Yeah, thank you, Lydia, for your question.

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00:35:07.870 --> 00:35:13.430

Dr. Mihoko Hosoi: We are so lucky at Uc, so

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00:35:13.820 --> 00:35:33.780

Dr. Mihoko Hosoi: currently at Penn State. When I talk about open access, I always bring up a chart showing how many open access agreements you all have at Uc. So long and Penn state less than 10, and I also try to show the impact of open

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00:35:35.000 --> 00:35:38.040

Dr. Mihoko Hosoi: citation. You know it might take a while to catch up.

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00:35:38.240 --> 00:35:45.410

Dr. Mihoko Hosoi: But it's very clear the impact of open access in terms of research visibility.

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00:35:45.940 --> 00:35:52.430

Dr. Mihoko Hosoi: So I'm an advocate just because I want to support researchers

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00:35:52.750 --> 00:36:00.829

Dr. Mihoko Hosoi: and also because it helps with national and global recognition of the institution.

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00:36:00.990 --> 00:36:08.679

Dr. Mihoko Hosoi: So that's 1 of the goals on your strategic document for Ucr, increasing national and global recognition.

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00:36:08.840 --> 00:36:12.979

Dr. Mihoko Hosoi: Open access is a piece of puzzle. If it's open.

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00:36:13.390 --> 00:36:18.200

Dr. Mihoko Hosoi: it's likely that the research is more easily discovered.

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00:36:20.210 --> 00:36:26.520

Dr. Mihoko Hosoi: and I want Ecr research to be discovered and potentially used and cited

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00:36:26.630 --> 00:36:38.489

Dr. Mihoko Hosoi: and increase, you know, increase collaboration globally. So I'm a big supporter. But it's helpful to think about why it matters.

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00:36:38.910 --> 00:36:48.450

Dr. Mihoko Hosoi: The 1st thing is, it's about research transparency. It's about integrity, it's about the truths. And

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00:36:48.590 --> 00:36:51.660

Dr. Mihoko Hosoi: it's also about impact on society.

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00:36:51.880 --> 00:36:59.830

Dr. Mihoko Hosoi: We want the research output to be available to everyone in the world. So no.

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00:36:59.980 --> 00:37:15.300

Dr. Mihoko Hosoi: I can even talk to my parents and siblings in Japan and say, look at this research out of you know, coming. But if it's behind a paywall, they cannot figure out what that is about. So you know, just assume that

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00:37:16.200 --> 00:37:20.169

Dr. Mihoko Hosoi: our audience comes from many different parts of the world.

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00:37:21.150 --> 00:37:25.790

Dr. Mihoko Hosoi: So yeah, I'm a passionate advocate for that.

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00:37:39.160 --> 00:37:42.742

Dr. Mihoko Hosoi: Good afternoon Mark Buchholtz digitization services specialist.

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00:37:43.320 --> 00:37:59.150

Dr. Mihoko Hosoi: in your presentation. You touched on some of the unique characteristic and points of pride that are found here at Uc. Riverside. What can you say about some of the unique challenges that you might anticipate at the Riverside campus.

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00:37:59.600 --> 00:38:01.899

Dr. Mihoko Hosoi: Thank you, Mark, for your question.

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00:38:02.270 --> 00:38:13.658

Dr. Mihoko Hosoi: So you've all been very good at telling me about good things about working at Ucr. So but I do wonder so correct me if I'm wrong.

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00:38:14.360 --> 00:38:27.346

Dr. Mihoko Hosoi: so, because Ucr is relatively young, university among, you know, Uc institutions so alumni tend to be younger. So the donor base might be somewhat limited, you know.

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00:38:28.210 --> 00:38:37.520

Dr. Mihoko Hosoi: at Penn State, you know much older institution. Some of many alumni work in high tech. So so cultivation might take time.

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00:38:38.300 --> 00:38:42.360

Dr. Mihoko Hosoi: So that's 1 thing that I thought about.

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00:38:42.931 --> 00:38:49.070

Dr. Mihoko Hosoi: You know, I read a lot about, you know, Riverside, and I was thinking, that. Is it

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00:38:49.530 --> 00:39:10.759

Dr. Mihoko Hosoi: very, very hot in here? I don't know if it's negative or not, but you know I read about, you know historically, air pollution. Things are getting better, you know, but that gives us opportunity to focus on a unique research area. So I don't necessarily think it's negative. Again, it's more opportunity. But I wondered about the fundraising challenge.

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00:39:11.140 --> 00:39:17.310

Dr. Mihoko Hosoi: Thank you, Mark. But I'd like to know more about what what you all are thinking in terms of, you know

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00:39:17.940 --> 00:39:22.260

Dr. Mihoko Hosoi: unique challenges, if there are any. Yeah, thank you.

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00:39:28.950 --> 00:39:37.390

Dr. Mihoko Hosoi: So I'm Kurt Burgess. I'm chair of the Academic Senate Library and scholarly communication Committee, and

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00:39:38.740 --> 00:39:44.000

Dr. Mihoko Hosoi: I've always thought that the most important thing a person can do is get a college education.

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00:39:45.170 --> 00:39:46.840

Dr. Mihoko Hosoi: There's a lot of ways that's wrong.

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00:39:46.970 --> 00:39:52.739

Dr. Mihoko Hosoi: When I said that my wife was present. She told me how that was wrong, but

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00:39:53.350 --> 00:40:04.750

Dr. Mihoko Hosoi: it's critically important for students to become good citizens of the country, and it's an antidote to dealing with misinformation.

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00:40:05.070 --> 00:40:17.870

Dr. Mihoko Hosoi: In the olden days you could do a computer search, and it would access very well established databases, and you could pretty much invariably rely on the information return that you would get

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00:40:18.080 --> 00:40:19.870

Dr. Mihoko Hosoi: not so much anymore.

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00:40:20.330 --> 00:40:26.680

Dr. Mihoko Hosoi: And so which brings up the issue of bad information and misinformation. And

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00:40:27.090 --> 00:40:30.979

Dr. Mihoko Hosoi: what's the role of the library in training our students to

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00:40:31.110 --> 00:40:36.690

Dr. Mihoko Hosoi: be able to deal with this kind of noise in the information stream.

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00:40:37.110 --> 00:40:56.620

Dr. Mihoko Hosoi: And how can the library collaborate with faculty? I used to teach a class called skepticism and pseudoscience and psychology. And and so we've dealt with those sorts of issues quite a bit and a little bit in a research methods class, but I don't know if it's dealt with in most classes or not.

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00:40:57.105 --> 00:41:03.480

Dr. Mihoko Hosoi: But I'm curious about your thinking about the role of the library and the collaboration with faculty.

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00:41:03.810 --> 00:41:26.000

Dr. Mihoko Hosoi: Thank you, Kurt. I think collaborating with faculty is very important in this area. The libraries, you know. Historically, you know, we have offered informational literacy courses to evaluate information critically, but I do think that it's much more effective or stronger if it's embedded to certain courses.

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00:41:26.300 --> 00:41:29.899

Dr. Mihoko Hosoi: for example, if it's tied to certain assignments.

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00:41:29.930 --> 00:41:53.269

Dr. Mihoko Hosoi: and then faculty and librarian are on the same page in terms of expectations and the final goal of the assignment. So we have opportunities to collaborate on this topic information literacy and now increasingly increasing AI literacy. We can even experiment with some tools and see how they work or how they don't work.

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00:41:53.290 --> 00:42:12.999

Dr. Mihoko Hosoi: And so I personally think it's interesting and exciting to experiment different tools. And instead of pushing down and hide things, and because students are using tools anyway. So let's empower them and teach them what's good, what's not good.

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00:42:13.000 --> 00:42:28.960

Dr. Mihoko Hosoi: and have an open conversation about it. So there are many collaborative opportunities for that, and in terms of trustworthy information. It's related to this. But and many of you know that retraction

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00:42:28.990 --> 00:42:38.440

Dr. Mihoko Hosoi: watch site. You might know retraction. Watch, so number of retraction is increasing. So even Peer reviewed work.

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00:42:39.570 --> 00:42:45.759

Dr. Mihoko Hosoi: We cannot necessarily trust that that's true. So we always have to have critical eyes.

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00:42:46.130 --> 00:43:00.669

Dr. Mihoko Hosoi: So it's related to librarianship. We are professionals who are trained in trained in terms of evaluating information. And and so, yeah, I would welcome opportunity to work with faculty on this.

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00:43:01.930 --> 00:43:06.490

Dr. Mihoko Hosoi: Thank you honestly.

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00:43:12.070 --> 00:43:15.164

Dr. Mihoko Hosoi: Good afternoon. This is Anthony

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00:43:16.450 --> 00:43:19.460

Dr. Mihoko Hosoi: based off of your tour of our libraries.

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00:43:21.680 --> 00:43:26.790

Dr. Mihoko Hosoi: You know they're they're they're older buildings and have some challenges.

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00:43:26.960 --> 00:43:32.870

Dr. Mihoko Hosoi: Oh, if you had a blank check, what upgrades would you make?

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00:43:33.070 --> 00:43:34.420

Dr. Mihoko Hosoi: Hmm!

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00:43:35.560 --> 00:43:39.318

Dr. Mihoko Hosoi: Is that a big check?

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00:43:42.650 --> 00:43:43.690

Dr. Mihoko Hosoi: Well.

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00:43:45.490 --> 00:43:59.900

Dr. Mihoko Hosoi: my diplomatic answer is to focus on strategic priorities. But I you know I but that includes employee well-being. So I want to spend that check and the money

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00:44:00.710 --> 00:44:02.779

Dr. Mihoko Hosoi: to enhance the environment

284

00:44:03.330 --> 00:44:32.100

Dr. Mihoko Hosoi: in a way that's more welcoming to everyone, including employees. And I have to spend some time figuring out what that is. You know, earlier I had a chance to chat with some students. So I have some ideas about desired improvement. So in my mind, that's my top priority. For example, many of you know about Maslow's hierarchy. So we have to have that basic needs. We have to make sure that those things are met clean air

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00:44:32.380 --> 00:44:33.790

Dr. Mihoko Hosoi: safety.

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00:44:33.970 --> 00:44:58.919

Dr. Mihoko Hosoi: Then it comes with more connection, you know, allowing interaction among peers and friends, and so forth. Then finally, towards the top self-actualization, you know, sense of purpose and feel like you're contributing or something. So, but you know, bottom line safety. And you know, we have to have a space that allows students to succeed and feel safe.

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00:44:59.470 --> 00:45:03.409

Dr. Mihoko Hosoi: So that'll be my priority actually. But then

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00:45:04.040 --> 00:45:28.089

Dr. Mihoko Hosoi: some students might come see librarians, and they want to have comfortable space to interact with us, and they might approach the you know service desk. It needs to be, you know, signage need to be improved. So I think I will ask a lot of questions 1st to figure out the priorities. So that's how I would approach. It would be nice to have a big check.

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00:45:35.130 --> 00:45:57.799

Dr. Mihoko Hosoi: Oh, thank you. Let's see, we got our magic box here, which means we need to go over to the right here to collaborator again so that we're on there. This seems to be a good slide to stop. Obviously there's a lot of different collaborations that goes without saying. But just listening to some of your answers to my colleagues. Questions. Here.

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00:45:57.820 --> 00:46:14.830

Dr. Mihoko Hosoi: I was thinking about campus prioritization collaborations at the university librarian level. I don't mean, obviously, some of the work that people do on their day-to-day basis, whether it's an instruction, research, etc. But thinking about those wider collaborations because some of the stuff you've mentioned throughout the day, and here as well.

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00:46:14.920 --> 00:46:34.910

Dr. Mihoko Hosoi: really does require buy-in from campus. You know whether it's a cafe in the library, or it's enhancing spaces or or and I'm just wondering about your thoughts on either. How you go about that perhaps examples and or priorities, whichever route you'd like to go with it. Thank you.

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00:46:35.370 --> 00:46:45.190

Dr. Mihoko Hosoi: So I feel like almost all my accomplishments so far require some kind of collaboration. I don't think I got some all by myself.

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00:46:46.143 --> 00:46:52.649

Dr. Mihoko Hosoi: So cafes. Yeah, I want that, too, actually. But

294

00:46:53.100 --> 00:47:12.809

Dr. Mihoko Hosoi: I think that it's sometimes helpful not to go into, say Provost office and come in as a library request. Instead of saying that I used to come in as students request. This is for the University just framing it differently.

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00:47:13.339 --> 00:47:28.169

Dr. Mihoko Hosoi: So I might come in with, you know, other administrators who manage student services. So it's not about library building. It's about student services. So communication and framing.

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00:47:28.320 --> 00:47:32.030

Dr. Mihoko Hosoi: deciding how to approach that that's important

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00:47:32.270 --> 00:47:38.420

Dr. Mihoko Hosoi: related to. I have another example. If I so open access, you know, as you know.

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00:47:38.850 --> 00:47:52.939

Dr. Mihoko Hosoi: it's not free, it's expensive, especially transformative agreements, gold, open access, immediate open access. It takes so much negotiation, and it's expensive, although we try hard to make it cost neutral.

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00:47:53.100 --> 00:47:54.020

Dr. Mihoko Hosoi: But

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00:47:54.130 --> 00:48:05.859

Dr. Mihoko Hosoi: I found it helpful to talk about this with faculty members, for example, Taylor and Francis. It's mostly focused on social sciences.

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00:48:06.410 --> 00:48:15.950

Dr. Mihoko Hosoi: and initially it started out with a more like a complaint. A Dean of the College of Liberal Arts, now a good friend of mine, but

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00:48:16.080 --> 00:48:36.549

Dr. Mihoko Hosoi: it started out with someone a complaint, and he told me, Mihoko, tell me, why do you keep investing in stem? You're forgetting about social science and humanities. What are you doing in terms of open access? We have Wiley, we have all these stem related contracts. What about social sciences?

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00:48:36.770 --> 00:48:38.390

Dr. Mihoko Hosoi: So I said to him.

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00:48:39.103 --> 00:48:51.680

Dr. Mihoko Hosoi: Clarence, would you mind joining me in having this conversation with university leadership? It's not free, and I want to work with you to get it done. So again.

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00:48:51.800 --> 00:48:55.710

Dr. Mihoko Hosoi: instead of framing it as a library request.

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00:48:56.260 --> 00:49:00.679

Dr. Mihoko Hosoi: I find allies and collaborators on campus.

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00:49:01.560 --> 00:49:08.449

Dr. Mihoko Hosoi: but 1st step is to listen. Instead of brushing off as just one complaint, I find those

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00:49:09.320 --> 00:49:31.100

Dr. Mihoko Hosoi: complaints, conflicts, as opportunities, so kind of windows to the next step, and work with them. And so in this case we were able to get additional money, \$200,000 to advance open access. So that's an additional baseline budget increase. So yeah, many of the accomplishment. I feel they were through collaboration

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00:49:36.870 --> 00:50:00.300

Dr. Mihoko Hosoi: I love. So I'm going to stay on the same line. So we did open access collaborator. I'm going to go to the researcher part, the light blue one. Okay. If you were to come here as a researcher, as part of it, what would tell us about one research project that you'd like to start or continue in the library. And how would you? Who would you

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00:50:00.300 --> 00:50:07.120

Dr. Mihoko Hosoi: bring in to this research project? Some of the folks that are sitting here or faculty members just

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00:50:08.030 --> 00:50:11.250

Dr. Mihoko Hosoi: like I'll give you another big check.

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00:50:11.440 --> 00:50:17.660

Dr. Mihoko Hosoi: Oh, oh, Lydia, I know that's recorded Lydia.

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00:50:18.490 --> 00:50:21.559

Dr. Mihoko Hosoi: You know, Lydia, I heard that.

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00:50:22.020 --> 00:50:22.980

Dr. Mihoko Hosoi: Okay.

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00:50:23.450 --> 00:50:38.139

Dr. Mihoko Hosoi: I don't know if I want to think about research now, now that I'm done with Phd, can I just stop thinking about that for now. But anyway, it's been really hard to do this while working full time as administrator, but I like it because

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00:50:38.640 --> 00:50:43.549

Dr. Mihoko Hosoi: it makes me see library services in different ways.

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00:50:43.810 --> 00:50:46.229

Dr. Mihoko Hosoi: I kind of wear, reset your heart and

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00:50:46.370 --> 00:50:52.679

Dr. Mihoko Hosoi: critically look at what we offer at the library and start seeing things that we I didn't find earlier

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00:50:52.910 --> 00:51:22.169

Dr. Mihoko Hosoi: it also, I actually like the collaboration aspect of research. So Penn State libraries. So we offer tenure for librarians. So many of us are tenure track or tenured librarian. So I tended to work with, you know, entry level librarian who are on tenure track. They want to work with someone who is already tenured. I'm tenured at full rank, so I wanted to collaborate with them

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00:51:22.820 --> 00:51:32.419

Dr. Mihoko Hosoi: to produce unique research. I like to pick topic. That sort of not frequently covered.

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00:51:33.520 --> 00:51:43.259

Dr. Mihoko Hosoi: For example, I, my decisions focus on leadership, but focus on leaders who come from underrepresented communities.

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00:51:43.870 --> 00:51:52.860

Dr. Mihoko Hosoi: So I thought it was important to talk about this topic because of our occupation. You know, we have room to

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00:51:53.410 --> 00:52:00.170

Dr. Mihoko Hosoi: to improve in terms of supporting students. Better understanding students needs. So

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00:52:00.910 --> 00:52:03.200

Dr. Mihoko Hosoi: yeah, so in terms of research.

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00:52:04.320 --> 00:52:15.510

Dr. Mihoko Hosoi: I'm not sure if that's the 1st thing I think about when you you know, if I come here as university librarian, I think I might be busy dealing with a budget issue initially. But

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00:52:15.830 --> 00:52:36.590

Dr. Mihoko Hosoi: but I do welcome opportunity to collaborate. It can be with other faculty from different colleges. I often get requests from faculty saying, Hey, Miyako, you can do literature search. Do you want to work with me? Or something? So so anyway, I welcome opportunities either from library colleagues or outside.

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00:52:36.610 --> 00:52:37.730

Dr. Mihoko Hosoi: Yeah, thanks.

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00:52:57.050 --> 00:53:12.350

Dr. Mihoko Hosoi: Good afternoon, Michael Inazawa again. So I'd like to take manager and mentor for 200 in the upper hand corner. My question or my my thought is about your

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00:53:13.300 --> 00:53:23.149

Dr. Mihoko Hosoi: what you would consider to be your priorities if you were the successful candidate for the UI in particular, in the role of manager and mentor.

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00:53:23.780 --> 00:53:37.029

Dr. Mihoko Hosoi: Looking at the priorities for our vacancies in our Aul ranks in our director ranks, I know that we are still recruiting, and

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00:53:37.760 --> 00:53:42.610

Dr. Mihoko Hosoi: and have open recruitments, which is great, but we still need more

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00:53:43.880 --> 00:53:49.909

Dr. Mihoko Hosoi: individuals to help distribute and manage the workload. We can. We can't clone Tiffany

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00:53:50.730 --> 00:53:59.940

Dr. Mihoko Hosoi: even though we've tried in the maker lab. But but what would you do? Oh.

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00:54:00.550 --> 00:54:05.780

Dr. Mihoko Hosoi: finally, some specific comments made so so

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00:54:06.240 --> 00:54:11.960

Dr. Mihoko Hosoi: I do think it's an important consideration to be effective as university librarian.

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00:54:12.480 --> 00:54:17.140

Dr. Mihoko Hosoi: This is really the foundation, the starting point. I think so.

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00:54:17.840 --> 00:54:24.620

Dr. Mihoko Hosoi: This person needs to bring people together and motivate and energize.

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00:54:24.940 --> 00:54:28.270

Dr. Mihoko Hosoi: I do think that's a priority, and

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00:54:28.520 --> 00:54:38.189

Dr. Mihoko Hosoi: I'm not expecting that we do everything all at once. But you know, sort of prioritizing. Let's have conversations about

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00:54:38.400 --> 00:54:39.730

Dr. Mihoko Hosoi: what's urgent.

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00:54:40.170 --> 00:54:42.679

Dr. Mihoko Hosoi: But I would frame the conversation

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00:54:42.890 --> 00:54:59.909

Dr. Mihoko Hosoi: and refocus our conversation toward our strategic priority to support students. For me, student support is really important and also research impact aligning our priorities to university priorities.

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00:55:00.800 --> 00:55:09.160

Dr. Mihoko Hosoi: And internally, I think all of us managers need to listen to concerns

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00:55:09.800 --> 00:55:17.360

Dr. Mihoko Hosoi: and help employees in times of, you know, prioritizing their work because nobody can do everything so

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00:55:18.680 --> 00:55:23.869

Dr. Mihoko Hosoi: so sustainability. You know, I think about this word sustainability in many different ways.

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00:55:24.335 --> 00:55:29.519

Dr. Mihoko Hosoi: Part of it is about Green Library, but part of it is about our well-being.

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00:55:32.220 --> 00:55:41.169

Dr. Mihoko Hosoi: and everyone wants to grow professional development. So I want to help everyone with that aspect of professional growth.

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00:55:41.700 --> 00:55:45.100

Dr. Mihoko Hosoi: And I also think that structure is important.

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00:55:45.937 --> 00:55:50.330

Dr. Mihoko Hosoi: Organizational structure. I mentioned effective organizational structure.

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00:55:50.834 --> 00:55:54.679

Dr. Mihoko Hosoi: I had a chance to review quickly the current structure.

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00:55:54.780 --> 00:56:06.030

Dr. Mihoko Hosoi: And I see that there are many open boxes, kind of, you know, so trying to figure out the priority, but creating a structure. So that

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00:56:06.320 --> 00:56:22.005

Dr. Mihoko Hosoi: workload is manageable. No, ironically, if you're doing a good job, you get busier, you get more work. But it's important to have conversation, and but I'm not alone in doing this. I will walk through my colleagues, my you know.

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00:56:22.520 --> 00:56:27.610

Dr. Mihoko Hosoi: direct reports, middle managers. And yeah. So

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00:56:27.990 --> 00:56:31.089

Dr. Mihoko Hosoi: I look forward to having conversation on this topic.

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00:56:37.480 --> 00:56:41.459

Dr. Mihoko Hosoi: I actually have a question. Oh, So

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00:56:41.770 --> 00:56:49.700

Dr. Mihoko Hosoi: let's say, undergraduate student came to you and said, I'm interested in developing a career as a librarian in a university.

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00:56:49.990 --> 00:56:58.810

Dr. Mihoko Hosoi: What would you say to that student if you wanted to encourage them to pursue the career? And what would you say if you wanted to discourage them from pursuing the career?

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00:57:00.480 --> 00:57:03.624

Dr. Mihoko Hosoi: Hmm! Interesting question, Mark.

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00:57:05.990 --> 00:57:11.860

Dr. Mihoko Hosoi: I wonder what made you ask that question? But but you know.

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00:57:13.170 --> 00:57:14.190

Dr. Mihoko Hosoi: So

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00:57:15.080 --> 00:57:21.770

Dr. Mihoko Hosoi: I actually read what Steve wrote on this topic. Did you know that he wrote an article on this topic recently?

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00:57:22.490 --> 00:57:24.829

Dr. Mihoko Hosoi: Did you all know? But anyway.

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00:57:25.330 --> 00:57:29.163

Dr. Mihoko Hosoi: so it's open access, so you can read it.

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00:57:30.210 --> 00:57:36.319

Dr. Mihoko Hosoi: But I used to say that librarianship is quite broad.

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00:57:36.870 --> 00:57:58.220

Dr. Mihoko Hosoi: so don't assume that you go into one field, and you remain in that field until you your retirement. So that would be my message. Because, as I was mentioning, I started out in technical services, you know, using my language skills and cataloging. Then you realize that there are many opportunities. You grow

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00:57:58.320 --> 00:58:04.090

Dr. Mihoko Hosoi: into different fields, reference instruction. But now we are talking about AI

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00:58:04.400 --> 00:58:10.300

Dr. Mihoko Hosoi: preservation desertion. There are many different growing area Gis

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00:58:10.580 --> 00:58:31.200

Dr. Mihoko Hosoi: teaching and learning. You have really wonderful librarians. And I've seen some of the Youtube videos. I was very impressed. But so I'd say, if somebody asked me this question, I'd encourage that person to start where the person feels comfortable

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00:58:32.450 --> 00:58:36.639

Dr. Mihoko Hosoi: and get to know people ask a lot of Christians.

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00:58:36.890 --> 00:58:48.550

Dr. Mihoko Hosoi: go to conferences, watch Youtube presentations and explore. That's what I would say. You know, I was a subject librarian for a long time business librarian.

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00:58:48.890 --> 00:59:12.180

Dr. Mihoko Hosoi: but subject orientation. I think that not many libraries can afford that narrow focus anymore. So things have expanded or duties are decided based on functions rather than subject. So, but I think we go through changes. So my advice would be to be flexible and be open-minded.

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00:59:14.030 --> 00:59:19.849

Dr. Mihoko Hosoi: All right, Dr. Hasoy, we are almost at time. So any final thoughts you have for this group.

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00:59:20.220 --> 00:59:41.390

Dr. Mihoko Hosoi: No, I just want to say, thank you, everyone for being here. I really enjoyed our conversation. I had an opportunity to interact with many of you. It's a wonderful university and wonderful library. You are lucky to be here and thank you again. If you have any other follow-up questions, don't hesitate to reach out to me, and

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00:59:41.510 --> 00:59:44.929

Dr. Mihoko Hosoi: it's been an honor to be here and talk to you. Thank you.

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00:59:50.340 --> 01:00:04.220

Dr. Mihoko Hosoi: So thank you, Dr. Osoy, and thank you all for your participation during today's vision seminar as a reminder. Please be sure to provide your feedback via the candidate survey which can be found on the executive searches. Page. Thank you.

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01:00:05.050 --> 01:00:06.439

Dr. Mihoko Hosoi: Thank you.