

Annual Faculty Evaluation and Recommendation Form

For the Period: **January 1, 2019 - January 1, 2020**

Department: **Adams Library**



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Name: **Dragan Gill**

Rank: **Assistant Professor**

Tenure Status: **Untenured**

Tenure Granted/Due Date: **07/01/2021**

RIC DOH: **03/09/2015**

Date of Rank: **03/07/2016**

Department Chairperson's Evaluation and Recommendation(s) In Accordance with Article VIII of the Agreement between RIC/AFT and the Rhode Island Board of Education.

Dragan Gill's PDR demonstrates a year's worth of abundant effort, achievement and creative activity and events. At the core of nearly all her effort is the Rhode Island College student. Dragan is wholly student focused. Her library instruction, Libguides, library and college service, and particularly her championing of open access education resources, especially open access textbooks on this campus, are examples of upfront and behind the scenes effort to support student learning and engagement.

Dragan is sought out by faculty in her liaison areas each semester to provide library instruction for their classes. She maintains very strong relationships with these faculty which not only enhances instruction but also supports the development of programs and resources for the library collections. She continues to design new as well as update her Libguides throughout the year for classes, library events, library services, and information sharing and has trained a number of library staff persons and students to use Libguides and other SpringShare products.

She is presenting regularly, on campus and off, in her role as the RIC representative to and co-chair of the RI Open Textbook Initiative Steering Committee. She has developed an exceptional Libguide on Open Education Resources and the Open Textbook Initiative. The Power Points that she has created for OER presentations are information rich, sleek and concise, and very well designed and organized.

She provides reference and research support in person, in research consultations, via phone and email and with our new Chat service which she implemented for us this past summer.

Dragan has overseen Library PR activities throughout the past few years and in 2019 she coordinated library exhibits, the Friends of the Library Exam Week Snack Cart, conceiving and planning the Curiousi-Tea event in September -- essentially a "welcome back" and "hello to new students" event, to name a few. She has engaged library staff not usually involved in creative activity in working with her on exhibits and events. Library signage has been a legitimate concern of hers and the library's and in Fall she coordinated a Library Signage Task Force and designed and conducted a sign survey. Dragan is also central to the library's having an active Facebook and Instagram presence. The extensive and wide array of ideas and activities that Dragan brings to life each year at the library are always about improving the library experience for our students.

She continues as our Springshare administrator managing our Libguides as well as training others in the use of the

Recommended Performance Rubric Rating Level: 3

I have read the Evaluation and Recommendation(s) of my Department Chairperson.

Dragan Gill
Signature (Faculty)

Rachelle Maczuga
Signature (Chairperson)

Administrative Acknowledgements

CMD 2/11/2020 SP 6/30/20
Dean/Dir Date Vice President Date President Date

Recommendation (Each administrator is to initial his/her recommendation)

	Dept. Chairperson/Date	Dean/Date	Vice Pres./Date	President /Date
Promotion to the Rank of _____	_____	_____	_____	_____
Placed on Tenure as of _____	_____	_____	_____	_____

many modules we have in the Springshare suite of products. She is co-administrator with Kieran Ayton of the the library webpage. She and Kieran are conducting a She and Kieran are conducting a website usability study. Their focus groups discussion with students, faculty staff prompted important changes to the main search box. The focus groups will continue this coming Spring.

Dragan maintains positive working relationships with many individuals, offices and groups on campus. She participates in activities with Learning for Life; she regularly engages with staff and programming at the FCTL and CRCA; she was invited to serve as the library's COGE representative. She maintains steady communication with other stakeholders in all her commitments.

The significance of her role as the campus coordinated for the RI Open Textbook initiative cannot be overstated. Dragan has increasingly demonstrated her strengths, skills and leadership abilities in her work for the college regarding open education resources. She is in charge of data management and reporting for RIC and all members in the statewide initiative. She is a superb communicator regarding RIC OER events and statistics. She is active both regionally and nationally. In November, she was invited to sit on the newly created New England Board of Higher Education Open Education Advisory Committee. This is a feather in her cap and a wise choice on their part.

The Rhode Island Library Association conference chair invited Dragan to present at it's annual conference in 2019. The presentation was a collaboration with Dr Michelle Brophy- Baermann on "Post-Truth Literacy." Dragan was also asked to provide peer review of an article on asset mapping for The New Educator. She submitted and read her published piece, "Response to: 'A Figure by Any Other Name: Exploring Alternatives to Gypsy'. (Fall 2019 CDSS News,) at the Writing Board's annual "First Pages" event. Dragan is a skilled writer and presenter and her colleagues are confident that she will continue to share her expertise through presentations and publications.

Her faculty colleagues are in complete agreement that Dragan is making excellent progress towards promotion and tenure.



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Faculty Personal Data Form

- Please complete this form, including all personal data, for the annual evaluation and for inclusion in your permanent file.
- Submit this form to your department chair by **November 29, 2019**

BASIC INFORMATION

Name: Dragan Gill
 Department: Adams Library
 Date: 12/04/19

TEACHING AND ADVISING*

1. Courses taught in the past year.

- Taught 13 library instruction sessions from January 1, 2019 - November 31, 2019
 - Including Learning for Life & Preparatory Enrollment Program summer programs
- Created a stand-alone guide for class without an in-class session
- Participated in the McNair library instruction day
- Provided a tour and introduction to relevant library resources to new Unity Center Director, Pegah Rahmanian
- Presented on library resources and services, as well as campus open textbook initiative at new faculty orientation
- Presented and participated in a Learning for Life Community Lunch
- Attended ELED 420 class session to review and advise student CRC promotion
- Met with students for individual research appointments
- Provided reference services in person, and via phone, text, chat and email
- Liaison to Africana Studies, Anthropology, Environmental Studies, Gender and Women's Studies and Sociology Departments
 - Provide continued communication on library services and resources available

2. Describe any activities last year that contributed to your teaching effectiveness.

- Participated in Rhode Island Library Association Information Literacy Action Round Table
- Attended:
 - Association of College and Research Libraries, New England Chapter Annual Conference
 - Association of College and Research Libraries, New England Chapter, New England Library Instruction Group Annual Conference

* For library faculty: see Appendix E, "Evaluation of Librarians" in the *RIC/AFT contract, 2018 – 2021*.

- Reference & Research Support librarian session with Barbara D'Angelo on writing and research fluency
- Library faculty meetings on Discovery platform configuration
 - Virtual meeting Sue McMullen, Roger Williams University
 - Meeting, Providence College Librarians
- Faculty Center for Teaching & Learning and Center for Research & Creative Activity, Fostering Student Research & Creative Activity
- Association of College & Research Libraries Roadshow, Building your Research Data Management Toolkit: Integrating RDM into Your Liaison Work
- How to Create Inclusive & Accessible OER Webinar, CARL Open Education Working Group
- Attended the HeinOnline product demonstration session

3. Advising

Current number of advisees: N/A

Comments/accomplishments in advising (optional):

PROFESSIONAL COMPETENCE

4. Research, publication, grants in a special field, or creativity and performance in the fine arts.

Presentations:

- Open Textbooks: Access, Affordability, and Academic Success
Faculty Center for Teaching & Learning, Rhode Island College
- How to measure open textbook and OER progress without numbers?
Breakout-session leader, Open Textbook Network Summit
- Reviving the Messenger: Post-Truth Media Literacy
Rhode Island Library Association (RILA) Annual Conference
 - Invited to present by RILA Conference Committee Chair
With Professor Brophy-Baermann, Political Science Dept.
- Inroads to Open Access Publishing
Faculty of Arts and Sciences and Feinstein School of Education and Human Development
Department Chairs Meetings, Rhode Island College
- But I Don't Use a Textbook: Open Educational Resources for All
Faculty Center for Teaching and Learning, Rhode Island College
- Invited panelist to the Open Textbook Network (OTN) Member Panel at OpenEd the National Open Educational Resources conference, but without funding was unable to attend.
 - Included on the OTN story map, with a revised version of my panel abstract

Publication:

- Gill, Dragan (Fall 2019). Response to: 'A Figure by Any Other Name: Exploring Alternatives to Gypsy'. *CDSS News*.
 - Read and displayed during *First Pages*



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Peer-Review:

- Peer reviewer of “Building Community Through Asset Mapping” for *The New Educator*.

Continued OER Leadership

- Rhode Island Open Textbook Initiative – Steering Committee Co-Chair
 - As Co-Chair of the Steering Committee
 - Testified in support of H5875 – which would allow the state’s public institutions sell refurbished technology, with Jim Salisbury, CCRI, to the Rhode Island House Finance Committee
 - Advised a faculty and local organization leaders on posting their new teaching materials, potential OER, online, with Andy Davis
 - As part of a recognized need for greater support and collaboration, participated in first national OER state leaders call and two New England regional OER state leader calls
 - Coordinate data collection and calculation of savings for both RIC and the state
 - Initiated a partnership with the Providence Public Library Tableau User Group Data for Good project to create two detailed “data dashboards” – one for public view and one for internal review and assessment.
 - Co-organized 2 full-day retreats
 - Coordinated Student Public Interest Research Group web-call for committee development
 - Regularly send updates, reminders and discussion prompts, as well as maintain access and membership, for committee email list and shared documentation
 - Provided statement for Office of Innovation Annual Report
 - Provide materials for shared outreach on all campuses
 - Regular meetings with co-chair, Lindsey Gumb, Scholarly Communications Librarian, Roger Williams University
 - As campus leader:
 - Reported on initiative to the President of the college and the Office of Postsecondary Council on progress at RIC and as co-chair of the initiative
 - Recorded campus efforts in the SPARC Connect OER Directory:
<https://connect.sparcopen.org/directory/ec2418d0-318e-4832-85a7->

* For library faculty: see Appendix E, “Evaluation of Librarians” in the *RIC/AFT contract, 2018 – 2021*.

[4ddd876fe9ff/](#) and global adoptions savings report:

<https://sparcopen.org/news/2018/1-billion-in-savings-through-open-educational-resources/>

- Ongoing meetings with the Office of Innovation, President of the college, and Provost/Vice President of Academic Affairs
 - This summer we focused on priorities and sustainability beyond the five-year goal timeframe
- Met with President of the Faculty Union to discuss the creation of a MOU for faculty OER publications created with institutional support
- Met with faculty member interested in creating an open anthology to pilot publishing platform
 - Faculty member included OER creation in sabbatical request
- Semesterly meetings with campus leadership group, comprised of faculty champions, and representatives from Disabilities Services, User Support Services, Learning for Life and the Faculty Center for Teaching and Learning
- Met with Michelle Crossley, Center for Research and Creative Activity Faculty Fellow, to develop a CRCA Assistantship position for a student OER outreach position
- Provost/VPAA for continued stipend funding and administrative support of the initiative
- Working with Management Information Services, the Disability Services Center and Provost/VPAA to create an institutionalized teaching materials data collection plan
 - Presented pilot program to College Council
- Organized with Faculty Center for Teaching for faculty workshops
- Met and emailed with faculty to understand, find and adopt OER and open textbooks
- Awarded Professional Development and Adoption faculty stipends
 - Coordinated with payroll, ORGA/OSP and the administrative assistants of the President of the college and Provost/VPAA
- Maintain, update and refresh LibGuides on open collections, OER, open publishing: <http://library.ric.edu/open>
- Presented on initiative to Academic Technology and Library Advisory Committees
- Worked with Andy Davis to include reports, presentations and documentation in Digital Commons
 - Ensured co-authors and presenters had links to their work for annual review and
- Attended the Open Access Enhancements to WorldCat Discovery webinar
- Met with potential student for student outreach position



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- Attended:
 - NorthEast OER Summit
 - Open Textbook Network Summit
 - Lead a break-out session on reporting qualitative data and programmatic narrative

5. Leadership and service to the college, including responsibility and creativity in departmental affairs, service on college committees, or advising of student organizations.

- Member of Committee on General Education
- Faculty Center for Teaching and Learning Advisory Board member
- Participated in Campus Climate study focus group & attended findings presentation
- In support of the "Respect RIC" AFT campaign
 - Picketed
 - Attended the entirety of the House Finance Committee meeting in support of testimony by AFT leadership
 - Participated in RI Promise Lobby Day, distributing information and discussing RI Promise with state representatives
- Attended College Council meetings as an alternate for Amy Barlow, Library Representative and Deryl Freeman, Member at Large
- Library Department Advisory Committee member
- Library Management member
- Attended candidate presentations for Digital Archivist & Special Collections Librarian
- Coordinated three letters of support, two rounds of application and co-wrote statement of support to nominate Kieran Ayton for the New England Library Association Emerson Greenaway Award
- Continued library website maintenance and updates, with Kieran Ayton
 - Co-conducted UX focus groups on OCLC Discovery configurations
 - Ongoing development of new homepage layout and code clean-up
 - Met with Andrew Sandlin to clean up website code and better use college header
 - De-duplicated ~1000 LibGuide assets and assisted in clearing out old content for better maintenance
 - Provided introductory LibGuide training for Sharon Giacobbi, Joanne Valente & Molly Bruce Patterson

* For library faculty: see Appendix E, "Evaluation of Librarians" in the *RIC/AFT contract, 2018 – 2021*.

- Library Signage Task Force convener – creating recommendations on library signs and wayfinding
 - Co-created patron and library employee feedback surveys, and whiteboard questions
 - Reviewing examples and literature
 - Scheduled meeting with Disabilities Services Center staff and task force to address accessibility needs

- Library Outreach Committee
 - Coordinated the library exhibit schedule and created exhibits:
 - A Potion for Memory and Wisdom – with LibGuide
 - May Day/Labor Unions, with suggestions from Brian Baker
 - Curiosity – with LibGuide (see also Curiosity event information)
 - Assisted with:
 - Earth Day, with Joanne Valente
 - Rhode Island Shoreline, with Joanne Valente
 - Maintained library Facebook and Instagram Accounts, with Amy Barlow, Molly Bruce Patterson and Olivia Peasley
 - Promoted events on campus calendars, signs, listings, etc.
 - Continued maintenance of the new book guide with Deb Thompson and student workers
 - Developed the CuriosiTea Instagram campaign and event to welcome students and encourage library exploration
 - Met with the Vice President of Student Success, Associate VPSS, Director of Learning for Life, Library Director, and Amy Barlow to develop further collaboration between Student Success and the library
 - Assisted with RICFest library open house planning and outreach
 - Created new bookmarks with Joanne Valente and Deb Thompson
 - Sent news and updates to the RILA bulletin
 - Worked with Andy Davis and Marlene Lopes, looping in Molly Bruce Patterson to share Special Collections with Year of the City Providence
 - Livestreamed the Arbor Day planting on Facebook
 - In anticipation of stepping down from committee created the How to Promote guide; and developed student social media posting plan with Amy Barlow

- Friends of the Library Vice President/President Elect
 - Coordinated FOL snack cart outreach and snacks
 - Worked with Access Services staff on raffles

- Attended college-wide events:
 - Graduation
 - State of the College
 - Cap & Gown Convocation



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6. Professional improvement, such as completion of courses, attendance at professional meetings, or faculty development activities.

In addition to conferences, webinars, workshops, etc. listed in previous sections, attended:

- Immigration status training from Coalition of Advocates for Student Opportunities RI
- Fostering Student Research & Creative Activity, CRCA through the FCTL

7. Leadership and service to the community, state, or nation.

- Pinewoods Camp Inc. Board of Directors
Scholarship Committee, Chair; Archives Committee, Chair; Communications Committee,
Member, Volunteer – Work Weekends and change-over days

8. Office held in, and services rendered to, professional societies **and** membership in professional and honor societies.

- Member: American Library Association/Association of College & Research Libraries
College Libraries Section, Instruction Section
- Board Member: Association of College & Research Libraries, New England Chapter
New England Library Instruction Group
Co-chair: Scholarships & Awards Committee
- Member: New England Library Association
- Member: Rhode Island Library Association
Information Literacy Action Round Table
- Higher Education Library Information Network (HELIN) Mission and Strategic Directions
Task Forces

9. For the past year, what honors or awards?