



University of
Connecticut

Dean of the University Library
Position Description



Greenwood/Asher & Associates, Inc.

EXECUTIVE SEARCH, CONSULTING, AND TRAINING



The Search

The University of Connecticut (UConn), one of the nation's leading public research universities, seeks a visionary and dynamic leader to serve as Dean of the University Library. UConn invites candidates who have a comprehensive resume of success in library administration, and who demonstrate exceptional skills and experience that will enable them to provide strong leadership to a research, educational, and outreach enterprise across multiple campuses to consider this exciting and challenging opportunity. For the past decade, the University has been on a remarkable journey of expansion and growth as a public research university. By every measure from student diversity to research grants, UConn has enhanced its standing. Today, UConn is a top university, ranked among the top 20 public research universities nationwide. As the chief executive officer for the University libraries, the Dean will set the standard of intellectual engagement and accomplishment for the University's libraries, archives, and special collections.

The Dean will provide vision, strategic direction, and operational leadership for the libraries, working with talented and accomplished librarians, staff, faculty, and students to meet the University's educational mission and ambitious goals for growth. The Dean will create an environment and community that supports expert practice and research and assure that the University's libraries continue to serve their faculty and students with programs of the highest quality and effectiveness. Supporting the University's research mission, the Dean will help advance the scholarly activities of the faculty, including supporting interdisciplinary opportunities. The Dean will also assure that the libraries play a strong role in community outreach. The Dean will be the public voice of the libraries, promoting initiatives within UConn and across the state and region. In pursuing these responsibilities, the Dean, who reports to the Provost and Executive Vice President for Academic Affairs, will work collaboratively with senior administrators and academic leaders across the University.

The successful candidate will be a nationally recognized, strong, self-assured, entrepreneurial leader able to infuse UConn's libraries with a sense of pride, purpose, and excellence. The ideal candidate will have demonstrated success as a leader committed to the search for knowledge, a deep understanding of the needs of a research university, strong experience as a seasoned administrator, and the ability to imagine new possibilities for UConn's libraries, archives, and special collections.

The University of Connecticut has retained the services of the executive search firm Greenwood/Asher & Associates to conduct this important search. Confidential inquiries, nominations, and applications may be directed to the search firm as indicated at the end of this document.



The University

The University of Connecticut is one of the nation's leading public research universities. Founded in 1881, UConn is a Land Grant and Sea Grant college and member of the Space Grant Consortium. It is the state's flagship institution of higher education and includes a main campus in Storrs, CT, where this position is based, four regional campuses throughout the state, a Law School, and Medical and Dental Schools at the UConn Health center. The University has approximately 10,000 faculty and staff and 32,000 students, including more than 23,000 undergraduates and over 8,000 graduate/professional students. UConn is a Carnegie Foundation R1 (highest research activity) institution, among the top 20 public universities in the nation.

In 2011, the state of Connecticut signed into law Bioscience Connecticut, which provides funding to UConn to enhance UConn Health's facilities, support greater research innovation, and grow the number of scientists and students in UConn's Medical and Dental Schools. In 2013, the state legislature passed the Governor's proposal called Next Generation Connecticut, a ten-year capital investment that will increase the size of UConn's student body, dramatically enhance physical infrastructure for Science, Technology, Engineering, and Math (STEM) programs, and create premiere STEM programs. In addition, in recent years, the University implemented one of the most ambitious faculty-hiring plans in U.S. higher education to strategically expand its faculty in key research and teaching areas and to increase the number of classes offered.

UConn's total budget for 2017 is \$2.3 billion, and the current value of its endowment is approximately \$378 million. The University receives over \$216 million in research awards and is accredited by the New England Association of Schools and Colleges. The University has approximately 242,000 alumni worldwide, 132,000 of whom live in Connecticut. Student diversity continues to increase, as does the number of honor students, valedictorians, and salutatorians who consistently make UConn their top choice. UConn's retention rate is among the best for public universities in the nation, with 92 percent of students returning for their sophomore year.

The University of Connecticut is dedicated to excellence demonstrated through national and international recognition. Through freedom of academic inquiry and expression, UConn creates and disseminates knowledge by means of scholarly and creative achievements, graduate, and professional education, and outreach. With a focus on teaching and learning, the University helps every student grow intellectually and become a contributing member of the state, national, and world communities.

Through research, teaching, service, and outreach, UConn embraces diversity and cultivates leadership, integrity, and engaged citizenship in its students, faculty, staff, and alumni. As the state's flagship public University, and as a land and sea grant institution, UConn promotes the



health and well-being of citizens by enhancing the social, economic, cultural, and natural environments of the state and beyond.

The University serves as a beacon of academic and research excellence as well as a center for innovation and social service to communities. UConn is a leader in many scholarly, research, and innovation areas. Today, the path forward includes exciting opportunities and notable challenges. Record numbers of undergraduate applications and support for student success have enabled the University to become extraordinarily selective.

In just 15 years, the University's ranking by U.S. News & World Report among public universities has risen from 38 in 1998 to 19 today. Many initiatives, including the recent addition of many new faculty, emerging programs in partnership with The Jackson Laboratory, as well as the nearly \$1.7 billion investment in Next Generation Connecticut and the \$900 million investment in Bioscience Connecticut present exciting opportunities and unique challenges for the University's research endeavors. UConn's partnerships with United Technologies, General Electric, Northeast Utilities, and other industries through UConn's Technology Park also will help to secure its place as an institution of the highest rank among public research universities.

The University Libraries

The University of Connecticut Library system forms the largest public research collection in the state. Ten libraries comprise the University Libraries staffed by a workforce of 116 professional and support staff. The total operating budget for the libraries is \$30 million.

The main library is the Homer D. Babbidge Library in the center of UConn's main campus in Storrs, Connecticut. In 1882, Charles Storrs donated the first volumes to the University, then an agriculture school. In the late 1990s, the library underwent a \$3 million renovation, making it the largest public research library in New England. Today, the Homer Babbidge Library is in the first year of a planned \$20 million dollar, five-year capital renovation which resulted from a master planning process. More than 6,000 people visit the main library each day.

The Storrs campus is also home to the University's Pharmacy Library, the School of Fine Arts Resource Center (which includes the Music Library), and the Thomas J. Dodd Research Center, which houses the University's archives and special collections, including University records, rare books, and manuscript collections. Each of the four regional campuses has their own library, including a collaborative partnership with the Hartford Public Library at UConn's new campus in the state capital. In addition, the Lyman Maynard Stowe Health Sciences Library serves UConn Health in Farmington and reports jointly to the Dean of the University Library, the Dean of Medicine, and the Dean of Dental Medicine. From 1991 to 2011, the Stowe Library was one of eight libraries that received federal funding as a part of the National Network of Libraries of Medicine. UConn's School of Law in Hartford houses the School of Law Library, which reports to the Dean of the Law School.



The Babbidge-based collection places UConn among the top 30 universities in the nation for library holdings and funding, containing more than 2.5 million print volumes, approximately 2,500 current print periodicals, more than 35,000 unique electronic journals through the eJournal locator, 2.8 million units of microfilm, 180,000 maps at the Map and Geographic Information Center (New England's largest public map collection), millions of electronic books, and an array of free electronic information sources. The UConn Libraries also license approximately 265 electronic search databases, many of which contain the full-text of research journals, monographs, and historic documents. The Lyman Maynard Stowe and Law libraries have catalogues separate from the UConn Storrs, Hartford, Stamford, and Waterbury shared catalog, making the total library holdings of the University of Connecticut much higher than the 2.5 million print volumes at the main library in Storrs. Further, UConn participates in several outside library consortia, including the New England Law Library Consortium and the Northeast Research Libraries Consortium. The Dodd Research Center has also formed a partnership with the African National Congress to share materials with South African scholars, making it a major repository for ANC materials in North America. The Library is also leading the Open Educational Resources efforts on behalf of the University.

Finally, there are several important units hosted in the Homer Babbidge Library, including the University's Humanities Institute, the Quantitative and Writing Learning Centers, the University's Information Technology Services Help Center, the Office of the University Ombuds, a UConn Communications Studio to faculty media engagements, and a UConn Police Department Substation, among others. The adjoining Thomas J. Dodd Center is home to Global Affairs offices, the Center for Judaic Studies, and Human Rights Institute, in addition to the archives and special collections. The Library is also engaged in programs designed to encourage conversation and innovation in scholarly communications, including the Andrew W. Mellon Foundation funded Greenhouse Studios. The Library is also home to the Connecticut State Data Center, part of the U.S. Census State Data Network with a focus on providing data discovery and analysis along with developing the official population projections for the state of Connecticut.

The Position

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean is the chief academic and administrative officer for the University's libraries, and provides strategic vision and operational leadership to all aspects of the library program. The Dean, thinking broadly about how the libraries facilitate faculty scholarship, undergraduate and graduate education, and public engagement, will generate a culture of inclusivity and community. Further, the Dean will effectively define, articulate, and promote the contributions of the libraries, their collections, and their initiatives to University, regional, and national constituencies, serving as advocate and spokesperson for the UConn Libraries. Specifically, the Dean is responsible for:

- Planning and implementing strategies to enhance services and collections, including

ongoing development of collections aligned with academic program growth;

- Engagement with and support of the University's research agenda;
- Assessment and promotion of the quality of the library's learning environment, and continued development of outstanding and effective library instructional programs;
- Innovative advancement of library technology and furthering the creative use of emerging technologies;
- Effectively managing library financial, capital, and human resources to maximize the delivery of library and research services;
- Implementation of the library's master plan, and continuous improvement of library facilities and spaces;
- Maintenance of a cohesive, energetic, service-oriented environment for a diverse workforce; and
- Advocacy and fundraising through the cultivation of donors and outside constituents.

Qualifications

Candidates must have a Master's Degree in Library Science from an ALA-accredited institution or international equivalent, or a doctoral degree, and a distinguished record of accomplishment in higher education, private sector, professional practice, or public service commensurate with the expectations for appointment as a university librarian. Individuals with a doctoral degree and academic credentials commensurate with the rank of a full Professor in a UConn department may be considered for a tenured appointment in an appropriate academic department.

The successful candidate must have the following traits:

- A distinguished record of librarianship with the expertise to creatively address issues at the forefront of library and information services.
- Strong proficiency in program management and interdisciplinary coordination within a complex research library environment.
- Knowledge of digital technologies in library sciences, and a record of successful implementation of such technologies.
- A profound sense of integrity and professionalism.
- A deep commitment to excellence.



- A clear ability to use good judgment and make sound decisions.
- An energetic leadership style that invites collaboration, encourages teamwork, welcomes diverse perspectives, and values transparency.
- Distinctive ability in managing change, resolving conflict, and building consensus.
- Superior interpersonal and communication skills, including tactfulness, a high level of emotional intelligence and concern for others, and the ability to navigate controversy gracefully and treat all people with civility and respect.

The ideal candidate will also have the following preferred characteristics:

- A sophisticated understanding of current issues and trends nationally and in higher education research and teaching.
- The ability to develop and articulate a vision for the University's libraries and to develop and implement effective strategic plans, including the ability to translate institutional strategy into operational goals, and to specify and prioritize short and long-range objectives.
- Experience as an agent of innovation and change achieving excellence across a complex organization.
- A demonstrable track-record of administrative achievement that gives strong evidence of his or her capacity to manage a complex organization, including its budget, workforce, and programs.
- The skills to navigate the organizational, political, and fiscal realities unique to a major public research university, and to make changes to improve current practice, including effective advocacy for the resources required to uphold mandates and achieve aspirations.
- Demonstrated success as an educator.
- Demonstrated experience at a research university or in a comparable research-intensive environment, and success as an administrator committed to the search for new knowledge.
- Demonstrated ability to imagine new possibilities for the libraries.
- Demonstrated capability to effectively manage professional and support staff, including hiring, motivating, training, developing, and evaluating the job performance of employees.



- A record of accomplishment with respect to promoting diversity, including assessing needs, developing initiatives, and applying best practices.
- Significant experience with outreach and cross-organizational cooperation.
- A track record of success with cultivation of donors and fundraising.
- The ability to work productively and cooperatively with administrators, faculty, students, staff, educators, and community leaders as partners to advance the University's research, teaching, engagement, outreach, and service missions.
- Experience and/or the clear potential to represent the libraries articulately and compellingly to external constituencies, enhancing the visibility and impact of its work while increasing gifts, funded research, and other mission-aligned revenue.
- Strong written, oral, and interpersonal skills; the ability to communicate the libraries' needs, plans, and programs effectively.
- A genuine appreciation of and good rapport with students.

Compensation

The University of Connecticut offers a comprehensive compensation and benefit package, commensurate with the candidate's qualifications and experience.

To Apply

The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty, and staff. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.

Employment of the successful candidate is contingent upon the successful completion of a pre-employment criminal background check. All employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp>.

Review of applications, nominations, and expressions of interest will begin immediately and continue on a confidential basis until an appointment is made.

A complete application will include a letter expressing interest in the position and describing relevant experiences, a current curriculum vitae, and the names of five references with titles,



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mailing addresses, business/home telephone numbers and email addresses. Individuals who wish to nominate a candidate should provide the name, position, address, telephone number, and email address of the nominee.

Greenwood/Asher & Associates, an executive search firm, is assisting the University of Connecticut in the search. All inquiries, nominations, and applications should be made to:

Shelley Sullivan, Executive Search Consultant
Greenwood/Asher & Associates, Inc.
42 Business Centre Drive, Suite 206
Miramar Beach, Florida 32550
Phone: 850-650-2277 / Fax: 850-650-2272
Email: uconn@greenwoodsearch.com