Dean of Libraries and University Librarian

February 2015
Syracuse University seeks outstanding candidates for the position of Dean of Libraries and University Librarian. Reporting to the Vice Chancellor/Provost, the Dean serves as the senior academic and administrative leader of the Syracuse University Libraries - an ARL ranked library. Syracuse is looking for an active, passionate leader who will provide an important and influential voice in setting the direction of the university.

The University seeks a collaborative leader who possesses a deep understanding of librarianship and the role of university libraries in enhancing the core missions of research universities. Our talented and innovative staff is ready to welcome a leader who will work closely with them and with faculty, students, and senior administrative leaders across and beyond the campus. The Dean will move the Libraries into a new era of collaboration on research, scholarship, teaching, and learning that will contribute to the distinction and prominence of the University.

This search occurs as Kent Syverud, Chancellor since January 2014, implements the University’s Fast Forward Syracuse initiative including a strategic academic planning process. This strategic planning process is providing the key direction and framework for improving the quality and stature of the University, fostering research and teaching excellence, providing a comprehensive array of high quality integrated learning experiences for students, and positioning the University to address the complex challenges in a highly dynamic higher education environment. Upon arrival, the Dean will lead a planning process to bring the Libraries into close alignment with the University’s plans and strategies and contribute to the initiative’s final recommendations for improvement.

The University

Syracuse University is a private, coeducational, urban institution with an enrollment of 15,244 undergraduates, 5,710 graduate students, and 558 law students. There are approximately 1,100 full-time instructional faculty members across 11 academic schools and colleges. The University’s 11 schools/colleges include the College of Arts and Sciences, the Maxwell School of Citizenship and Public Affairs, the Newhouse School of Public Communications, the School of Architecture, and the School of Information Studies, many of which are in the top echelons of their fields. Programs at the University’s other schools and colleges are also highly regarded among research universities.

The 200-acre Syracuse University campus overlooks the City of Syracuse, the heart of the scenic Central New York region. The Central New York area has the third highest concentration of institutions of higher education in the country. Home to about 700,000 people, the city and surrounding areas feature an appealing array of activities. Syracuse's expansive cultural life includes an opera, nationally-recognized regional theater, an impressive collection of art and history museums, and an increasingly broad mix of dining opportunities, including restaurants in the vibrant Armory Square district located downtown. The University's 20 Division I men's and women's varsity teams include the 2003 NCAA National Championship
basketball team, a football team with an historic legacy, and a nine-time national championship lacrosse team.

Syracuse’s School of Information Studies is a nationally ranked school and is home to Syracuse’s ALA Accredited M.S. in library and information science program as well as graduate and undergraduate programs in information management. Faculty members in the iSchool are leading researchers in their own disciplines and will be active advisors to the new Dean.

Syracuse Libraries

The Syracuse University Libraries include E. S. Bird Library, Carnegie Library, the Geology Library, the Architecture Reading Room, the Libraries Facility high-density storage, the Special Collection Research Center and the Belfer Audio Archive. Syracuse University Press and University Archives and Records Management are divisions of the Libraries and report to the Dean of Libraries.

Collectively, the Libraries have more than 1.3 million user visits per year. Collections include 3.6 million titles, extensive holdings in digital formats, maps, microforms, government publications, and archives and special collections. The Library currently uses Ex Libris Voyager as its ILS in addition to Summon as a search interface. The Library website is a primary point for access to library resources and services, receiving over 10.5 million hits annually. Bird Library offers a collaboration environment open 24 hours five days per week with capacity for up to 1200 students. The Libraries have 165 staff members, including 47 librarians. Total budgetary expenditures were $20.8 million in 2014, with $10.9 million spent on personnel, $8.4 million on collections/materials and $1.5 million on operations. In the most recent year 85% of the collections/materials expenditure went to digital resources.

The Special Collections Research Center (SCRC) collects, preserves, and provides access to rare books, manuscripts, archives, and moving image and sound media. SCRC is home to more than 150,000 printed works and over 2,400 manuscript and archival collections, including many of Syracuse University’s most valued treasures. Holdings range from cuneiform tablets and early printed editions of Gutenberg, Galileo, and Newton to more contemporary examples including the manuscripts of such luminaries as painter Grace Hartigan, preacher Norman Vincent Peale, author Joyce Carol Oates, broadcast journalist Ted Koppel, photojournalist Margaret Bourke-White, and architect Marcel Breuer. Significant archival collections include the records of avant-garde publisher Grove Press, dime-novel publisher Street and Smith and the utopian Oneida Community. SCRC offers a range of programs including hands-on classes, publications, exhibitions and events.

Founded in 1963, the Belfer Audio Archive is among the largest sound archives in the United States, holding over 500,000 recordings. With an emphasis in commercial recordings issued between the 1890s and 1970, the collection encompasses over 22,000 cylinder recordings (the largest privately held collection in an American institution), over 4000,000 pre-LP discs and around 65,000 audio tapes. The Belfer performs preservation, digitization, and delicate restoration work on deteriorating recordings.

The Syracuse University Archives is charged with preserving records that document the history, organization, policies, activities, and people of Syracuse University, and making those
records available to researchers. In addition to their archival collections documenting the University’s history, SU Archives is also the repository for the Pan Am Flight 103, Lockerbie Air Disaster Archives. Records Management is responsible for managing all University records from their creation to their final disposition.

For more than 70 years, Syracuse University Press has been committed to serving scholars and readers, promoting diverse cultural and intellectual expression, and preserving the history, literature, and culture of our region. A longtime member of the Association of American University Presses (AAUP), the Press publishes 50-60 new titles each year and has over 1500 titles currently in-print. Specialized areas include New York State, Middle East Studies, Judaica, Irish Studies, Native American Studies, Television and Popular Culture, Peace and Conflict Resolution, and Sports and Entertainment.

Opportunities For the Dean

The Dean has primary responsibility for overall leadership of the Libraries including faculty and student services, research, scholarship, and creation of new knowledge that arises from the Libraries’ assets. Operationally, the Dean is responsible for strategic planning, budgeting and financial management, human resources, and information technology, and development of collections, services, and programs.

Visionary Program Planning – The new Dean will join the University as the strategic academic plan is nearing completion – a high priority of the Dean will be leading the Libraries in developing a plan that aligns with the University’s larger strategy and builds a distinct identity for the Libraries. This process will provide excellent opportunities to engage with librarians and staff to develop a vision and an action plan to achieve the vision.

Integrating the Libraries into the Intellectual Life of the University -- Better linking the Libraries to the schools and colleges, especially to support teaching, learning, research and scholarship, will also be a significant topic to address in the program plan. The Dean will provide direction for librarians who support scholarship through the effective use of digital, print, and multimedia resources that will benefit undergraduates, graduate students, and faculty.

Information Literacy – Students must master information literacy; the Libraries will contribute to this learning. There is substantial opportunity to develop programming to improve information literacy.

Investments in Facilities – The Libraries’ facilities will require physical upgrades in the future. As part of the Chancellor’s Fast Forward Syracuse initiative, one task force is examining the infrastructure needs (new and maintenance investments) and the Libraries will contribute to the master planning process.

Physical and Digital Preservation - The Libraries possess a unique and valuable set of collections and campus assets. Improvements are necessary to preserve these resources.

Developing and Empowering Staff – Efforts in all of these areas offer an opportunity for current librarians and staff members to engage in developing future programming and services. This
process will contribute to creating a cohesive, energetic, and service oriented group. The Dean will have the opportunity to provide a hiring plan to the Provost.

**Advocacy and Fundraising** – To support many of these initiatives, the Dean will be the Libraries’ chief communicator and lead fundraiser to expand the philanthropic base and work across campus with his/her counterparts to develop a distinct and compelling proposition for gifts and other forms of support for the Libraries.

All of the foregoing activities will also help to elevate the stature of Syracuse’s Libraries among ARL libraries.

**Qualifications**

The Dean must have the vision to foresee new roles for the 21st century academic library, including improved information use in support of the evolving needs of a campus community. The Dean must have a successful record of introducing innovative and effective technology in library services, building collections, and supporting and facilitating innovative research and pedagogical endeavors.

The Dean directs the recruitment, development, and retention of the Library’s diverse and talented staff and the new Dean must have the ability to manage a highly complex organizational structure with skill and respect. The Dean should have a record of empowering staff members as well as a commitment to open communication and consultative leadership. Likewise, the position requires strong interpersonal, problem solving, and decision-making skills to set priorities effectively, build trust and buy-in from the professional staff and librarians, and manage resources (human, financial, materials, and space) to achieve the aspirations of the University.

The Dean must have extensive experience working in collaborative, entrepreneurial environments and possess a deep understanding of issues relevant to academic librarianship, including pedagogy and inquiry, scholarly communication and publishing, information literacy, digital libraries and library technologies, outcomes assessment, strategic planning, and advocacy.

As a campus administrator, the Dean must forge strong, collaborative relationships with academic deans and leaders of administrative support units to increase the integration of library resources and services into campus activities and the broader campus strategy. The Dean will provide consultation on campus decisions regarding teaching and learning, open access, data repositories, and other significant issues involving information and data.

Additional required experiences, capabilities, and personal attributes include:

- A master’s degree (or equivalent) in an ALA accredited library and information science program along with a substantial scholarly and academic portfolio; an additional advanced degree (e.g., Ph.D.) is preferred;
- A substantial record of research, publication, and/or professional contributions;
- Knowledge of current trends in information technology and scholarly communication;
• Demonstrated experience and success in managing personnel, budgets, collections, services, and information technologies;
• Commitment to cultural diversity and equal opportunity;
• A highly collegial, consultative, non-hierarchical management style and the ability to develop and sustain collaborative relationships;
• Demonstrated effectiveness in fundraising; and
• Ability to communicate the value and impact of an academic library to the larger campus community.

Please send nominations and applications along with a detailed letter of interest and qualifications and a current curriculum vitae, to:

Nicholas Brill and Kristine O’Brien, PhD
Brill Neumann Associates
Boston, Massachusetts

E-mail: SUDeanLibraries@brillneumann.com

Please visit the www.syracuse.edu for additional information about the University.

In employment as in education, Syracuse University is committed to equal opportunity and affirmative action.