Colgate University

University Librarian

Colgate University invites applications and nominations for the position of University Librarian. Reporting to the Provost and Dean of the Faculty Tracey Hucks who joined Colgate in July 2017, the University Librarian is a critical partner in and facilitator of the intensive intellectual engagement that characterizes relationships between students and faculty at Colgate. In collaboration with a team of 35+ talented and dedicated Libraries staff and faculty, the new University Librarian will have a tremendous opportunity to build even further upon the Libraries’ exceptionally service-oriented culture. In addition, the University Librarian will be asked to lead the process of developing and implementing a comprehensive strategic vision for the future of Colgate’s libraries, both in terms of their role on campus and their relationship to the fast-changing world of information management.

About the University

Founded in 1819 and located in Hamilton, New York, Colgate is a highly selective liberal arts institution that aims to provide a demanding, expansive educational experience to talented, intellectually sophisticated students who are capable of challenging themselves, their peers, and their professors in a living-learning community. Colgate’s student body – which includes 22 percent domestic students of color and 11 percent first-generation college students - come from across America and from 74 countries.

Unique for its size (297 full-time faculty-scholars and 2,922 undergraduates), Colgate offers both the intimacy of a college (9:1 student-faculty ratio) and the wealth of opportunities characteristic of a large university. Colgate is renown for its liberal arts core curriculum; research opportunities; meaningful off-campus study experiences; Division I athletics and strong outdoor education program; sustainable practices; robust networks of loyal alumni; and one of the nation’s most beautiful college campuses.

Colgate develops wise, thoughtful, critical thinkers who positively impact the campus community and beyond. In addition to 55 distinct majors, Colgate's foundational and forward-thinking core curriculum equips students with the habits of mind to thrive in a wide range of career fields and graduate programs. Many students are drawn to Colgate's opportunities to pursue research with professors, either during the academic year or the summer. It is not unusual for a Colgate undergraduate to have co-authored a peer-reviewed journal article prior to graduation. Colgate is ranked #12 among National Liberal Arts Colleges according to U.S. News and World Report. Through its need-based financial aid program, Colgate meets 100 percent of the demonstrated need of both accepted and matriculated students and keeps student loans at minimum levels. As of December 2017, the University’s endowment investment portfolio was valued over $900 million.
University Leadership

**Brian W. Casey** joined Colgate in July 2016. He previously served as president of DePauw University, leading that institution through a period of comprehensive planning and growth. Casey graduated summa cum laude from the University of Notre Dame and continued on to Stanford Law School, where he was a member of the law review. He began his legal career with the law firm Davis Polk & Wardwell, working in both its New York and London offices. Casey left his law career for Harvard University, where he earned his Ph.D. in the history of American civilization, focusing on the history of American higher education and American intellectual history. He then held leadership positions at both Brown University and Harvard before ascending to DePauw’s presidency in 2008. **Tracey Hucks** joined her alma mater as Provost and Dean of the Faculty in July 2017. The author of *Yoruba Traditions and African American Religious Nationalism; Religious Vocabularies of Africa: Obeah, Orisa and Identity in Trinidad*; and nearly 20 published articles, Hucks has conducted research in Brazil, England, France, Trinidad, Jamaica, Nigeria, Cuba, Kenya, and Tanzania. Previously, Hucks was the inaugural chair of Davidson College’s Africana studies department, overseeing all aspects of the department’s development. Prior to joining the Davidson faculty in 2014, Hucks spent more than 15 years at Haverford College. As an undergraduate at Colgate, Hucks was awarded a George W. Cobb ’94 fellowship by former President George D. Langdon Jr. and was inducted into the Konosioni Senior Honor Society. Colgate University also awarded her a master’s in religious studies (with distinction) in 1990. She earned a second master of arts in 1995 and a Ph.D. from Harvard University in 1998 in religious studies, with a scholarly focus on the religions of Africa and the Americas.

Diversity and Inclusion Mission Statement

Understanding diversity and building a diverse campus community through respect and inclusion are fundamental to Colgate’s mission. The University ensures compliance with policies relating to affirmative action, discrimination, and harassment. A variety of cultures and perspectives enriches the quality of campus life, and the opportunity to share different views and experiences is at the core of Colgate’s educational enterprise.

Colgate is committed to attracting and retaining a diverse faculty, staff, and student population. We strive to be an inclusive community — one that embraces and values diversity in an environment of mutual respect, communication and engagement. We acknowledge that in order to fulfill our aspirations, we must free ourselves from personal biases, ingrained social stereotypes, and institutionalized forms of discrimination. While we recognize that there are challenges in the experience of diversity, we seek to face them in a spirit of growth and learning.

About the University Libraries

The Colgate University Libraries’ mission is to advance the University’s educational programs by providing information resources and services that support the curriculum, faculty research, and the creation and dissemination of knowledge. The libraries foster the development of students who are independent, self-directed learners able to make critical, informed, and sophisticated use of information in their courses, independent inquiry, and life after graduation.
Ranked as #6 in Best College Library by Princeton Review, Colgate’s libraries pride themselves on strong partnerships with University faculty. Library faculty and staff lead multi-modal library instruction across the curriculum, with a strong presence in both Colgate’s core curriculum and first-year seminars. The Libraries conducted 267 instruction sessions and reached 4,414 students in 2016-17. Over the last five years, individual research appointments have increased by 12.5%.

The Case Library & Geyer Center for Information Technology is the main library serving the humanities, social sciences, and interdisciplinary fields at Colgate. It contains one of about two dozen library automated storage and retrieval systems facilities in the country. The automated system was installed in 2005 during a dramatic renovation and expansion of Case-Geyer. The main library is also a Federal Depository Library for the local area with over 600,000 physical items and an extensive digital collection.

The Special Collections and University Archives are housed with Case-Geyer and include the Conservation Lab, an in-house digitization lab, and 16,200 volumes and 2,265 cubic feet of archives and manuscript collections, including 258 cubic feet of audiovisual materials. The University Archives document the institution’s rise from its founding in 1819, and are currently providing critical support to the University’s Bicentennial programming through innovative use of its resources to support teaching, research, and the creation of a digital history of the University.

Colgate’s libraries also include the Cooley Science Library, a small, centrally located facility on the academic quadrangle. The environment is highly conducive to research and reflection and includes a variety of study spaces. Cooley’s collections support astronomy, biology, chemistry, computer science, geology, mathematics, medicine, physics and psychology as well as interdisciplinary course work in ecology, climatology, biogeography, environmental and health sciences.

The library faculty and staff of Colgate are united in their dedication to serving the academic mission of the University. Many also hold leadership positions in national and international library organizations, and the Libraries participate in regional consortia such as the Oberlin Group, ConnectNY, and the New York Six.

Role of the University Librarian

The University Librarian will be a collaborative and communicative community builder, responsible for the leadership and overall management of Libraries services and collections, and for overseeing planning, budget, and staffing in support of the academic, instructional, and information needs of faculty, students, and staff.

Reporting to the Provost and Dean of the Faculty, the University Librarian oversees 36 full- and part-time library faculty and staff. Direct reports to the University Librarian currently include:

- Associate University Librarian
- Associate Director for Libraries Technology and Digital Initiatives
- Head of Borrowing Services and Assessment
- Head of Collection Management
- Head of Metadata and Cataloguing Services
- Head of Research and Instruction
• University Archivist, and Head of Special Collections and University Archives
• Science Librarian
• Administrative Assistant to the University Librarian

The Libraries’ total annual operating budget for 2017-18 stands at $6.4 million including salaries.

The University Librarian has library faculty status, is a contributor to a number of academic and governance committees, and attends meetings of academic department chairs and division directors, among others, as a valued member of the Provost’s staff.

Opportunities and Challenges

The new University Librarian will be asked to further enhance the Libraries’ strengths by addressing compelling opportunities and challenges:

• **Collaboratively leading the development and implementation of a new strategic and shared vision for the Libraries:** The new University Librarian will work together with Libraries faculty and staff and other key constituents to identify key priorities that take into account existing strengths as well as the changing nature of patron needs. Drawing upon a strong sense of national best practices and emerging trends in knowledge management, the University Librarian will foster innovation while ensuring that both Colgate students and faculty view the Libraries as an essential and supportive partner in their intellectual work.

• **Championing the Libraries and their critical role in the University’s educational mission, both internally and externally:** The new University Librarian will be a passionate advocate for the Libraries across campus as well as within the region, across the nation, and around the world. As a creative, flexible, and intellectually generous leader, the University Librarian will inspire engagement and collaboration and be in demand as a desired partner by a wide range of constituencies, including a number of library consortia. The University Librarian will also work to ensure that the Libraries continue to have the resources needed to do its innovative work by continuing to develop strong relationships with alumni, donors, foundations, and other individuals and organizations who share the Libraries’ mission.

• **Assessing the Libraries’ current organizational structure and operating guidelines in terms of their effectiveness in supporting the Libraries’ mission:** Libraries faculty and staff welcome an inclusive and transparent process of self-study in order to develop a new organizational structure that will better support interdepartmental collaboration, increase the speed of decision-making, and avoid duplication of resources. Such a review should also take into consideration the professional development pathways for individual staff and faculty. In addition, a comprehensive review of the Libraries’ personnel policies and procedures would also be welcome in order to affirm that the standards are clear and equitable and that the Libraries provide an inclusive and welcoming climate in which all can thrive, in keeping with the University’s values.

• **Collaborating closely with Information Technology Services (ITS) to ensure innovative and thoughtful use of instructional and Libraries technology:** The new
University Librarian will partner closely with the Vice President and Chief Information Officer and key staff from ITS Learning and Applied Innovation and Research and High Performance Computing teams to ensure that faculty and students are able to access information and create knowledge in ways that are convenient and conducive to research and learning. The University Librarian, in partnership with ITS and other campus groups, will help lead the complex conversation around pedagogical and scholarly uses of technology as well as emerging trends in digital knowledge management and open access.

- **Anticipating, planning, and advocating for the evolving needs of faculty and students in ways informed by best practices for the future of academic libraries:** The Libraries are in the process of adapting to the changing requirements of learning, study, and research in the twenty-first century. The new University Librarian will help to create and implement a comprehensive forwarding-looking plan for making the most strategic use of its resources, which include space, funds, and personnel, in service of its mission. The University Librarian will bring a deep and nuanced understanding of current issues and trends in order to meet the research and information needs of today’s faculty and students as well as those of the future.

- **Mentoring and supporting the continued professional development of library faculty and staff:** The Libraries are fortunate to have a talented, motivated, loyal, and enthusiastic staff that cares deeply about their work. The University Librarian will support library faculty and staff in reaching their fullest potential and empower them to take advantage of leadership, career, and professional development opportunities locally, regionally, and nationally.

**Desired Qualities and Qualifications**

The ideal candidate for the University Librarian will hold an ALA-accredited degree or an international equivalent, or an advanced degree in a relevant field, as well as demonstrate effective leadership and management experience within an academic library setting. In addition, the ideal candidate will possess many of the following:

- A deeply nuanced understanding of the mission, values, and goals of the intellectual enterprise in higher education and a generous interpretation of how an academic library can enthusiastically and creatively partner with faculty, staff, and students in pursuit of same;
- Experience leading an organization through a transparent, inclusive, and collaborative strategic visioning process;
- A proactive, inclusive, and open-minded approach to leadership;
- A strong and visible personal and professional commitment to diversity and inclusion and to maintaining a professional climate in which all are welcome and can thrive;
- Exceptionally strong interpersonal and communication skills, both one-on-one and with larger groups;
- A deep understanding of current issues and trends facing the future of academic libraries nationally and globally;
- Knowledge of emerging technologies and trends and the ability to partner effectively and creatively with an office of information technology;
• The ability to view issues from an institution-wide perspective, foster teamwork across departments and divisions, and stimulate cross-functional collaboration within the Libraries and across the University;
• Experience managing complex budgets and allocating resources strategically;
• A genuine eagerness to engage in the life of the University as an amicable and approachable representative of the Libraries and their service mission; and,
• A passion for thinking creatively, boldly, and flexibly about the future of academic libraries.

Contact
Please send nominations, applications, and queries in confidence and electronically to:

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It is the policy of Colgate University not to discriminate against any employee or applicant for employment on the basis of their race, color, creed, religion, age, sex, pregnancy, national origin, marital status, disability, protected Veterans status, sexual orientation or gender identity and expression, genetic information, status as a victim of domestic violence or stalking, familial status, or any other category covered by law.

Colgate is an Equal Opportunity/Affirmative Action employer. Candidates from historically underrepresented groups, women, persons with disabilities, and protected veterans are encouraged to apply.

Colgate University is a member of the New York Higher Education Recruitment Consortium. Applicants with dual-career considerations can find postings of other employment opportunities at Colgate and at other institutions of higher education in upstate New York at www.upstatenyherc.org.