



## **Dean, University Libraries Position Profile**

The University of Nevada, Las Vegas (UNLV) invites nominations, expressions of interest, and applications for the position of Dean, University Libraries. The new Dean will be an engaged advocate for the Libraries who will partner with the administration, faculty, staff, and students, as well as with collaborators and partners in the community, throughout the profession, and within higher education. In partnership with Dr. Diane Z. Chase, UNLV's newly appointed Executive Vice President and Provost, the Dean will be asked to elevate an already extraordinary library during a period of continued and rapid change in the nature of knowledge creation, preservation, dissemination, and amidst the evolution of pedagogies that address lifelong learning.

### **Mission and Overview**

The UNLV University Libraries: A Model for a 21st Century Research Library.

*UNLV Libraries will define the new academic research library—bringing people and information together in innovative ways. As UNLV emerges as a leading urban research institution, the Libraries will pioneer dynamic, user-focused methods of reaching, connecting, and engaging learners.*

– UNLV University Libraries Vision Statement

UNLV University Libraries break the mold in defining the research library of the future at a vibrant, diverse, urban university that is redefining excellence among top tier public research universities. UNLV is rooted in the southern Nevada community, educating its citizens, its children, its workforce, and its leaders. UNLV researchers are engaging with the region to identify and address its challenges and opportunities as it carves out its research agenda, using Las Vegas and Southern Nevada as a laboratory for inquiry, exploration, and study. UNLV is an integral part of the intellectual and cultural vitality of the region, inviting community members into the campus and supporting faculty and students who are embedded in the community. It is in this rich environment that the UNLV University Libraries have redefined their place at the center of learning.

The UNLV University Libraries, consisting of the Lied Library and four satellite libraries (Music, Teacher Development & Resources, Architecture, and Health Sciences), are dynamic laboratories where learners explore, discover, innovate, and create. The Libraries connect people with information, leveraging technology to advance lifelong learning for all. Our libraries are active partners with the academic and Las Vegas communities, with a mission to foster an information-literate citizenry that is able to navigate the increasingly fragmented, complex information environment to make informed and sound decisions for their professional and personal lives.

### **University Libraries Strategic Initiatives**

University Libraries Strategic Plan, developed and assessed every two years in alignment with the biennial legislative session, is framed by the University Top Tier Plan. Each of the University's five goal areas have a corresponding library goal with actions and outcomes, detailing impact. Those five areas are:

1. Research, Scholarship, and Creative Activity
2. Student Achievement
3. Academic Health Center
4. Community Partnerships
5. Infrastructure

The user-centered, outcomes-based model for the University Libraries strategic plan was used as the foundation for the Association of College and Research Libraries' (ACRL) national "Standards for Libraries in Higher Education." The Libraries' commitment to a culture of assessment and continuous improvement is evidenced through the department of Planning and Assessment which functions as a catalyst and clearinghouse for evidence gathered throughout the organization to demonstrate the Libraries' impact on institutional effectiveness.

1. **Research, Scholarship, and Creative Activity** – *University Libraries contributes throughout the research lifecycle, from identification of opportunity to dissemination of results.*

University Libraries have been engaged in a year-long investigation of UNLV research trends in order to anticipate faculty needs with new research support services.

Like most research libraries, the Libraries' collections are core to supporting the production of high quality, impactful research, scholarship, and creative activity. In FY 2018, we anticipate a total collections budget of \$9.3 million that includes an assigned allocation of \$1.6 million to develop collections for the new Health Sciences Library. The Libraries take a collaborative user-centric approach to building collections in core areas for both curriculum and research. Collections currently include more than one million volumes, 320 databases, 1.3 million electronic books, and 34,000 primarily electronic serial subscriptions. The Libraries participate in collections activities with several Library Consortia consortium including the Greater Western Library Alliance, LYRASIS, Statewide California Electronic Library Consortium, and the Utah Academic Library Consortium.

The Libraries developed and manage UNLV's institutional repository, "Digital Scholarship@UNLV," and developed UNLV's instance of the DMP Toolkit to support faculty compliance with federal grants, partnering with the Office of Sponsored Projects on promotion. The Libraries recently hired two Visiting Faculty Fellows to participate in the expansion of research support services such as bibliometrics/altmetrics and research data management (RDM), and will soon deploy a pilot of ORCID persistent identifiers. The Libraries have funding and are poised to create a "Scholar's Studio" on Lied Library's first floor that will evolve media production into a broader concept for integrating knowledge production into the curriculum.

The Libraries are deeply engaged in planning with the Office of the Executive Vice President and Provost to connect their faculty activity tracking system, Digital Measures, to a broader ecosystem for reputation management. This ecosystem will include faculty scholarship tracking and deposit into the institutional repository as well as bibliometrics assistance, which may lead to integration with a research information management system (RIMS).

The Libraries Special Collections Division includes two research centers, the Center for Gaming Research and the Oral History Research Center. Both work within the broader Las Vegas community and provide research opportunities for graduate, undergraduate and

postdoctoral Fellows. The Libraries' Eadington Fellows program in the Center for Gaming Research offers 4-6 annual residencies for scholars from across the globe to use UNLV Libraries' collections and consult with experts to conduct research gaming and related topics. The Libraries also partner with the local Vegas PBS station on digital library projects and produce documentaries based on these collections.

- UNLV Librarians are tenure-track faculty on 12-month contracts with the same benefits, expectations, and participation in shared governance as other UNLV faculty. UNLV is committed to and supports the scholar librarian with a culture, reflected in its bylaws, that believes in and supports the synergy between research, scholarship and practice.
- In 2015, 40 library faculty published 2 books, edited 3 books, wrote 17 book chapters, 14 book reviews and 30 refereed articles or conference proceedings. They also offered 130 presentations at professional conferences. UNLV Libraries faculty were nationally ranked in top ten in productivity in the last study completed in 2012. Although the study has not been repeated, library faculty continue to be highly productive and many are recognized as national leaders. We are convinced that this level of national leadership and scholarship contributes to a world class library.
- The Libraries have been steadily expanding capacity in grantsmanship and building a reputation with competitive granting agencies. Over the past 10 years, the Libraries have been awarded 16 grants totaling \$1.56 million. In 2015, library staff managed 3 grants totaling \$442,700, were awarded an additional grant for \$129,600 and submitted an additional 3 grants totaling \$481,182.

2. **Student Achievement** – *University Libraries collaborate broadly to ensure student achievement through direct instruction, partnering with faculty on assignment design and development of learning experiences outside the classroom.*

UNLV Libraries have expanded the educational role of the Libraries beyond traditional reference and instruction activities. Librarians have led campus-wide educational initiatives designed to infuse information literacy into learning experiences. UNLV librarians are recognized throughout the university as experts in instructional design and assessment, and collaborate across disciplines to design courses and assignments that help students think critically, ask questions, and challenge their beliefs—encouraging students in deep interaction with sources, authors, and conversations in the context of their coursework.

The Libraries host annual faculty institutes, in which teaching faculty and librarians collaboratively design research experiences for students that are integrated into the curriculum. These multi-day workshops are designed by librarians to create research-rich courses and assignments that are closely aligned with UNLV's undergraduate learning outcomes. These faculty partnerships are enhanced by an active program of direct instruction, with a group of 16 faculty librarians providing library instruction to 15,000+ students each year.

UNLV Libraries are committed to the intentional design of co-curricular learning experiences through a plan focused supporting the University Undergraduate Learning Outcomes (UULOS), the cornerstone for UNLV's general education (core) curriculum. Librarians work closely with UNLV student affairs professionals, student organizations and student leaders to integrate library collections and services into relevant areas of student life. The Libraries have also developed a professional development program for student employees, which

awards a certificate for attending workshops on topics such as research skills, time management, and study strategies.

As a member of the Greater Western Library Alliance (GWLA), a national research library consortium, UNLV is leading a multi-institution, longitudinal study to examine correlations between library instructional interventions with student retention and progression. For the first year of data collection, 2014-15, there was a strong positive correlation across institutions between library instruction interactions and the success of first-year students, as measured by GPA and credit hours earned. Results for UNLV and seven other participants also showed strong correlation to first year retention. UNLV Librarians are using this data to shape instruction programs moving forward.

UNLV students become alumni in the community: both employees and employers. They are teachers, professionals, politicians and citizens. UNLV University Libraries have skilled library faculty, some of the best in the field, who partner with classroom faculty to blend technology and pedagogy with content to create teaching and learning experiences that nurture 21st century literacies in information, data, and media, the foundation for lifelong learning.

**3. Academic Health Center** – *University Libraries are creating a next-generation Health Sciences Library incorporating state-of-the-art technology while remaining high-touch among students, faculty, practitioners and the southern Nevada community.*

In 2016, the University of Nevada, Las Vegas received approval and funding to start a Medical School located at Shadow Lane, as an anchor for a new, integrated UNLV Academic Health Center campus. University Libraries developed the design, scope, budget, and organization of a Health Sciences Library in support of the School of Medicine and in anticipation of the growth of a health sciences campus. The Libraries worked with the new Medical School Dean and Associate Dean on an innovative new curriculum for medical education by embedding librarians into problem-based learning cohorts.

In anticipation of the first class of medical students in the fall of 2017, the Libraries integrated library collections, services, and learning objects into the learning management system, placed librarians on the Medical School's curriculum committees, and are poised to support the hundreds of new faculty in teaching, practice, and research.

**4. Community Partnerships** – *University Libraries foster the intellectual, cultural, and economic development of the region with collections and services that advance knowledge and scholarship about the region, support regional businesses and industries, and prepare the region's K-12 students for UNLV.*

UNLV University Libraries are the only research library system in the region. As such, the Libraries are not only committed to serving UNLV students and faculty, but are also embedded in the local community beyond the campus. Through onsite access to databases, consultations with subject experts, and workshops for professionals, University Libraries seek to encourage lifelong learning across Southern Nevada's diverse communities, and help businesses and professionals thrive. For example, the University Libraries offer summer institutes for the region's K-12 teachers and librarians about integrating research into curricula, ensuring that students are well prepared for their future academic and professional lives. The Libraries also offer the "Business by the Book" workshop series, which exposes entrepreneurs to library experts and resources to help solve common small

business problems. The new Health Sciences Library will also support health practitioners throughout the region and is currently planning outreach services.

The Special Collections Division connects the campus with the community and supports study of the region. As the only major U.S. city founded in the 20th century, Las Vegas is a fascinating focus for interdisciplinary research. For 50 years the Special Collections and Archives has worked with the region's families, organizations, and businesses to collect materials documenting the region's unique history. Researchers around the globe have used these resources for books, exhibits, documentaries, advertising campaigns, and more. The Division's initiatives include grant-funded digitization, outreach and instruction programs, special events and exhibits for the community, and collaborations with other cultural heritage institutions. Two specialized research centers, the Center for Gaming Research and the Center for Oral History Research, extend the Division's community impact.

University Libraries have developed a robust external relations team that includes: Director of Development; Assistant Director of Development; Director of Communications; Communication and Graphic Design Specialist; and events support provided by the Administration Program Coordinator. The Special Collections Division is key to community engagement and advancement, involving the cultivation of gifts in kind and oral histories, and through special projects designed to target segments of the donor community (e.g., Builders Project.) All UNLV deans are expected to spend considerable time on external relations and the Libraries' Director of Development has a joint reporting line to the UNLV Foundation. UNLV's administration supports the idea that all alumni are as connected to the Libraries as they are to athletics, and University Libraries have their own annual appeal (coordinated with the Foundation) and an external e-newsletter for all alumni. The Foundation's annual telephone appeal also has a Libraries component.

## **5. Infrastructure**

University Libraries benefit from a strong physical plant, robust information technology infrastructure, and strong relationships with key campus colleagues in the Office of Information Technology and in Planning and Construction. It has also been committed to continuous improvement to avoid deferred maintenance. Lied Library (301,000 sq. foot) opened in 2000 and remains an iconic building on the UNLV campus. More than 15,000 people walk through its doors each day and it has undergone more than \$5 million of physical upgrades in the past 7 years. The new Dean will oversee continuous improvements, including the creation of a "Scholar's Studio" on the first floor. In 2000, University Libraries were the second library in the country to build an automated storage retrieval system; a capacity analysis and system upgrade are currently under investigation. Two of the branch libraries were recently renovated, and a third is scheduled for minor refurbishment. Two interim health science libraries open in summer 2017; planning is underway for the first integrated Health Sciences Library as part of the first Medical Education Building.

University Libraries also benefit from in-house systems staff providing IT, web, and application development support. Over the past several years, the Libraries have invested one million dollars to completely upgrade the Libraries' network infrastructure. The Libraries regularly refresh their computing infrastructure (a hybrid PC / Mac environment with over 1,000 desktops/laptops and over 100 iPads) every four years, most recently in 2015. The

student technology fee, managed by the Office of Information Technology, funds the replacement of computers for student use.

The Libraries maintain a robust application environment, comprised of commercial and open source applications, including both locally-hosted and cloud-based SaaS applications. In 2017, the Libraries will implement a new cloud-based library services platform (migrating to Ex Libris's Alma / Primo from Innovative Interfaces), and are currently evaluating commercial and open source applications to replace the current digital asset management system (CONTENTdm) for the Libraries' expanding digital collections. Primary components of the Libraries' web presence include the Drupal content management system, the Springshare suite of library-focused applications, and internally-developed databases.

Space enhancement has been ongoing and provides positive impacts to both public and staff spaces. Completed projects include the network replacement, significant updates to fixtures and furnishings and construction of new study nooks. Enhancements to library staff spaces and instruction rooms include audio/video racks, classroom management systems, outlets for charging zones, projection equipment, 4K displays, physical signage, and digital wayfinding kiosks.

The Libraries encourage innovation in using technology to enhance the end-users' experience. The Libraries were among the first on campus to broadly adopt iPads, to update to the latest 802.11ac wireless network, and to develop a sophisticated digital signage and directory services system. Library staff authored and publicly released code extending various applications and are currently evaluating cutting-edge virtual reality applications. Libraries staff have been recognized as national leaders in linked open data for libraries.

The Libraries have strong collaborative relationships with the Office of Information Technology (providing services such as security and support of non-library enterprise applications), UNLV Planning and Construction, and Purchasing and Contracts. Locally, the Libraries also have collaborative relationships with the UNLV Law Library, which has its own director, and other southern NSHE Libraries, and regionally as members of the Utah Academic Library Consortium (UALC) which includes the Mountain West Digital Library and other consortia.

### **Role of the Dean, University Libraries**

As a member of UNLV's senior academic team, the Dean, University Libraries is an active participant in the education, research, and community engagement mission of the university. The Dean is responsible for overall leadership and administration of the University Libraries. This includes managing organizational culture and change management, budget, and resource oversight, planning and policy formulation, campus and community collaborations, and external relations, including fundraising.

The next Dean will inherit an award-winning library that has benefited from more than a decade of consistent yet innovative leadership. The Libraries' faculty, staff and Dean are well respected by campus colleagues and administration; graduating students consistently rate the Libraries at the top of their UNLV experiences. The Libraries Advisory Board, comprised of community and alumni leaders, is a strong and engaged group of ambassadors who donate their time, money, and experience in support of the Libraries' mission.

The Dean reports to Executive Vice President and Provost, Dr. Diane Z. Chase, and serves on the Deans' council which is comprised of peer academic leaders.

The Libraries' total annual operating budget for FY 2017 is \$17.5 million, which includes salaries, collections, and operating, but excludes income from endowed funds, grants, and other budgeted soft accounts. The Libraries employ 127 staff, including 57 library faculty, 29 non-tenure-track administrative faculty, and 39 classified staff as well as 126 students, 2 visiting faculty and 19 part-time employees, 12 of whom are funded through external funding from grants and gifts.

University Libraries submitted their first successful grant application in 2007 and continues to secure additional external, competitive funds each year, resulting in a total of 16 grants awarded totaling \$1.7 million. In 2016, library staff managed two grants totaling \$343,770, were awarded three competitive grants for \$439,316, and submitted two additional grants totaling \$405,415.

The Dean's direct reports who form the senior leadership team, include:

- Associate Dean, Administration
- Associate Dean, Research and Education
- Director, Collections, Acquisitions and Discovery
- Director, Special Collections and Archives
- Director, Library Technologies
- Head, Planning and Assessment

Other direct reports to the Dean include:

- Budget Manager
- Project Manager
- Director of Development
- Director of Communications
- Executive Assistant

### **Opportunities and Challenges**

While the Libraries are already held in high regard, the next Dean will ensure that they continue to be visible and engaged contributors to all relevant campus discussions, always seeking to make the connection to how the Libraries can advance the University mission. The new Dean will engage with a wide range of constituencies in the community and on campus, and serve as a champion of both the Libraries and of the University's people, programs, and mission. Moreover, the new Dean will be well-positioned to address the following opportunities and challenges:

- **New Vice President for Research and Economic Development** – UNLV is currently recruiting for a new Vice President for Research. The Dean will have the opportunity to establish a relationship with this new VP, collaborating closely with the Office of the Vice President for Research and Economic Development and Vice Provost for Faculty to ensure innovative and coordinated planning for faculty research support, compliance with federal expectations regarding open access, and reputation management of individuals and institution.
- **Colleagues in the Deans Leadership Group** – The deans are a strong, collaborative group of administrators who support each other, who were attracted to UNLV because of its entrepreneurial spirit, and who look for ways to collaborate. Thirteen of the deans have been appointed to their positions in the past five years and the new Dean of University Libraries

will have the opportunity to work closely with this cohort of recently appointed academic deans who are eager to explore new partnerships with the Libraries.

- **Campaign and Expectations of Deans for Fundraising** – UNLV has engaged the consulting firm of Martz and Lundy to conduct a feasibility study for the university's next major campaign. The Libraries were one of the first colleges on campus to develop a brand and an external relations team and have developed an initial case statement. The Libraries are well positioned to participate in both fundraising and communications, promoting how the Libraries make a difference in the community. The 50<sup>th</sup> anniversary of UNLV Libraries Division of Special Collections provides an opportunity to further promote the Libraries' role in saving local history and educating the world about this region.
- **Organizational Culture and Morale** – The new Dean will join a highly dedicated and motivated library staff that prides itself on staying abreast of national and global best practices while defining the future. UNLV Libraries have been successful at recruiting some of the best library faculty in the nation and many hold leadership positions within the profession. The new Dean must be able to maintain the positive environment that currently exists while continuing to challenge, motivate, and further develop library faculty and professional staff. The Dean will seek resources to support their work, cut through red tape, and forge strong administrative support in both the academic and administrative areas of the university.
- **Diversity, Inclusion, and the ALA Library Bill of Rights** – While the Libraries have implemented multiple strategies to recruit and retain a staff that better reflects the diverse composition of our student body (the second most diverse in the country), recruiting and hiring library faculty from historically under-represented groups is a challenge. Library faculty and staff are passionate about the need to provide a safe, inclusive environment for all our users, and the Libraries are developing a public statement of values and specialized training to support those values.
- **Space** – Libraries are constantly challenged by space concerns, including repurposing, upgrading, and needing additional space for collections and new services. While the UNLV Libraries' general collection growth is primarily electronic, their special collections continue to require additional space. Further, success in external funding from both grants and fundraising has increased hires of part time project workers and graduate students, requiring more space to process collections and complete projects. The Libraries budget includes the retention of salary savings, used for FFE and small space enhancement projects. But Lied Library has reached its public seating capacity and needs a long-term space assessment. The campus master plan includes a joint-use parking garage, storage and gallery space near the Libraries which holds much promise as an entry point for the community, extending the reach of our Special Collections. Further, while the branch libraries have had some upgrades to their physical space, Music and Architecture could benefit from an assessment of their role and function in relationship to Lied and in support of the academic programs, especially in collaboration with the new Dean of Fine Arts.
- **Academic Health Center** – The creation of a new, allopathic medical school at UNLV is an exciting development both for the University and the region. The vision to build an integrated Academic Health Center at the Shadow Lane campus provides an opportunity to develop the first Health Sciences Library (HSL) for the region. Much has been accomplished to design interim libraries and plan for the library in the first Medical Education Building, but the



innovative approach to both curriculum and interdisciplinary research still provides an opportunity to develop library programs and services for this cutting edge, technology-driven Academic Health Center for UNLV and regional practitioners.

### **The University**

Founded in 1957, UNLV is a doctoral-degree-granting urban research university with a vibrant and culturally-diverse campus community. The university is ranked in the category of “higher research activity” by the Carnegie Foundation. UNLV serves approximately 29,000 students, including 4,500 graduate and professional students, supported by about 1,100 faculty and scholars. In FY 2016, UNLV received more than \$53 million in external funding with approximately \$34.5 million supporting research. The university’s over 140 graduate degree programs include more than 40 doctoral and professional degrees. The university continues to experience rapid change and growth in research and academic programs and, with the new UNLV School of Medicine, is on course to national prominence.

Located on a 332-acre main campus and two satellite campuses in dynamic Southern Nevada, the University offers more than 220 undergraduate, master’s, and doctoral degree programs through 15 colleges and schools. UNLV has internationally recognized programs in hotel administration and creative writing; professional degrees in law, architecture, and dental medicine; and more recognized programs in fine arts, sciences, engineering, and education. Additionally, UNLV’s new School of Medicine is on track to welcome its first students in Fall 2017. Despite its relatively short history, UNLV has erected more than 100 buildings, developed dozens of graduate programs, created community partnerships, fielded nationally ranked sports teams, founded an alumni association, promoted scholarship, established a fundraising foundation, and recruited diverse and talented students from across the country.

As the largest research university in the state, and the only one in Southern Nevada, UNLV is dedicated to developing and supporting the human capital, regional infrastructure, and economic diversification for a sustainable future. To that end, the University has built effective relationships with the Governor’s Office and state legislature to further accelerate the University’s current momentum and growth in pursuing its “Top Tier Initiative”. Through this work, UNLV has received increased funding this year in addition to the bill assisting in funding the School of Medicine. UNLV is committed to joining the nation’s top tier of research institutions through a focused effort to attract the best students and faculty, educate a diversifying population and workforce, and drive economic activity through research and community partnerships to create a more vibrant economy.

UNLV is classified by the Carnegie Foundation for the Advancement of Teaching as an “RU/H: Research Universities (high research activity),” with research expenditures of approximately \$40 million and an endowment of over \$239 million. In December 2012 UNLV was designated by the Department of Education (DOE) as a Minority Serving Institution (MSI); the University also meets the requirements as an Asian American, Native American, and Pacific Islander-Serving Institution (AANAPISI) and recently achieved the DOE threshold for a Hispanic Serving Institution (HSI). *U.S. News & World Report* recently ranked UNLV the second most diverse campus in the nation.

UNLV is accredited by the Northwest Commission on Colleges and Universities (NWCCU) and has numerous programs that are accredited by discipline-specific accrediting agencies. Additional information about UNLV, including its history and programs, can be found at: <http://www.unlv.edu>.

### **Location**

Situated in Las Vegas, the University beautifully exemplifies modern urban living in a desert valley surrounded by mountains. Southern Nevada's mild desert temperatures make outdoor recreation possible year-round. Within a 30-mile radius lie the shores of Lake Mead, the massive Hoover Dam and the Colorado River recreation area, the snow-skiing and hiking trails of 12,000-foot Mount Charleston, and a panorama of red rock mountains and eroded sandstone landscapes. In addition, the city is only four to five hours by car from the beaches of Southern California and the national parks of Utah and Arizona, including the Grand Canyon.

Las Vegas is a city with many exciting attractions and in the last decade has experienced explosive growth in size and vibrancy. It is one of the fastest-growing areas in the United States and like any other large metropolitan area, the city has fine libraries, museums, community theater, art galleries, and parks that are enjoyed and supported by more than one million local residents. The UNLV Performing Arts Center, a beacon of culture in the Las Vegas valley for 40 years and the Smith Center for the Performing Arts, both serve as a cultural crossroads for the community, hosting a variety of events and experiences. The city enjoys a mild year-round climate, yet there are noticeable seasonal differences. The annual average temperature is 79 degrees, but it is not unusual for the mercury to hit the 110-degree mark during the summer and dip into the 30s in the winter. Annual rainfall amounts to only 3.5 inches, much of it falling in the winter when snow is visible in the nearby mountains.

### **Desired Qualities and Qualifications**

UNLV seeks an individual who exhibits strong and inspiring leadership, the ability to articulate a vision and provide strategic direction for its libraries in the rapidly changing information and higher education environment, and to provide national leadership on academic library issues. The successful candidate will bring to the role significant experience and achievement in managing within an academic research library. This individual will be committed to building and sustaining a diverse and inclusive workforce, will possess effective budget management skills and experience, and will exhibit knowledge of effective assessment for continuous improvement. This candidate should have a strong understanding of the Libraries' role as an education partner and of current trends in scholarly communication, open access, research support and the importance of Special Collections to research and cultural heritage. The new Dean will be the lead fundraiser for the Library at the local, regional, and national level by developing a distinct and compelling case for gifts and other forms of support for the Library, including grant funding and gifts in kind. The successful candidate will be a strong and effective communicator who can collaborate with the Libraries Advisory Board to enhance alumni and community knowledge of and support for the Libraries.

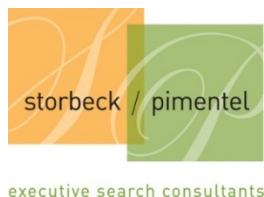
In addition to having a terminal degree in library science from an ALA-accredited institution, the Dean, University Libraries will possess many of the following:

- A well-informed, broad and prescient vision for the future of academic research libraries and the ability and courage to continue to evolve the research library of the future to meet UNLV needs;
- A strong understanding of the mission, values, goals, and pedagogies employed in higher education and an innovative approach to how an academic library can partner with faculty, staff, students and community in pursuit of them;
- A proactive, collaborative, transparent and open-minded approach to leadership and a willingness to foster a culture that includes shared visioning and decision-making;
- A demonstrated commitment to public higher education, community partnerships and engagement;

- An ability to communicate and collaborate with the many campus and community stakeholders;
- Intellectual curiosity and a genuine eagerness to engage in the life of the community as an enthusiastic and approachable representative of the Libraries;
- A strong and visible personal and professional commitment to diversity and inclusion as a means to support institutional excellence;
- The ability to see and hear how campus and community priorities can be advanced through library efforts and effectively communicate library impact;
- Experience managing complex budgets and allocating resources strategically;
- A passion for thinking creatively, boldly, and flexibly about the future of academic libraries;
- Experience conceptualizing and managing an external relations program for a research library that includes development, communications, event and program planning, and forging mutually beneficial community partnerships in support;
- Strong leadership skills, including keen analytical and conceptual abilities and demonstrated ability to manage organizational change, inspire innovation, and delegate responsibility appropriately;
- Demonstrated progression of increasingly responsible, relevant, and professional management experience in an academic research library;
- Exceptional interpersonal, communication, and presentation skills.

### **Application / Nomination Process**

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a letter of interest and a detailed resume listing qualifications and experience. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the name, position, address, and telephone number of the nominee. All nominations and applications will be handled in confidence. Applications and letters of nomination should be submitted to:



Alberto Pimentel, Managing Partner  
 Storbeck / Pimentel & Associates  
 6512 Painter Avenue  
 Whittier, CA 90601  
 562-360-1353 (FAX)

Email: [apsearch@storbeckpimentel.com](mailto:apsearch@storbeckpimentel.com)  
 Refer to code “**UNLV-Libraries**” in subject line

*UNLV is an Equal Opportunity / Affirmative Action educator and employer committed to achieving excellence through diversity. All qualified applicants will receive consideration for employment without regard to, among other things, race, color, religion, sex, age, creed, national origin, veteran status, physical or mental disability, sexual orientation, genetic information, gender identity, gender expression, or any other factor protected by anti-discrimination laws. The University of Nevada, Las Vegas employs only United States citizens and non-citizens lawfully authorized to work in the United States. Women, under-represented groups, individuals with disabilities, and veterans are encouraged to apply.*