

THE COLLEGE OF
WOOSTER

Independent Minds, Working Together

**Librarian of the College
2016**

The College of Wooster, a highly selective, liberal arts college located in northeastern Ohio, announces a national search for the Librarian of the College. The Librarian of the College will be an innovative leader, able to develop and implement a strategic vision for a modern library that supports the College's distinctive curriculum.

The College of Wooster is a community of independent minds, working together to prepare students to become leaders of character and influence in an interdependent global community. It engages motivated students in a rigorous and dynamic liberal education. Mentored by a faculty nationally recognized for excellence in teaching, Wooster graduates are creative and independent thinkers with exceptional abilities to ask important questions, research complex issues, solve problems, and communicate new knowledge and insight.

Core Values of the College of Wooster

- Education in the Liberal Arts Tradition
- A Focus on Research and Collaboration
- A Community of Learners
- Independence of Thought
- Social and Intellectual Responsibility
- Diversity and Inclusivity

Background on the Institution

Wooster is recognized as **America's premier college for mentored undergraduate research**. It offers an excellent, comprehensive liberal arts education, culminating with the Senior Independent Study (I.S.), a rigorous, year-long project which is the hallmark of Wooster's curriculum. By working in partnership with a faculty member to complete a major research project on a topic of the student's choosing, every Wooster student develops abilities valued by employers and graduate schools alike: confidence, independent judgment, critical thinking, creative problem solving, and strong written and oral communication skills.

<http://www.wooster.edu/academics/research/>

Independent Study has been the cornerstone and inspiration for Wooster's curriculum for nearly 70 years. Every year since 2002, U.S. News & World Report has asked college presidents and deans to name schools with outstanding undergraduate research opportunities and senior capstone programs, and only two schools have made both lists every year: **Wooster and Princeton**.

In assessing The College of Wooster, the newest edition of the *Fiske Guide to Colleges* gets right to the point. "Mentored undergraduate research is the heart of a Wooster education," the authors write, and "students praise faculty members for their devotion to teaching and mentoring." [Fisk Guide News Release](#)

The Association of American Colleges and Universities highlighted six member institutions for their distinctive educational programs. Wooster was the sole liberal arts college selected, as an exemplar of the transformative impact of mentored student research.

[Wooster Youtube video](#)

Founded by Presbyterians in 1866, it opened its doors as the University of Wooster on September 8, 1870, with a faculty of five and a student body of thirty men and four women. By 1915, the university had several graduate divisions, including a medical school. Ultimately, the board of trustees and a majority of the faculty voted against further expansion and in favor of closing down the existing graduate programs, in order to focus solely on undergraduate education in the liberal arts and sciences. With that sharpening of strategic focus came a new name, The College of Wooster, and an educational program framed in a residential setting where students learn in many venues and in many ways. In 1969, the Presbyterian Synod of Ohio relinquished its ownership of the College, and Wooster became an independent, private liberal arts college.

In 2007, the College concluded the most successful comprehensive fund-raising campaign in its history. *Independent Minds: The Campaign for Wooster* exceeded its \$122 million goal by more than 20 percent, bringing in \$147.9 million to support the College's most important priorities. The campaign made possible the construction of new residence halls and academic buildings, a new admissions center and student health center, and the renovation of Kauke Hall, the iconic academic building that is the physical and symbolic heart of campus. It also strengthened Wooster's financial foundation by adding \$56.7 million to the endowment, which as of April 2015 stands at \$274 million. Wooster is now in the leadership phase of a new fund-raising campaign, expected to conclude in 2018. As part of this new campaign, the College has raised \$41 million to construct the Williams Hall of Life Science. Construction is currently underway and the building is scheduled to open in the fall of 2018.

Perhaps nowhere is the momentum more evident than in a fiercely competitive enrollment marketplace. Since 2007, applications for admission to Wooster have increased by 80%. The college consistently attracts over 5,000 applications for approximately 550 spots in the first-year class. Wooster enrolls approximately 2,000 students from 47 states and 39 countries. This year, 10% of Wooster's undergraduates are international students and 19% are domestic students of color. The students choose from more than 50 academic programs in the sciences, humanities, social sciences, and the arts. The College has 171 full time faculty, 96% holding a Ph.D. or equivalent terminal degree.

The City of Wooster, located approximately 50 miles from Cleveland and 35 miles from Akron, is a vibrant community of 26,000 with a strong, diversified economy, a downtown full of great restaurants and shops, and easy access to outdoor recreation opportunities. It's a short drive to Ohio State's Secrest Arboretum, the mountain biking trails at Vulture's Knob, and the 1,000-acre Mohican State Park. Singletracks has dubbed Wooster "the mountain biking capital of Ohio."

Administration



[President Sarah Bolton](#) is the twelfth president of the College of Wooster and took office in July of 2016.

Prior to assuming the Wooster presidency, Bolton served for six years as dean of the college at Williams College in Williamstown, Mass., a role in which she focused on ensuring that all students thrive inside and outside the classroom.

Bolton came to Williams as an assistant professor of physics in 1995

and served as chair of the physics department from 2007 to 2010, and won the college's Outstanding Mentor Award for Fostering Inclusive Academic Excellence in 2009. She has advised a dozen senior theses and more than 20 student research projects. Her research explores the properties of novel, nanostructured materials, which have features made up of only a few atomic layers. She uses lasers to measure the ways that energy moves in these quantum mechanical systems.

Bolton earned a bachelor's degree in physics and biophysics from Brown University in 1988, a master's degree in physics from the University of California at Berkeley in 1991, and a doctorate in physics, also from Berkeley, in 1995.

At Wooster, she works with a cabinet that includes the provost, the dean of students, the vice president for finance and business, the vice president for development, the vice president for enrollment and college relations, the chief information and planning officer, and other senior administrators.

[Provost Carolyn Newton](#) is the Chief Academic Officer and as a member of the President's Cabinet, she supports the President's institutional priorities and helps translate them into action. In collaboration with the Dean for Curriculum and Academic Engagement and the Dean for Faculty Development, the Provost supports the faculty and chairs of departments/programs in their goals and develops and implements academic priorities. She provides administrative oversight for academic programs, academic support services, Off-Campus Studies, Athletics, the Art Museum, the Center for Entrepreneurship, the Libraries, and the Registrar's office.



Carolyn Newton earned her bachelor's degree in biological sciences from Colorado State University and her doctorate in biophysical sciences from the State University of New York at Buffalo. Her research interests, which lie in the areas of immunology and cell biology, include serum mannose-binding proteins as primitive immune molecules, receptor-mediated endocytosis, and membrane biochemistry.

Strategic Planning and Governance

Wooster is governed by a [Board of Trustees](#), whose 43 members are elected to staggered three-year terms, with one third of the board elected each year. The president of the College is a trustee ex officio.

The College practices strategic planning as an ongoing process, rather than a once-every-few-years event. Integral to the success of this process was the creation of the faculty/staff Strategic Planning and Priorities Advisory Committee (SPPAC)

<http://strategicplanning.scotblogs.wooster.edu/>

Wooster has made critical investments in its program, plant, and facilities. The College has launched new majors in neuroscience and East Asian studies, and minors in environmental studies, Latin American studies, and South Asian studies. Two new student residence halls, Gault Manor and Brush Hall, and the Scot Center, a stunning, LEED Gold certified athletic and recreation facility, have come on line. Upgrades to improve the energy efficiency of campus buildings are reducing the College's carbon footprint by as much as 36 percent and yielding hundreds of thousands of dollars in operational savings each year. In 2015, a 113-year-old former elementary school was transformed into the College's newest/oldest student residence hall, Gault Schoolhouse.

[About the Libraries](#)

In 1870, the University of Wooster opened with a small collection of donated books in a single room and over the last 146 years the library has grown to the point where it houses close to 500,000 book volumes in three facilities: Andrews Library (1962), The Gault Library for Independent Study (1995), and the Timken Science Library (renovated in 1998).

In support of the College of Wooster's focus on liberal inquiry, the Libraries foster development of progressively sophisticated research and scholarly communication skills, cultivation of a rich local academic community, and the creation and sharing of new knowledge with communities worldwide. The Libraries advance this [mission](#) through dynamic and high-quality collections, technologies, learning environments, and services for our campus community.

The College of Wooster is a founding member of the [Five Colleges of Ohio](#), a consortium of selective liberal arts colleges. The Five Colleges (The College of Wooster, Denison University, Kenyon College, Oberlin College and Ohio Wesleyan University) have built deep interdependence for library services, including CONSORT, the shared library system that allows the collections of its member libraries to be readily and quickly available to all the colleges' users.

The Ohio Five membership in OhioLINK has resulted in a steady expansion of the libraries' electronic journals, books, and other databases, and made an enormous body of scholarly materials available to the colleges' users. [OhioLINK](#) connects 121 academic libraries that include 93 different Ohio colleges and universities as well as the State Library of Ohio, 16 public university libraries, 52 independent college libraries, 23 two-year college libraries, 16 branch campus libraries, 8 law school libraries and 5 medical school libraries. It offers access to over 46 million books, 100+ electronic research databases, 24 million electronic journals and 100,000+ e-books, nearly 85,000 images, videos and sounds and over 58,000 theses and dissertations from Ohio students at 31 Ohio institutions.

A Vibrant Learning Environment

The Libraries enjoy strong and unwavering support from the College's students, faculty, administration and board and are recognized as key to the academic mission of the College. A recent \$1 million renovation to the impressive facilities and additional investments in infrastructure ensure that the Libraries are on the leading edge of libraries serving the liberal arts. The buildings are alive with research, mentorship, innovation and collaboration, and are designed to support the dual mission of supporting advanced individual study by students and broad collaboration by all members of the academic community. The staff and faculty of the Libraries are respected for their commitment to the "Wooster way" of fostering a community of learners and independent thinkers. Librarians have faculty status and are active participants in faculty governance and campus committees.

With a weekly gate count of more than 15,000, the Libraries serve as a hub for students. In addition to the collections and library support services, two unique resources have space in the library: CoRE and APEX. These two programs support the student learning experience and contribute to the library being a vibrant, high-traffic center of engaged learning.

The Collaborative Research Environment ([CoRE](#)) in Andrews Library is a vibrant and creative environment that was created in 2012 to provide the space and resources necessary for students and faculty to engage creatively with digital technologies in their research. The \$700,000 grant awarded to Wooster by the Andrew W. Mellon Foundation has enabled students and faculty to

engage in imagining new directions for Independent Study. CoRE is a place to brainstorm ideas, develop collaborative projects using digital and traditional media, sketch out a new concept, or practice a presentation. Students can consult with a research librarian on their topic, work with consultants at the writing center on the text, and work with each other in large and small groups. The addition of the Digital Studio (2016) will bring advanced multimedia production capability into this already rich mix of facilities and services.

[APEX](#) (2012) is housed in the Gault Library and is Wooster's center for Advising, Planning, and Experiential Learning. It houses seven integrated offices where students can meet one-on-one with advisors, research internship opportunities, plan an off-campus experience, or get advice on pursuing an entrepreneurial idea.

Wooster Library Holdings

Physical Facilities

- Andrews/Gault Library: 138, 160 square feet
- Timken Science Library: 22, 458 square feet
- Total Seating: 1,200
- Assigned carrels for Independent Study (assigned to Seniors): 403
- Group Study Rooms: 16
- Large Meeting rooms with presentation technology: (CoRE: 75 seats, Longbrake: 50 seats)
- Two computer labs/classrooms with combined 35 workstations, 56 seats
- Digital studio for audio, video and multimedia production

Collections

- Book volumes: 658,064
- E-books: 566,878
- Serials: 2,843 physical, 112,057 digital
- Databases: 472
- Online Resources: 931,226
- Media: 14,598 physical, 818,697 digital
- Government Documents: 171,751
- Special Collections: 19,582

Staff

- 8 librarians
- 8.5 full time equivalent staff
- 12.2 full time equivalent student assistants

Role of the Librarian of the College

Reporting to the Provost, the Librarian manages all aspects of the Andrews Library, the Gault Library for Independent Study and the Timken Science Library. Additionally, the Librarian oversees a nearly \$2.6 million operating budget, supervises a staff of 16.5 and collaborates with constituent user groups (students, faculty, and staff). Externally, the Librarian represents the College of Wooster to regional and national associations and participates actively with various consortia.

Opportunities and Challenges

Building on a strong history of service and innovation, the College of Wooster's library system is well-positioned for the next Librarian to address the following opportunities and challenges:

Articulate a clear strategic vision and plan for the Libraries: The next Librarian and their staff will create specific plans with measurable goals that will guide the future of the Libraries. The Libraries are dynamic and innovative and the College of Wooster has fully embraced digital scholarship and new technologies, alongside its print resources and collection. Through the Libraries, students and faculty have access to incredible resources and instruction for independent study and other research. As new technologies and pedagogies become available, the Libraries will be poised to lead their adoption. The Librarian will identify creative and effective ways to continue the rapid evolution of a modern, agile library.

Create cohesive identity and mission around the physical space of the Libraries: The three Libraries span two buildings and house numerous designated spaces. Creating more clarity around the relationships and roles of the various programs will enable better utilization. CoRE offers dedicated space in the center of the Andrews Library for students to practice innovation. To fully realize CoRE's potential, a clear articulation of its mission and its place within the ecosystem of innovative pedagogy and scholarship at the College is necessary. Developing a strategic plan with the newly appointed Director of CoRE will further leverage this unique resource. With the introduction of APEX to the library space, the Librarian will have the opportunity to work with the new Dean of APEX to identify synergies and opportunities presented in this co-location.

Build strong relationships with external audiences to further the College's competitive edge: The Librarian will form and sustain relationships with national organizations and leaders in the library world, which will keep the College at the forefront of research and best practices. Additionally, the Librarian will play a highly visible and constructive role within the College's consortial arrangements, yielding stronger collaborations and outcomes.

Lead a high-functioning team: The Librarian will inherit a dedicated and experienced staff. Connecting the staff to each other, to the vision of the Libraries, and to the mission of the College will be a key responsibility of the Librarian. The Librarian will empower and develop staff and create an organizational structure that can accommodate upcoming planned retirements.

Qualities and Qualifications

The ideal candidate will be a visionary leader with a deep understanding of and commitment to the mission, values, goals, and pedagogical approaches of academic libraries. Candidates from both academic and non-academic environments are welcome; an advanced degree is expected.

The successful candidate will also possess many of the following:

- Experience developing and articulating a strategic vision and measurable goals for a modern library;
- Desire and ability to engage with all constituents (faculty, staff and students) to develop and implement collections plans and instructional initiatives to serve academic resource and information fluency goals;
- A deep understanding of the ways in which technology is shaping scholarship, publication, and the dissemination and preservation of knowledge, as well as facility in navigating and leading in this fast-changing landscape;
- A talent for building and leveraging consortial relationships to increase access to resources, improve efficiency of operations, and reduce costs;
- Ability to garner external resources to support innovation and excellence;
- Capacity to manage financial and capital resources strategically and to negotiate with vendors and publishers;
- An approachable and motivational leadership style that promotes mentoring, collaboration and professional development for the library team;
- Strong and demonstrated commitment to diversity and inclusion;
- The ability to serve as an institution-wide partner and team player, able to engage in constructive dialogue and to advocate persuasively for the mission and priorities of a library;
- Passionate commitment to undergraduate liberal arts education and independent research;
- Outstanding communication and interpersonal skills, ability to forge positive working relationships with faculty, staff and students; and
- Intellectual leadership ability, able to think creatively and to participate actively in national discussions on the future of libraries and the liberal arts.

Applications & Nominations

For best consideration, please send all inquiries, nominations and applications – electronically and in confidence – by December 1, 2016 to:

Susan VanGilder, Partner
Kenna Boyd, Associate
Storbeck / Pimentel & Associates, LP
WoosterLibrarian@storbecksearch.com

Equal Employment Opportunity Statement

It is the policy of The College of Wooster to not discriminate against any employee or applicant for employment, and to take affirmative action to employ and to advance in employment all persons, regardless of their status, and to base all employment decisions only on valid job requirements. This policy applies to all employment actions, including, but not limited to recruitment, hiring, upgrading, promotion, rates of pay or other forms of compensation and selection for training at all levels of employment. Employees of and applicants to The College of Wooster will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any federal, state, or local laws regarding EEO for minorities, females, qualified individuals with disabilities, or qualified protected veterans.