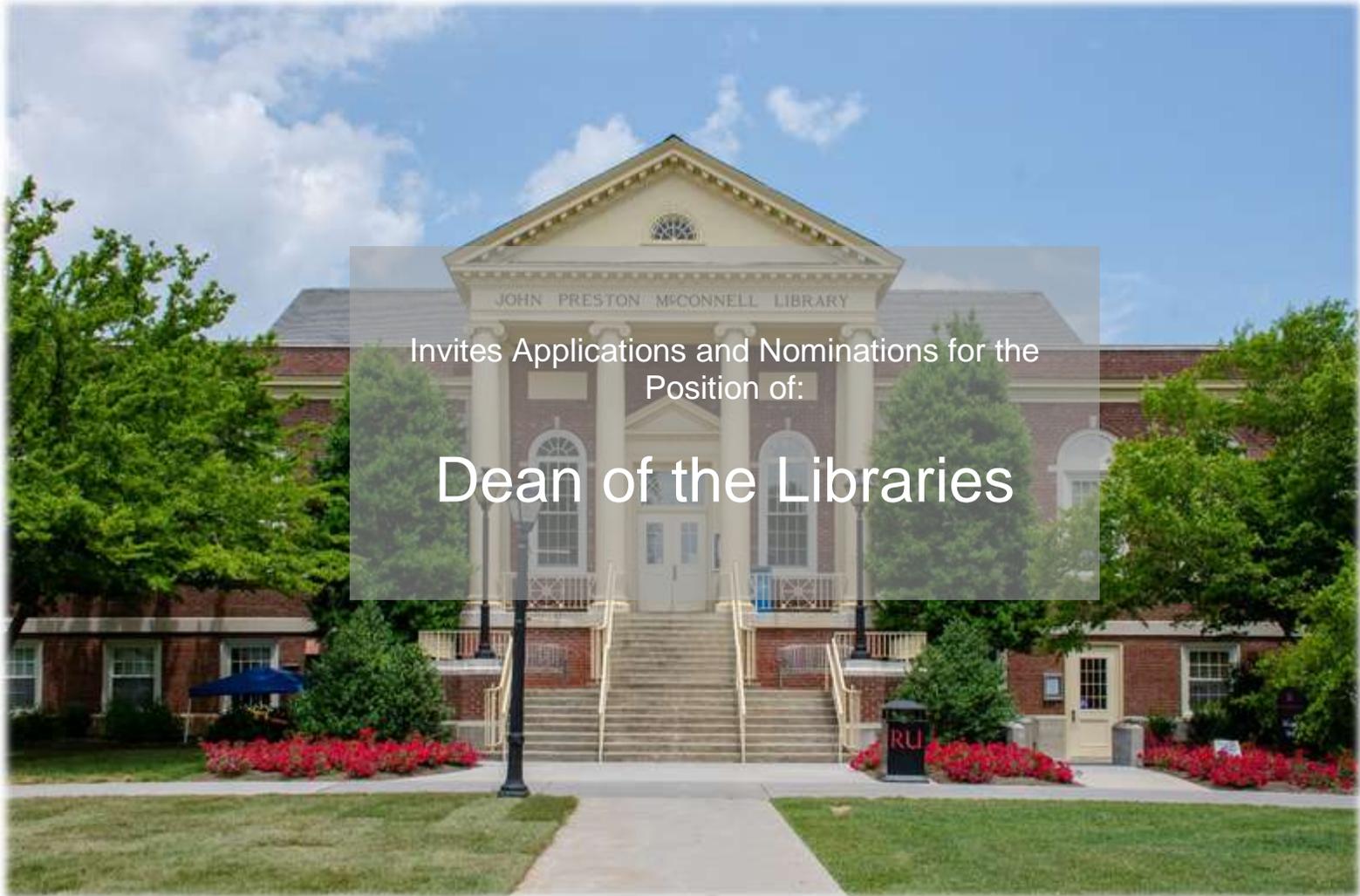


# RADFORD UNIVERSITY



Invites Applications and Nominations for the  
Position of:

## Dean of the Libraries

**Greenwood/Asher**  
& ASSOCIATES, LLC

## The Opportunity

Radford University, a thriving, comprehensive public university of more than 10,000 students located in Radford, Virginia, invites nominations and applications for an accomplished and visionary leader to serve as the dean of libraries. The dean of the libraries is responsible for the overall management and development of library goals, services, collections, technology, budget, and faculty and staff, and provides leadership in assessing and addressing the information needs of Radford University.



## The Role of the Dean of Libraries

With an attractive main campus comprised of state-of-the-art facilities located along the New River in Virginia's Blue Ridge Mountains, Radford University seeks an innovative and dynamic leader to move the library forward. Reporting to the Provost/Vice President for Academic Affairs, the dean serves in the critical role of supporting student and faculty research, scholarship, and the free and open exploration of ideas. Specific services include library instruction, research assistance, interlibrary loan and adaptive technology. The library has a large collection of books, DVDs, journals, archival materials, and multimedia equipment for academic and recreational use. Thousands of electronic resources can be accessed from anywhere in the world. The diversity of spaces and furnishings allows for everything from individual quiet study spaces to group media rooms. Library services, collections, and spaces are designed to invite and inspire learning and intellectual and artistic creativity. Radford hosts two libraries, the McConnell Library on the main campus in Radford, and the Roanoke based Radford University Carilion Library.



The McConnell Library houses the Radford University Archives, the Appalachian Collection, the Rare Book Collection and other special collections. Radford University libraries are an active participant in the Virtual Library of Virginia (VIVA) consortium. The McConnell Library also collaborates with the Harvey Knowledge Center and the Center for Innovative Teaching and Learning, which are housed in the McConnell Library, and provide support services for students and faculty, as well as the Andrew W. Ross Student Art Gallery.

In July of 2019, Radford University merged with the Jefferson College of Health Sciences located in Roanoke, 35 miles to the northeast of Radford. This campus is known as Radford University Carilion due to the partnership with Carilion Health System, and includes its own library with a health science emphasis.



## Qualifications

The ideal candidate will have experience as a leader in an academic library environment, demonstrating the understanding of the complexity of an academic library which is responsible for providing information resources for research and scholarly work. The candidate should have a master's degree in library or information sciences from an ALA accredited program, or equivalent program.

- Thorough knowledge of academic library principles, practices, and procedures and a comprehensive understanding of a university environment;
- Excellent communication and interpersonal skills;
- Ability to provide strong and supportive leadership for all employees, along with experience in staff development and team-building;
- Experience with budgets, grants, and fundraising;
- Experience advocating for a library at a state level;
- Experience with shared governance;
- Experience with supporting distance education programs; and
- Hands-on experience in multiple areas of library work.

The selected candidate must have knowledge of forward-looking academic libraries and developing trends in the field including:

- Passion for progressive library leadership and strategic planning;
- Ability to collaborate effectively with a wide range of constituencies along with a strong service orientation and dedication to library outreach;
- Experience working with a diverse community, and a willingness to support and engage in efforts toward increasing diversity, equity and inclusion;
- Thorough understanding of the relationship between information technology and learning; and
- Experience advocating for a library at a consortial level.

## About the Libraries

The McConnell Library at Radford was first located in the Administration Building, once standing where Muse Hall is located. When the college opened in 1913, the library housed 1,500 volumes.

Groundbreaking for McConnell Library began in 1931, with a budget of \$43,000. The library was completed during the 1931-32 session. Students helped move the books into the new two-story library. According to *Radford College, a Sentimental Chronicle Through its First Half Century*: "The building was designed for

200,000 volumes, about 10 times what the college had at the time...At the June 1932 commencement, the building was formally christened the John Preston McConnell Library. By 1970 an expansion of the McConnell Library had quadrupled its size to accommodate the rapidly growing collection of books, periodicals, and non-book materials."



In the mid-1990s, a third addition towards Main Street brought the library to its present size, with five floors that hold over a half a million physical materials, various spaces for student study and collaboration, special events, a vibrant University Archives, and Information Literacy Centers to ensure Radford University students graduate with the research, information-seeking, and source evaluation skills they need to navigate their chosen fields. Radford University Libraries is an active participant in the Commonwealth of Virginia's VIVA consortium. Additional information about the McConnell library can be found at <https://www.radford.edu/content/library/about.html>.

With the merger of Jefferson College of Health Sciences, the Roanoke based Radford University Carilion (RUC) Library complements the McConnell Library at the main campus in Radford. The RUC Library is a health sciences-focused library serving the needs of the RUC Campus. RUC staff provide research assistance, help with library resources, and instruction. In addition, the RUC library hosts and participates in a variety of Roanoke campus events. McConnell and RUC library staff work together to provide full



library services to all Radford University faculty, students and staff who may access any library resources at either location. Additional information about the RUC Library can be found at <https://www.radford.edu/content/library/RUC-library.html>.

## Library Strategic Plan 2018-2023

### **Mission:**

The mission of McConnell Library is to build strong relationships and advance learning with all members of the Radford University community. We will enhance services, collections, and spaces to invite and inspire learning, intellectual and artistic creativity, and the free and open exploration of ideas. We will foster collections, services, and programs that are reflective of a diversity of lived experiences.

**Vision:**

We aspire to be our community's chosen destination for research, scholarship, and exploration of ideas.

**Goals, 2018-2023:****1. Relationships: Strengthen and build relationships with the RU community.**

- Promote user-centered library policies and procedures
- Pursue opportunities to engage with our community
- Host workshops and events that foster partnerships

**Aligns with University Goals:** Academic Excellence and Research, Student Success, Economic Development and Community Partnerships

**2. Services: Improve services to support research, teaching, learning, and scholarly communication.**

- Develop and improve the online presence of the Library
- Assess services through various methods and act on data
- Promote awareness of services including, but not limited to research services, information literacy instruction, ILL, document delivery, reserves, adaptive technology support, AV equipment borrowing, and institutional repositories.

**Aligns with University Goals:** Academic Excellence and Research, Student Success, Economic Development and Community Partnerships.

**3. Collections: Improve and promote access to library collections.**

- Expand efforts to market current collections
- Employ current trends and standards to identify, collect, protect, and make available new knowledge, and archive past knowledge.

**Aligns with University Goals:** Academic Excellence and Research, Student Success, Brand Identity

**4. Spaces: Provide optimal facilities to support the evolving needs of patrons and employees.**

- Explore ways to increase universal accessibility
- Repurpose space to provide more single and group study spaces
- Transform Information Literacy Center B into a flexible active learning space to promote pedagogical best practices.
- Improve signage

**Aligns with University Goals:** Student Success, Academic Excellence and Research, Brand Identity

**5. Workplace culture: Expand ways to be a respectful and supportive employer.**

- Improve “on-boarding” procedures for new hires
- Provide staff with focused professional development opportunities and funding
- Support departmental and committee team-building activities

**Aligns with University Goals:** Brand Identity, Student Success

## About Radford University

Radford University is a comprehensive, mid-size public institution that is known for student-focused academic programs, a strong emphasis on service to others, and a picturesque 204-acre campus. As a mid-size institution, the University provides its students a winning combination of broad opportunities associated with a large university, as well as highly-personalized relationships considered the hallmark of a smaller college.



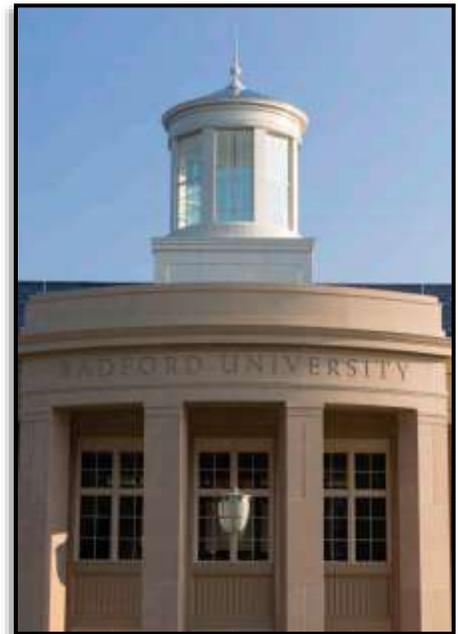
Well known for its strong faculty/student bonds, innovative use of technology in the learning environment and vibrant student life on its beautiful 204-acre American classical campus, Radford University offers students many opportunities to get involved and succeed in and out of the classroom. The University offers 76 bachelor's degree programs in 47 disciplines, three associate degrees, and six certificates at the undergraduate level; 28 master's programs in 23 disciplines and six doctoral programs at the graduate level; and 11 post-baccalaureate certificates and one post-master's certificate.

Radford University welcomes students from the Commonwealth of Virginia, across the country and around the world. Students find inspiration in the surroundings – the beautifully landscaped campus, the inspiring campus buildings, a quaint downtown, the murmur of the adjacent New River and the wonders along the Blue Ridge Parkway. Radford's more than 100 undergraduate and graduate programs, including certificate and doctoral offerings, offer every student the opportunity to discover new talents, develop leadership skills and experience personal growth.

Radford University is well-known for its focus on teaching and close student-faculty interactions. Radford University faculty members are invested in the success of their students. With a student to faculty ratio of 15 to 1, Radford's faculty has been recognized for excellence and dedication.

Since 1981, 11 faculty members have been selected as Fulbright Scholars to teach or do research in other countries. Eleven Radford University professors have received the State Council of Higher Education for Virginia's Outstanding Faculty Award since 1990, most recently in 2019. Additionally, one Radford University professor was named U.S. Professor of the Year for master's level universities and colleges by the Council for Advancement and Support of Education (CASE) and the Carnegie Foundation for Advancement of Teaching in 2006.

Radford University incorporates advanced technology into the classroom and educational process. With wireless connectivity in all campus buildings, the University has more than 170 electronic classrooms and labs and is innovative in introducing state-of-the-art technology and related support to students and faculty across all facilities, including traditional buildings and new, state-of-the-art academic and gathering spaces.



Radford University students come from 45 states (as well as Washington, D.C.) and 67 nations. Radford's student body has become the most diverse in the institution's history. For example, the Fall 2020 freshman class was comprised of 39 percent first-generation students, while more than 39 percent of the class identified themselves as ethnic minorities (compared to 11.9 percent in 2009), with 17.6 percent as African American and 7.53 percent as Hispanic/Latino. The campus community supports this culturally diverse student population and offers nearly 300 clubs and organizations for student participation and growth, leadership development and service. Students also have the opportunity to participate in faculty-led study abroad programs.

A Division I member of the NCAA and Big South Conference, Radford University competes in 16 men's and women's varsity athletics. With over 300 clubs and organizations, Radford University offers many opportunities for student engagement, leadership development, and community service.

In addition to robust academic offerings and engaging student experiences on the main campus located in Radford, Virginia, Radford University also offers a clinical-based educational experience for more than 1,000 students living and learning in Roanoke, Virginia as part of Radford University Carilion (RUC), a public-private partnership focused on the cutting-edge delivery of rigorous real-world learning experience to students pursuing both undergraduate and graduate degrees in the health sciences. RUC boasts a faculty of practicing clinicians who, in a clinical setting on the campus of Carilion Medical Center, teach students to care for patients, conduct research, and explore how to manage organizations.



## The City of Radford

Radford University is located in the City of Radford (population 15,859), 36 miles southwest of Roanoke, Va., on Route 11 and I-81 in the New River Valley, close to the beautiful Blue Ridge Mountains of Virginia. The town of Christiansburg, Va., is located in the New River Valley, 15 minutes from the City of Radford. The City of Radford and the surrounding region provide a rich variety of cultural and leisure activities. Outdoor enthusiasts will find the university's location along the New River provides opportunities to hike, kayak, fish, swim, and camp. Dozens of bicycling and hiking trails are accessible with less than a 30-minute drive, including access points to the Appalachian Trail and Jefferson National Forest. Downtown Radford is home to a variety of locally owned shops and restaurants. Christiansburg serves as a retail hub providing a regional mall and major chain stores and restaurants less than 10 miles from campus.

## Nomination and Application Process

### Salary

Salary will be competitive and commensurate with qualifications and experience.

### How to Apply

Greenwood/Asher & Associates, Inc. is assisting Radford University in this search. Applications and nominations are now being accepted. Confidential inquiries and nominations should be directed to Greenwood/Asher and Associates. For a full application package please provide a cover letter, CV, and list of five references. Submission of application materials as PDF attachments is strongly encouraged. Please send materials to [shelleyfeather@greenwoodsearch.com](mailto:shelleyfeather@greenwoodsearch.com) and also apply through the Radford University website at <https://jobs.radford.edu/postings/9589>.

The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

#### **Please direct inquiries and nominations to:**

Betty Turner Asher, Founder and Vice President & Managing Partner, Kelly  
Shelley Sullivan Feather, Library Practice Leader and Senior Executive Search Consultant

E-mail: [bettyasher@greenwoodsearch.com](mailto:bettyasher@greenwoodsearch.com)

E-mail: [shelleyfeather@greenwoodsearch.com](mailto:shelleyfeather@greenwoodsearch.com)

**For more information about the library and Radford University, please visit:**

[www.radford.edu](http://www.radford.edu)

<https://www.radford.edu/content/library.html>

*Radford University does not discriminate with regard to race, color, sex, sexual orientation, disability, age, veteran status, national origin, religion, or political affiliation in the administration of its educational programs, activities, admission or employment practices.*

*This position requires a criminal background check. Therefore, you may be required to provide information about your criminal history in order to be considered for this position.*