

WCU

WEST CHESTER UNIVERSITY

Invites Applications and Nominations for
the Position of:

Dean of the University Libraries

Greenwood/Asher
& ASSOCIATES, LLC

The Opportunity

West Chester University invites nominations and applications for an accomplished and visionary leader to serve as the dean of the University Libraries. The dean of the University 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 West Chester University.

The Role of the Dean of the University Libraries

The dean of the University Libraries is responsible for the administration of all library operations including the acquisition and accessibility of library materials; the availability of appropriate library services and facilities; and the planning and evaluation required to make these materials and services the best possible for university students, faculty, staff, and the needs of the local and regional communities. The dean reports to the deputy provost and works effectively within an environment of distributed leadership. The dean fulfills administrative responsibilities in such areas as budget expenditures, facilities, strategic planning, technology, and organizational structure. The dean works with PASSHE, the Keystone Library Network (KLN), and other external organizations to ensure economical, efficient, and effective library operations.



Qualifications

The ideal candidate will have experience as a dynamic 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 and five years of successful, high-level experience and expertise in leadership and management in a medium to large academic library. It is desired that the successful candidate has:

- Experience in a public university system;
- Experience in a unionized environment and an understanding of collective bargaining;
- Experience with strategic planning;
- Experience with consortial college/university partnerships;
- Experience with graduate and professional programs;
- An understanding and appreciation of the central role of the library in student and faculty research and the university's academic programs;

- Experience in careful budget planning and execution, in wise use of limited resources, and in seeking additional resources through participation in institutional fund-raising efforts;
- The ability to organize and manage a highly effective team of library faculty and staff in a collegial environment;
- The ability to build consensus with vision, patience, and flexibility particularly around difficult and challenging decisions;
- Demonstrated ability to work effectively with other campus departments;
- Demonstrated ability to lead and manage change with vision, energy, and transparency;
- An understanding of and the ability to articulate the future of libraries;
- Demonstrated aptitude and desire to manage multiple professionals and other employees in multiple units and roles, with a commitment to diversity, inclusiveness, civility, and respect;
- The ability to communicate regularly, clearly, and effectively with all university audiences regarding the library's programs, resources, and needs; and
- Demonstrated record of success in working with external stakeholders beyond the university to develop additional sources of support and funding for the implementation of library initiatives.

About the Libraries

University Libraries at West Chester University maintains access to over 2.8 million resources including books, e-books, databases, serials, media, scores, rare books and manuscripts, and more. The library collections are managed through Ex Libris Alma/Primo, which launched in April 2017.

The University Libraries creative and dedicated employees are made up of 15 full time faculty librarians, 22 full time staff, 6 part-time staff, 5 managers, and over 30 student assistants. Library faculty enjoy full faculty status and rank including a nine-month contract and work directly with academic departments across campus to ensure library services and collections support WCU's academic and scholarly endeavors through



information literacy instruction, research assistance, and service towards the university's mission. It should be noted that the library faculty provide over 1,000 hours of information literacy instruction throughout the university per academic year.

With nearly 180K visits every semester, University Libraries are open 134 hours per week during the semester between two locations, Francis Harvey Green Library and Presser Music Library. Additional facilities of special interest include the Library Special Collections, the Philips Autograph Library, and an off-site storage space. Other West Chester affiliations located within

Francis Harvey Green Library include the Frederick Douglass Institute, The Writing Center, and the Holocaust Study Center.

The Francis Harvey Green Library is set for a large-scale renovation in the medium-term future to make the facility an open, inviting, and welcoming space that meets the changing needs of students, faculty, and staff. While an initial study has been completed, a comprehensive plan has not yet been undertaken. Furthermore, it is hoped that the new plan can incorporate the modernization of the library that is envisioned at the organizational level. Over the next several years the new dean of the University Libraries will have the opportunity to lead in the planning and implementation of the modernized library.

Library Strategic Plan 2021-2024

Mission:

The mission of University Libraries is to empower intellectual exploration through building connections, collections, and community.

Vision:

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



University Library Goals, 2021-2024:

- 1. Learning:** Develop opportunities for intellectual exploration and scholarly pursuits.
- 2. Personal and Professional Development:** Invest in their employees and foster participation in an active and engaged community.
- 3. Sustainability:** Responsible use of environmental, financial, and personnel resources
- 4. Diversity and Inclusion** Foster a safe environment of respectful engagement.
- 5. Community Engagement:** Enable the exchange of information and cultural experiences to strengthen further the contributions of a well-informed and civic-minded university community.

About West Chester University

Located on 409 beautiful acres in historic and charming West Chester, 25 miles west of Philadelphia, and 17 miles north of Wilmington, Delaware, West Chester University is home to 14,500+ undergraduate and 2,900+ graduate students. This diverse and welcoming student body studies in one of seven colleges: College of Arts and Humanities, College of Health Sciences, College of the Sciences and Mathematics, College of Business and Public Management, College

of Education and Social Work, University College, and the Wells School of Music. WCU currently offers 118 baccalaureate, 103 master's, and 4 doctoral degree programs taught by 695 full-time and 298 part-time faculty.

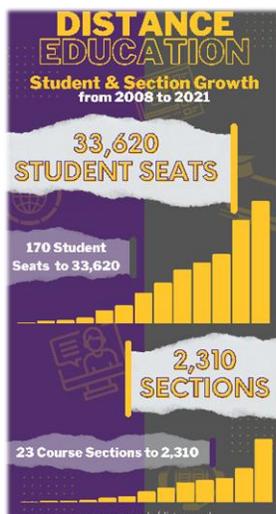
In addition to the main campus in Chester County, West Chester University has a location in Center City, Philadelphia. This location offers bachelor's programs in social work and business management as well as a BSN for the registered nurse program. Three master's programs are offered in social work, public administration, and transformative education and social change.



West Chester University is committed to promoting diversity and inclusiveness and to cultivating a campus environment that welcomes all. This commitment reflects the diversity theme of [West Chester University's Strategic Plan](#) and supports initiatives in the [Office for Diversity, Equity, and Inclusion](#). Additionally, in 2021, WCU joined EAB's [Moon Shot for Equity initiative](#). This initiative is designed to support faculty, students, and staff in closing the equity gaps at the institution within the next 10 years.

WCU also serves its students and local community with speech/hearing, autism, and reading clinics; a planetarium; the library; and an extensive music library. The university provides unrivaled cultural opportunities to the residents of Chester County and beyond. The performing and visual arts programs are among the best in the country.

In the most recent update of the Carnegie Classification of Institutions of Higher Education, which was posted for a public-review period in December of 2021, West Chester University was reclassified from Master's Colleges & Universities – Larger Programs (M1) to Doctoral Universities – High Research Activity (R2). The University's new 2021 classification took place during Carnegie's most recent three-year cycle of evaluation. WCU is accredited by the Middle States Commission on Higher Education (MSCHE), and its programs by 20 accrediting bodies. The University's professional education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP) and approved by the Pennsylvania Department of Education. Recognized education programs are accredited by an additional nine organizations.



Diversity (Fall 2020):

- › 73.7% White
- › 11.6% Black or African American
- › 5.66% Hispanic or Latino
- › Students come from 74 different countries and 29 states

Students (Fall 2020):

- Enrollment: 17,552
- › 14,592 undergraduate students
- › 2,960 graduate students
- Undergraduates:
- › 40% male
- › 60% female
- › 22.3% students of color

Accolades:

- › Designated a Military Friendly School by *Victory Media*, publisher of GI Jobs magazine
- › The average first-year student retention rate is 85%

West Chester University made the Top 10 on U.S. News & World Report's 2021 list of Top Public Regional Universities North, rising to #10 from #12 in 2020. It advanced up to #50 among Regional Universities North (both public and private institutions) from #55 in 2020 and is listed among the top 25 Best Colleges for Veterans (Regional Universities North). In 2020, Money magazine ranked West Chester University as one of the Top 175 Best Value Colleges in America.



West Chester University is in Chester County, PA which is ranked #1 Tech Hub in the state of Pennsylvania. West Chester is a borough and the county seat of Chester County and is located 25 miles west of Philadelphia and 17 miles north of Wilmington, Delaware. Chester County residents are ranked as the wealthiest, healthiest, and best educated in the State of Pennsylvania. 94% of Chester County residents graduate from high school and 48% of all residents have a bachelor's degree or better.

Pennsylvania's State System of Higher Education



West Chester University is a proud member of [Pennsylvania's State System of Higher Education](#). The mission of the System is to increase educational attainment in the Commonwealth; to prepare students at the undergraduate and graduate levels for professional and personal success in their lives; and to contribute to the economic, social, and cultural development of Pennsylvania's communities, the Commonwealth, and the nation.

The universities combine to enroll the largest number of Pennsylvania residents among all four-year colleges and universities in the Commonwealth. The State System is [currently redesigning itself](#) to ensure the long-term sustainability of all universities so that each may continue to serve students, its region, and the Commonwealth.

Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, LLC is assisting West Chester University in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations, and application materials 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. 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:

Julie Holley, Search Manager and Senior Executive Search Consultant

E-mail: julieholley@greenwoodsearch.com

Shelley Sullivan Feather, Practice Leader, Library and Information Science and Senior
Executive Search Consultant

E-mail: shelleyfeather@greenwoodsearch.com

Developing and sustaining a diverse faculty and staff advances WCU's educational mission and strategic plan. West Chester University is an Affirmative Action/Equal Opportunity Employer. Women, minorities, veterans, and persons with disabilities are encouraged to apply.

All offers of employment are subject to and contingent upon satisfactory completion of all pre-employment background checks.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from West Chester University documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.