



MICHIGAN STATE
UNIVERSITY

Invites Applications and Nominations for the
Position of:

Dean of MSU Libraries

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The Opportunity

Michigan State University (MSU) seeks applications and nominations for an accomplished and visionary leader to serve in the role of Dean of MSU Libraries. Reporting to the Provost, the Dean serves as the chief administrator and academic leader within MSU Libraries and across the University. The Dean will partner with the Provost's office and with members of the Dean's Council to support the teaching and research missions of the university.

The Role of Dean of MSU Libraries

With a vibrant faculty and staff, the MSU Libraries are among the top 30 largest academic library systems in North America. A member of the Association of Research Libraries and part of the Big Ten Academic Alliance, the MSU Libraries are deeply committed to their land-grant and research university mission.



The primary responsibilities of the Dean of MSU Libraries are to:

- Provide strategic, forward-thinking leadership to effectively set priorities, manage resources and programs, and achieve institutional goals;
- Collaborate creatively across campus and beyond to advance the Libraries' mission and role as a thought partner, building alliances to support and enhance the evolving needs of researchers, educators, students, users, and innovators;
- Oversee the Libraries' budget and cultivate relationships with alumnae donors, and outside partners to support the Libraries' fundraising and development efforts;
- Promote the Libraries at campus, state, national, and international levels;
- Direct the recruitment, development, and retention of a diverse and talented library staff, and create an inclusive and collaborative library environment.

Qualifications

The ideal candidate will have experience as a dynamic leader in an academic research library environment, demonstrating an 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, experience and expertise in leadership and management at an executive and or senior leadership level in a medium to large academic research library. It is desired that the successful candidate have:

- Experience in a public university system;

- Demonstrated aptitude and desire to manage multiple professionals and other employees in a range of units and roles, with a commitment to diversity, inclusiveness, civility, and belonging;
- An understanding and appreciation of the central role of the library in student and faculty research and the university's academic programs;
- Demonstrated ability to work effectively with colleges, centers, and laboratories across campus;
- The ability to build consensus with vision, patience, and flexibility, particularly around external and internal collaborations;
- Demonstrated ability to lead and manage change with vision, energy, and transparency;
- Experience with strategic planning;
- An understanding of and the ability to articulate the future of libraries;
- The ability to communicate regularly, clearly, and effectively with all university audiences regarding the library's programs, resources, and needs;
- Experience with consortial and university partnerships;
- Experience in budget planning and execution and in seeking additional resources through participation in institutional fundraising efforts; 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

The Michigan State University Libraries today are the Main Library, the Gast Business Library, MSU Press, and University Archives. The core mission of the MSU Libraries has been and continues to be to fulfill its land grant commitments to the people of Michigan, MSU undergraduate and graduate students, faculty, and staff. It has grown from a 200-volume collection in 1855 to an institution that ranks within the top 30 largest ARL member institutions by the ARL Investment Index.



With 75 faculty librarians and 131 support staff, the MSU Libraries are home to wide-ranging unique collections, including world-renowned holdings in turfgrass, comic art, and Africana. The Russel B. Nye Popular Culture Collection and the American Radicalism collections are part of the extensive holdings in Special Collections. The Rovi Media Collection, one of the largest publicly accessible collections of music and film in the world, coupled with the G. Robert Vincent Voice Library, one of the largest spoken word collections in the world, makes the collections of the MSU Libraries particularly diverse in the depth and breadth of format and genre.

The MSU Libraries serve as a welcoming and much-utilized academic space in the center of campus. With over 3,500 available seats in the Main Library and the Gast Business Library, and a wide variety of student-friendly spaces, including group study rooms, computer labs, and a Café, the Libraries are deeply embedded in the day-to-day life of the students of MSU. The Libraries host a wide array of events and activities that attract students, faculty and community members year-round. In the past several years, the Libraries have invested significantly in upgrading the physical spaces in the Main Library building and the Gast Business Library to make them welcoming and comfortable, and this investment has paid off in terms of increased use.



Ambitious planning has been underway at Michigan State University, and leaders at the institution are committed to deepening its impact as a global institution in service to the world – a "world grant university". The MSU Libraries are integral to this endeavor, serving to support students, staff, and faculty with resources and training wherever they are, as well as to promote the campus's work beyond state and domestic borders. Deans of the many academic units and members of the Provost's Office are looking to the Dean of MSU Libraries for active collaboration to support and propel both curricular and research development on campus. In support of this endeavor, the MSU Libraries are currently undergoing a \$13 million renovation of the East wing of the library. Once the renovation has been completed, the Stephen O. Murray and Keelung Hong Special Collections will move into the newly renovated space. Additionally, renovations are underway to build programming and office space for the MSU Center for Teaching and Learning as well as the Office of Faculty and Academic Staff Development (both under the auspices of the Provost's Office) and to add a Starbucks Coffee Shop.

In addition to the broad role the Dean will take on campus, there are also the traditional and operational responsibilities of leading the MSU Libraries. With the assistance of a strong leadership team, the Dean directs the recruitment, development, and retention of a diverse and talented staff, and must have the ability to manage a highly complex organizational structure with skill and respect. Consultative leadership and empowerment on an individual level have been key to the success of the Libraries and broadening this to interactions and collaborations on the campus level is crucial. The Dean of MSU Libraries leads the MSU Libraries' Executive Committee, which is currently composed of the Associate Deans of Collection Strategies and Preservation; Digital Initiatives; Diversity, Inclusion, and Organizational Development; Scholarly Communication and Faculty Affairs; Teaching, Learning, and Research Engagement; and Technical Services. The executive committee also includes the directors of Development and Budget and the Human Resources Manager. Many of these senior librarians have held leadership roles within other departments in the

MSU Libraries, making for a highly informed and comprehensive approach to the administration of the organization.

The Collections Division supports the research and teaching needs of the university community by selecting, maintaining, and providing access to information resources in diverse formats. Library staff in the division pursue this goal through selection of resources and collaboration in cataloging and assessing use of the collection. After selection, orders for resources are handled by the Technical Service Division (acquisitions, processing and cataloging). The Conservation and Preservation Unit is involved in caring for and maintenance of the collection. InterLibrary Loan collaborates with other libraries to provide access to materials not held by the MSU Libraries and coordinates access to MSU material for patrons at other institutions. The Murray & Hong Special Collections and University Archives & Historical Collections report to the Collections Strategies & Preservation Associate Dean as a part of this division.

The Stephen O. Murray and Keelung Hong Special Collections Division was formally established in 1962 with the charge to house special materials, as well as to build, preserve, and make accessible important research collections for educational use. Special Collections now holds over 450,000 printed works, numerous manuscript and archival collections, and an extensive collection of ephemera. Some of our notable collections include the Africana Collection, Comic Art Collection, Cookery and Food Collection, European History and Culture Collection, José F. Treviño Chicanx/Latinx Activism Collection, LGBTQ+ Collection, Radicalism Collection, Russel B. Nye Popular Culture Collection, and Veterinary Medicine



Collection. The Russel B. Nye Popular Culture Collection is one of the largest collections of its kind in the world, while the Radicalism Collection features extensive holdings on a wide range of political, social, and economic viewpoints. In 2020, Special Collections adopted the name Stephen O. Murray and Keelung Hong Special Collections, in honor of Stephen O. Murray and Keelung Hong. In 2019 Dr. Keelung Hong donated the personal papers and research material of his spouse Dr. Stephen O. Murray. Included in this donation was a generous financial gift that would make possible the renovation of the library's Three East floor and allow for the Murray and Hong Special Collection staff and material to move into a carefully designed space tailored to their needs.

University Archives & Historical Collections is an additional place of discovery within the Collections Division. More than 160 years of MSU history can be explored, including original letters and diaries, photographs, and oral histories. The collections span the entirety of MSU's history and contain historical materials not related to MSU. Some of the collection

highlights include materials that document the physical campus and grounds, early student life, the lumber industry, and the [Civil War](#).

The Digital Initiatives Division serves as the administrative home to eight units and centers. The Gerald M. Kline Digital and Multimedia Center maintains collections and services for computer and console games as well as other A/V technology labs. The G. Robert Vincent Voice Library provides robust audio digitization and in-house and online collections of spoken word recordings. Digital Imaging Services maintains a robust text and image digitization program. Systems supports the infrastructure of the Library's operation through maintenance and supervision of all computer systems. Metadata Strategies & Technologies implements policy and procedure for describing digital assets and explores automated means for production. Digital Development & Strategies designs, develops and tests software while ensuring security. And the Turfgrass Information Center maintains the most comprehensive publicly available collection of turfgrass educational materials in the world and makes it available through the [Turfgrass Information File](#). A growing program area for the Division is collaboration with faculty through the creation and curation of digital content and services to enhance learning, teaching, and research.



The Scholarly Communication and Faculty Affairs division is highly diverse in its departments and mandate. It includes a robust open education resources program that provides technical, design, editing, and backend support for the creation and publication of MSU course-integrated OER texts. The Library Creative Services Center has a wide array of services from course materials, to publishing, passport services, and a well-resourced Makerspace. The Hollander MakeCentral: Makerspace is an alternative learning environment and gathering space that encourages cross-discipline collaboration, experimentation, and learning. All students, staff, faculty, and community members can use the space for maker projects and activities. In addition to 3D printing and scanning capabilities, the Makerspace is also home to a wide array of borrowable technology and programming starter kits for electronic development.



The MSU Press recently joined the MSU Libraries as part of the Scholarly Communication and Faculty Affairs Division and is the scholarly publishing arm of Michigan State University. Since its founding in 1947, the mission of the MSU Press has been to be a catalyst for positive intellectual, social, and technological change through the publication of research

and intellectual inquiry, making significant contributions to scholarship in the arts, humanities, sciences, and social sciences. Its Journal Division publishes ten award-winning, academic journals that span a wide variety of academic disciplines.

Access Services within this division houses circulation, course reserves, and Interlibrary Services (ILS). MSU Libraries partners with the other 14 members of the Big Ten Academic Alliance Libraries Consortium as well as all public libraries in the state of Michigan to provide comprehensive access to resources not available at MSU. MSU ILS returns a value to the MSU community of \$715k per year and \$1.5M to researchers around the world per year.

The Teaching, Learning, & Research Engagement Division consists of departments and units that provide services to the public. The departments within the division include Reference and Discovery Services, Liaison Librarian Teams, Teaching & Learning, internal and external branch libraries, and the Digital Scholarship Lab. Reference and Discovery Services includes the Main Library Reference Desk as well as the Student Peer Research



Assistants, who are located in the residential neighborhoods. Discovery Services is a 24/7 helpline supporting the MSU community with troubleshooting access to MSU resources as well as telephone-based reference services. The Teaching & Learning unit is also central with its two-fold mission to foster student learning by supporting analytical thinking, integrated reasoning, and effective communication through effective use of information and to support the development of MSU librarians in the area of teaching and learning. The Teaching and Learning unit works actively with units and colleges on campus to integrate information literacy deeply and meaningfully into the curriculum, focusing on first-year courses. With close to 40 subject specialist liaison librarians, MSU Libraries offers targeted and embedded librarian support and services in Colleges, Departments, and Programs across campus. Liaisons are engaged with teaching, research, curricular design, and collection development and organized in groups by subject area.

With over forty staff, the Technical Services Division works to acquire, catalog, and process collected materials. Additionally, they are responsible for the maintenance, upkeep, and quality of the FOLIO ILS, VuFind and EDS library catalogs, and the EDS discovery layer. This includes bringing in and sharing out thousands of records each year. In total, the database comprises more than 9.5 million bibliographic and 3 million authority records.

The Dean of MSU Libraries is also supported by a veteran administrative team, with expertise in budget, facilities, and operations. The Dean has responsibility for a budget of

approximately \$41 million, as well as a collections budget of \$24 million. There are additional endowment funds. Current projects underway include: the implementation of the Folio ILS in conjunction with the EDS discovery layer; integration of the University Archives and Historical Collections and University Press into the library organization; relocating and remodeling the Special Collections space to provide for better access and preservation; renovating the Gast Business Library space and renovating the Library Café to become Starbucks. Besides the recently created Digital Scholarship Lab, the Libraries remodeled the newly endowed study and faculty book lounges on the first floor and have also added four innovative classroom spaces to allow librarians a variety of settings for instruction and interaction. These classrooms join the gaming labs as popular and innovative space updates. The library is looking forward to welcoming the Center for Teaching and Learning Innovation and the Office for Faculty and Staff Development into its space this year.



With the support of the Director of Development, the Dean of MSU Libraries is an active ambassador for the University and the MSU Libraries and has had tremendous success with individual donors for collections support. In the past twenty years, the Libraries have added more than 75 endowments, which have made possible many of the improvements undertaken recently. The Dean of MSU Libraries will also play an important role in the university's new capital campaign.



MSU Libraries Strategic Plan 2019

Mission:

The Libraries are at the center of academic life at Michigan State University, providing expertise, collections, and infrastructure for discovery and creation. We facilitate connections that support research, teaching, and learning in our local and global communities.

Vision:

The Libraries promote equal access to information and spaces for all. We lead meaningful initiatives in accessibility, diversity, equity, and inclusion. We work in a culture of transparency, experimentation, and growth.

Core Values:

User Engagement

Place users at the forefront of MSU Libraries work. Engage with and learn from library users and adapt to meet their evolving needs.

Inclusivity

Provide welcoming spaces where everyone can work, discover, and create. MSU Libraries advance accessibility, diversity, equity, and inclusion in the workplace and in the services and resources MSU Libraries provide.

Staff Empowerment

Trust each other to do their best work. Celebrate and create opportunities for growth, experimentation, and feedback. The staff will cultivate respect, open communication, and connection.

Partnership

Invest in collaborative relationships. MSU Libraries actively build positive connections and lead with mutual respect by sharing our expertise and valuing the contributions of our partners.

Expertise

MSU Libraries are leaders in our field. MSU Libraries uses the collections, resources, dynamic skills, and knowledge to help the community. Staff are approachable, informed, and engaged in the Libraries' work.

Stewardship

MSU Libraries are responsible caretakers of the Libraries' collections. They recognize the power of information collection and description. They consider the impact of their work on creators, researchers, and communities.

For additional information concerning the MSU Libraries strategic plan, please click on the following link: <https://lib.msu.edu/strategic-plan/>.

About Michigan State University

Founded in 1855 as the Agricultural College of the State of Michigan, Michigan State University was the nation's first agricultural college. Michigan State University occupies the ancestral, traditional and contemporary lands of the Anishinaabeg – Three Fires Confederacy of Ojibwe, Odawa and Potawatomi peoples. The university resides on land ceded in the [1819 Treaty of Saginaw](#). Land granted to benefit Michigan State in association with the Morrill

Act was situated in both the Upper and Lower Peninsulas of Michigan, ceded in the 1819 treaty and two treaties in 1836. MSU began as a bold experiment that democratized higher education and helped bring science and innovation into everyday life and served as the prototype for 69 land-grant institutions established under the Morrill Act of 1862. Today, MSU is located in



East Lansing, three miles east of Michigan's capitol in Lansing on a 5,200-acre campus. 2,100 acres are in existing or planned development with 545 buildings, including 95 with academic or instructional space. In keeping with being the first institution of higher learning in the United States to teach scientific agriculture, there are also approximately 19,600 acres throughout Michigan used for agricultural and natural resources research and education by MSU faculty, staff, and students.

With over 50,000 students from all but one of the 83 counties in Michigan, all 50 states in the United States, and more than 140 countries, MSU enrolls approximately 39,000 undergraduates, and just over 10,822 graduate and professional students. Supporting and educating these students are nearly 5,700 faculty and academic staff and nearly 7,000 support staff employees.

MSU 2030 Strategic Plan, *Empowering Excellence, Advancing Equity and Expanding Impact.* The strategic plan articulates a shared vision for Michigan State University, shaped with the input of many voices through an inclusive process. It focuses on six major thematic areas that will guide the university's collective efforts moving forward. The six areas are: student success, staff and faculty success, innovation for global impact, sustainable health, stewardship and sustainability, and diversity, equity, and inclusion. To learn more about the strategic plan, please click the following link: <https://strategicplan.msu.edu/strategic-plan>.

There are seventeen degree-granting colleges at MSU: College of Agriculture and Natural Resources, College of Arts and Letters, Eli Broad College of Business/Eli Broad Graduate School of Management, College of Communication Arts and Sciences, College of Education, College of Engineering, College of Human Medicine, Honors College, James Madison College, College of Law, Lyman Briggs College, College of Music, College of Natural Science, College of Nursing, College of Osteopathic Medicine, Residential College in Arts and Humanities, College of Social Science, and the College of Veterinary Medicine.

MSU has an annual budget of approximately \$3.2 billion with \$710 million in research expenditures in 2021. In its growing research endeavors, MSU was selected in 2008 by the US Department of Energy to design and establish the Facility for Rare Isotope Beams, a \$730 million facility that will advance understanding of rare nuclear isotopes and the evolution of the cosmos.

The MSU Spartans compete in the NCAA Division I Big Ten Conference. With 23 varsity teams, in addition to adaptive sports, and many club and intramural teams, athletics is a prominent feature of the MSU experience.

Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood Asher & Associates is assisting Michigan State University in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations, and application materials should be directed to Greenwood Asher & Associates. For a full application package, please provide a cover letter, CV, a statement on how past and/or potential contributions to diversity, equity and inclusion will advance MSU's commitment to inclusive excellence, and a 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 in March and will continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

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

E-mail: shelleyfeather@greenwoodsearch.com

Tracey Weldon, Search Manager and Vice President for Executive Search

E-mail: traceyweldon@greenwoodsearch.com

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, age, disability or protected veteran status.