



NCCentral
UNIVERSITY

North Carolina Central University
Dean, School of Library and Information Sciences
Position Description



The Opportunity

North Carolina Central University (NCCU) invites nominations and applications for the position of Dean, School of Library and Information Sciences (SLIS). Reporting to the Provost, the Dean leads a dynamic school that has a long history of transforming professionals into leaders who advance the field of library and information sciences in both local and global contexts.

Dean, School of Library and Information Sciences

North Carolina Central University, a distinguished institution nestled in the heart of Durham North Carolina, is accepting applications for the next Dean, School of Library and Information Sciences. The Dean must be an individual with exceptionally broad vision, an awareness of national and international educational developments and strong leadership skills to assume the position. The Dean sets the strategic direction for the School of Library and Information Sciences and establishes school-wide priorities. This position reports directly to the Provost and Vice Chancellor for Academic Affairs and is a member of the leadership team for Academic Affairs.

As a member of the Provost's leadership team, the Dean contributes to the university's strategic goals and is expected to:

- Foster an environment of collegiality, respect, and teamwork that empowers faculty and staff members to determine and accomplish the goals of the School of Library and Information Sciences.
- Represent the School of Library Information Sciences to the university's academic community, other service departments, the administration, the local community, and the wider network of Library and Information Sciences professional organizations nationally and internationally.
- Monitor the external environment, assessing risks and benefits of incorporating the use of new technologies and resources within the academic unit including administrative operations.
- Develop organizational models for Library and Information Sciences, determining allocation of human resources based on a broad understanding of the School's goals and outcomes.
- Develop strategies for recruitment of traditional and non-traditional students, student admissions, online program offerings, graduate assistantships and retaining excellent faculty and staff.
- Develop resource requirements for Library and Information Sciences.
- Recommend budget and allocate resources to meet needs of the community.
- Identify and seek new funding sources to support Library and Information Sciences programs and collections, working in collaboration with Academic Resource Management.
- Engage in budget planning to incorporate projected future needs for technology and related information resources and services.



- Develop strategic plans and set priorities for Library and Information Sciences.
- Identify and integrate new technologies and information services that support and enhance the School's educational mission and that increase the efficiency and effectiveness of administrative operations.
- Develop, implement and assess recruitment, retention, and graduation strategies.
- Engage in continual assessment of the School's resources and services.
- Lead a high-quality faculty and staff, delegating authority for specific areas of responsibility.
- Support the professional development and continuing education of Library and Information Sciences faculty, administrators, and support staff.
- Support diversity initiatives and create a climate that fosters inclusivity.
- Serve as the primary contact for the School in requests from the administration, faculty committees, outside agencies, alumni, and the general public.
- Keep abreast of current trends in library science, and library management in a complex academic and research environment, information technology, and instructional design.
- Possess administrative, budgetary, fund-raising, and collaborative leadership skills.
- Possess skills in teamwork, collaboration, relationship-building, and mentoring. And
- Perform other duties as assigned.



Qualifications

Education

Ph.D. in Library or Information Science preferred, doctorate in related fields will be accepted.

Experience

Required:

The successful candidate will need to have the following:

- A minimum of five years of progressively responsible administrative and leadership experience in a higher education academic environment.
- A successful record of teaching, scholarship, and service appropriate for a tenured appointment at the rank of full professor (or an earned tenured rank of full professor at an accredited higher education institution).
- Extensive management and planning experience, including management of both human and financial resources.

- In-depth knowledge of scholarly communication and information technologies.
- Broad and thorough knowledge of the academic enterprise.
- Proven written and oral communication skills.
- Collaboration and decision-making skills; and
- Active support of diversity initiatives and awareness, demonstrated ability to recruit, hire, retain, and manage a diverse workforce and to promote a diverse work environment through education, training, and professional development.

Additional Considerations:

- A student-centered leader with a track record of success who can position SLIS to be at the forefront of advancements in the fields of library and information sciences.
- A demonstrated commitment to student success in library and information sciences at the undergraduate and graduate levels with a proven record of successful and effective communication strategies and support from multiple constituencies to promote student success.
- A thought leader committed to collaboration and the advancement of faculty and student research with the ability to address trends in graduate education including curriculum and program enhancement.
- A tactical administrator with knowledge, experience and skills in enrollment management, retention, and degree completion and who understands current marketing strategies for graduate education.
- Experience in program accreditation in the fields of library and information sciences and overseeing a vibrant portfolio of undergraduate and graduate programs.
- A successful and seasoned higher education administrator with strong fiscal and personnel management skills, and demonstrated success in obtaining grants, and engaging in fundraising.
- A collaborator who will facilitate opportunities for faculty development and innovative pursuit of interdisciplinary work with STEM programs and the impact of Artificial Intelligence (AI).
- Additional desired qualities include a demonstrated record of strong commitment to diversity, appreciation of the history of the nation's HBCU, and commitment to the principles of shared governance.
- A deep commitment to relational leadership and development of close partnerships with internal and external stakeholders.



About North Carolina Central University

North Carolina Central University prepares students to succeed in the global marketplace. Consistently ranked as a top Historically Black College or University and Best Regional University in the South by U.S. News & World Report, NCCU offers flagship programs in the sciences, education, law, business, nursing and the arts.

Identified as a Community Engaged Institution by the Carnegie Foundation for the Advancement of Teaching, the NCCU community lives by the institution's motto of "Truth and Service." For the 2022–2023 academic year, undergraduate students contributed more than 166,455 hours of public service, the equivalent of \$5.29 million dollars returned to the surrounding Triangle region economy.



Academics

The university has nine colleges and schools which offer undergraduate, graduate, and certificate courses. NCCU offers a robust distance education program as well.

Colleges and Schools

- Colleges of Arts, Social Sciences, and Humanities
- College of Health and Sciences
- School of Business
- School of Education
- School of Graduate Studies
- School of Law
- School of Library and Information Sciences
- University College
- Division of Extended Studies

Strategic Plan

The strategic plan, "Charting a New Landscape for Student-Centered Success" can be located by clicking on the following link: https://myeol.nccu.edu/sites/default/files/2019-08/NCCU_Strategic_Plan_2019-2024.pdf

Vision Statement

To be recognized as one of the region's leading public universities, known for academic excellence in a diverse cultural and educational environment.

Mission Statement

North Carolina Central University, with a strong tradition of teaching, research, and service, prepares students to become global leaders and practitioners who transform communities. Through a nationally recognized law school, highly acclaimed and innovative programs in visual and performing arts, sciences, business, humanities, and education programs, NCCU students

are engaged problem solvers. Located in the Research Triangle, the University advances research in the biotechnological, biomedical, informational, computational, behavioral, social, and health sciences. Our students enhance the quality of life of citizens and the economic development of North Carolina, the nation, and the world.

School of Library and Information Sciences

With a multidisciplinary focus on information science, library science and computing, the School of Library and Information Sciences (SLIS) offers versatile, accredited graduate degrees for students with interests in information systems, data science, information management, network management, school media and digital youth, digital humanities, health informatics and leading and managing libraries.

SLIS offers two graduate degrees, a Master of Information Science (M.I.S.) and a Master of Library Science (M.L.S), with a variety of specializations to cater to students' educational needs and goals. We prepare our students to ethically, inclusively, and humanistically address critical challenges in our society with leadership, creativity and the technical skills of information science, library science and computing.



Vision

Promoting access to information for all humanity through research, professional practice, public service and engagement.

Mission

We prepare students in our accredited graduate degree programs to have the leadership, creativity, and technical skills to use the principles of information science, library science, data science, and computing to ethically, inclusively, and humanistically address critical challenges in our society.

Goals

To support the school's vision and carry out our mission, we have defined four key goals:

- Provide an environment that enhances the professional and intellectual development of faculty and students.
- Sustain innovative and quality teaching that fosters student learning.
- Promote faculty and student participation in scholarly and creative activities that contribute to the knowledge base of our professions.
- Strengthen participation in the development of literate and informed communities

through faculty and student engagement in public service.

Objectives

Objective 1: Given an improved environment, students will be able to meet professional and intellectual goals as reflected in course objectives for the student's program.

Objective 2: After the implementation of a new evaluation program and accomplishments by faculty of their professional development programs, teaching at the SLIS will demonstrate continued innovation and sustained quality by means of student feedback via forms and shared learning experiences.

Objective 3: After receiving support for scholarly and creative endeavors, faculty will make documented contributions to their professions.

Objective 4: Given encouragement to increase and strengthen participation in public service, faculty and students will provide communities with tools and resources to improve levels of literacy and channels of informed communication.

SLIS History

The School of Library and Information Sciences (SLIS) of North Carolina Central University was authorized by the State Legislature in 1939 when the charter of the then North Carolina College for Negroes was amended for the purpose of allowing the establishment of graduate and professional programs at the College. That amendment established the program in library education and the mission of educating African American librarians for the state of North Carolina.

In the fall of 1939, the College offered a course of study through the Department of Library Science. The School of Library Science was organized as a professional school in 1941. Three programs were offered during the first two years of the operation of the School of Library Science. The professional program for the Bachelor of Library Science (BLS) degree was established for persons holding a baccalaureate degree at the time of entrance, and undergraduate majors and minors were offered through the College of Arts and Sciences.



The undergraduate major was discontinued in 1943. Ten years later, in 1953, the School awarded its final BLS degree. The master's program in Library Science was initiated in 1950, with the first Master of Library Science (MLS) degree awarded in 1951. The master's program in Library Science was originally accredited by the American Library Association in 1975. The name of the school was changed to the School of Library and Information Sciences in 1984. In January 1989, the School began offering a joint program in law librarianship and legal information systems. Beginning with the 1990–1991 academic year, the School now offers an

interdisciplinary program in Information Science leading to the Master of Information Science (MIS) degree.

The SLIS offices, library, classrooms, computer laboratory, distance learning center, and other facilities are located on the third floor of the James E. Shepard Memorial Library. The SLIS Library consists of professional literature and other print and non-print materials needed to support the various courses. There are also two special collections: (1) papers of African American librarians and (2) works by African American authors and illustrators of children's materials.

The School established an African American Resources program in 1991, which includes the William Tucker Collection of African American authors and illustrators of children's materials and the North Carolina Center for the Study of Black History, an archival collection of civil rights and African American economic and social developments in the southeastern United States. This program, which supports teaching, research, and outreach services, is located in the new Hayti Heritage Center of Durham.

Durham, North Carolina



The City of Durham is a compact, 298 square-mile, single-city county with a population of over 228,000. Centrally located, Durham is approximately 250 miles from Washington and 390 miles from Atlanta. The prestigious Research Triangle Park (RTP), the world's largest university-related research park is just minutes away from the university. This region has the highest per capita population of Ph.Ds., scientists, and engineers in America. This impressive Nobel-Prize winning province is complemented by the scholarly preeminence of North Carolina Central and Duke Universities.

There are two recreational lakes nearby, and virtually any sport can be found in either amateur or professional venues. The home of the Durham Bulls (Triple-A) minor league baseball team, the Durham Bulls Athletic Park (DBAP), is located in downtown Durham. Raleigh is home to the Carolina Hurricanes (NHL). The Charlotte Hornets (NBA) and the Carolina Panthers (NFL) both play in Charlotte, North Carolina, approximately 145 miles from Durham. The North Carolina Symphony and area museums provide year-round enjoyment. North Carolina beaches and mountains are within four hours; and golf can be played year-round either locally or at the world-famous Pinehurst resorts (location of the 1999 U.S. Open), which is within two hours.

Home of the nationally known American Dance Festival, as well as the state's oldest street art celebration, Durham offers a lively world of art and culture without any of the usual compromises in the quality of life. We invite you to Durham and the Research Triangle Park area to see for yourself why national magazines have called Durham one of the best places to live and do business in the nation and the "#3 Most Enlightened City."

Nomination & Application Process

Compensation

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Narcisa Polonio and Shelley Feather with Greenwood Asher & Associates® are assisting North Carolina Central University in this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Greenwood Asher & Associates. Application materials should include:

- › A letter of interest that clearly states the applicant's qualifications for the position
- › A current résumé/curriculum vitae
- › The name, relationship, and email address of five professional references
- › A successful record of teaching, scholarship, and service appropriate for a tenured appointment at the rank of full professor (or an earned tenured rank of full professor at an accredited higher education institution).

We strongly encourage submitting application materials as PDF attachments. 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, nominations, and application materials to:

Narcisa Polonio, Search Manager

narcisapolonio@greenwoodsearch.com

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

shelleyfeather@greenwoodsearch.com

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North Carolina Central University is an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or status as a protected veteran.