



New York University Dean, Division of Libraries

[New York University](#) (NYU) is seeking the next Dean for the Division of Libraries (Dean). The Dean leads one of the largest and most distinguished and innovative research libraries in the world, widely recognized for its exceptional collections, outstanding librarians and staff, seamless global service, and an organizational culture that fosters creativity and innovation. The NYU Division of Libraries holds nearly 10 million items and includes libraries in Manhattan, Brooklyn, Abu Dhabi, and Shanghai. The Division also includes the award-winning NYU Press and a wide range of academic technology and media support services for the New York campus. The next Dean will be an energetic, dynamic, pioneering, and collaborative partner with the University's faculty, students, staff, and administration in advancing the University's educational mission.

About NYU

Founded in 1831, New York University is among the largest private research universities in the United States, and is one of only 60 member institutions of the distinguished Association of American Universities (AAU). NYU enrolls almost 60,000 students at three degree-granting campuses in New York City, Abu Dhabi, and Shanghai, and at study away sites in Africa, Asia, Australia, Europe, North America, and South America.

The University is home to 19 schools and colleges. In New York City, this includes: Arts and Science (College of Arts and Science; Graduate School of Arts and Science; and Liberal Studies); College of Dentistry; College of Global Public Health; Courant Institute of Mathematical Sciences; Gallatin School of Individualized Study; Institute of Fine Arts; Institute for the Study of the Ancient World; Leonard N. Stern School of Business; Robert F. Wagner Graduate School of Public Service; Rory Meyers College of Nursing; School of Professional Studies; School of Law; School of Medicine; Silver School of Social Work; Steinhardt School of Culture, Education, and Human Development; Tandon School of Engineering; and Tisch School of the Arts. NYU remains very much a university "in and of the city," as its founders envisioned, but is also a university "in and of the world."

NYU is home to nearly 8,000 full-time faculty members. Awards received by the University's faculty include: 14 National Medals for Science, Technology and Innovation, and Arts and Humanities; 4 Nobel and Crafoord Prizes; 5 Pulitzer Prizes; 11 MacArthur Fellowships; and 159 Guggenheim Fellowships, among other awards. Over the past decade, research expenditures at NYU have increased 80 percent. To support this growth, the University has also made significant investment in facilities, including both new construction and renovation of existing space for laboratories, classrooms, student services and residences, and faculty offices. New funding opportunities, including the extensive [Provost's Global Research Initiatives](#), have been developed to provide additional support to researchers.

NYU consistently draws cohorts of academically distinguished, multi-talented, and diverse applicants. The student population of NYU consists of about 30,000 undergraduate students, 25,000 graduate and professional studies students, and 5,000 students in noncredit programs from every state and 133 foreign countries. Selectivity for undergraduate first-year students is 32 percent, and those who enroll enjoy a 10:1 student/faculty ratio. Students at NYU represent the diversity reflected in New York City itself: just 27 percent of students identify as White, 22 percent of students are international, and 19 percent of this year's entering class are first-generation college or university enrollees.

About the Libraries

An active member of the [Association of Research Libraries](#) (ARL), the Division of Libraries is central to the mission of the University, which has invested strategically in developing the Libraries by building, preserving, interpreting, and providing access to rich and diverse collections; teaching the effective use and critical evaluation of information resources; and developing, maintaining, and adapting technology to enable new modes of scholarly inquiry.

Located on Washington Square, the flagship of the multi-library system is the [Elmer Holmes Bobst Library](#), which receives 2.5 million visits annually and houses 3.3 million of the system's 5.9 million volumes. Other libraries in the Division include the [Courant Institute of Mathematical Sciences Library](#), the [Stephen Chan Library of Fine Arts](#) at the Institute of Fine Arts, the [Jack Brause Library](#) at the School of Professional Studies Midtown, the [Institute for the Study of the Ancient World Library](#), the [Bern Dibner Library](#) at the Tandon School of Engineering, the [NYU Abu Dhabi Library](#), and the [NYU Shanghai Library](#). The University also hosts the [Law Library](#) and the [Health Sciences Library and Archive](#).

The Bobst Library houses a number of prominent special collections, among them the [Fales Library and Special Collections](#), a renowned collection of the English language novel dating back to the mid-18th century; the [Marion Nestle Food Studies Collection](#), one of the largest collections of cookbooks and food studies materials, including New York City food culture; and the unique [Downtown Collection](#), an extraordinary, multi-media archive that documents the New York avant-garde in the last quarter of the 20th century. The [Tamiment Library and Robert F. Wagner Labor Archives](#) are devoted to the history of labor, radical politics, and social protest movements. The holdings include oral histories, film, archives and manuscripts, numerous ephemera, and more than a million photographs. The collections are particularly strong in documenting the Cold War in the U.S., the Spanish Civil War, the social and political history of New York City, academic freedom, and the cultural left. Ongoing renovation in Bobst Library will incorporate a new two-floor Special Collections center to provide state-of-the-art facilities for research, exhibitions, teaching with collections, and secure, climate-controlled housing. Construction is anticipated to continue through the summer of 2019.

The [Avery Fisher Center for Music and Media](#) (AFC) is one of the world's largest academic media centers, with viewing and listening facilities for a wide range of analog and digital formats, from obsolete to contemporary. A redesigned AFC opened in January 2017, completely modernized with sophisticated audiovisual technology. The transformation includes individual and collaborative spaces for multi-media resources in all 20th and 21st century formats, such as the Feldstein Immersion Room, which allows users to experience fully electronic music composed for multichannel, surround-sound audio.

Acting as key academic and intellectual hubs for both students and faculty, the Division of Libraries plays a critical role in advancing NYU's scholarly and educational missions. Helping students discover, assess, and critique knowledge and information, the Division's staff and faculty serve as full partners in the University's educational mission. NYU librarians hold faculty status and are fully immersed in the academic life of the University; they are well-respected across academic disciplines and the University as a whole for their dedication to providing insightful, creative, and personalized support to all patrons.

The Division of Libraries provides a diverse and broad range of services that support teaching and research, including extensive programs in data services, digital scholarship services, research data management, instructional technology support, scholarly publishing, intellectual property consultation, and 24x7 reference services around the globe. The Division is known for its leading programs in conservation, media and digital preservation, digital publishing, and digital library development. Key services are enabled by a strong partnership with [NYU IT](#) and by robust collaborations with academic programs.

NYU Consortium and Affiliated Libraries

NYU has a number of relationships with local area research institutions and libraries. These relationships are designed to support NYU students and faculty and provide access and borrowing privileges at a number of affiliated and consortium libraries, including [The New School](#), [Cooper Union](#), and the [New York School of Interior Design](#). The [Manhattan Research Library Initiative](#) (MaRLI) also enables current NYU doctoral students, full-time faculty, and librarians to access and borrow materials from [Columbia University Libraries](#) and [New York Public Library Research Libraries](#). Additionally, NYU students, faculty, and staff have on-site access privileges at [OCLC SHARES member libraries](#) outside the New York City area.

Mission and Values

New York University Libraries is a global organization that advances learning, research, and scholarly inquiry in an environment dedicated to the open exchange of information by:

- Building, preserving, interpreting, and providing access to rich and diverse collections;
- Teaching the effective use and critical evaluation of information resources; and,
- Developing creative and responsive services for diverse user communities.

While the Division of Libraries has primary responsibility to the students and faculty of New York University, the Division welcomes and engages in scholarly, cultural, and artistic interactions with broader communities.

Teaching, learning, and research are central to the Libraries' work. The Division curates and provides access to rich and diverse collections in order to foster intellectual inquiry, the sharing of knowledge, and scholarly collaboration. The Libraries' values reflect a deep respect for nurturing a life of the mind and fostering the critical skills with which to evaluate information, and the Division supports diverse viewpoints and respect for all members of the NYU community. Serving current and future users mandates an understanding of the Libraries' role as a repository of cultural heritage. Recognizing that NYU extends far beyond Washington Square, the Division actively seeks to reach users at their point of need, wherever that may be. At the same time, the Division is committed to meeting the needs of its staff, fostering a culture of respect and an environment that supports professional development. An important aspect of this is the broadly participatory process of strategic planning and assessment.

Strategic Planning

The Division's current strategic plan focuses on the following goals:

- *Create a user experience that is high quality, consistent, and robust regardless of the user's location, access, method, or objective;*
- *Expand and strengthen the teaching role and educational impact of the Libraries as academic partners;*
- *Build the sustainable digital infrastructure needed to support expanding modes of research, teaching, and scholarly communication;*
- *Establish processes and support structures that ensure the Libraries can select, acquire, preserve, and provide access to the full spectrum of research materials;*
- *Develop and sustain a skilled and engaged workforce that can succeed and thrive in an ever-changing environment;*
- *Build a global organization that works collaboratively and effectively to support integrated services across the NYU Global Network;*
- *Engage with users through communication strategies that make Division of Libraries resources and services more visible, more used, and better attuned to user needs; and,*
- *Become a data-aware organization that promotes open exploration of data and grounds decisions in evidence.*

The strategic plan is integral to guiding all work within the NYU Division of Libraries. This plan guides not only the overall direction of the Division, but also the work done on both team and individual levels. Significant progress has already been made to improve user experience (UX) in a global context, including creating a UX unit, rethinking the Libraries' web presence, and promulgating library-like spaces across NYU's New York City campus. In addition, work continues to improve information control and discovery concerns, including a major exploration of advanced technologies and new approaches to these issues. As part of the strategic planning process, the Libraries undertook in-depth technical work to create a data warehouse that translates data from a variety of library systems and enables trained staff to interrogate data, analyze data, and create reports. The next data-driven initiatives will be aimed at greater and more widespread vision in assessment.

Additionally, the Division of Libraries continues to increase the number of students engaged through instructional sessions and utilizes the liaison librarians in impactful ways. Two new instructional librarian positions were created recently, and a recently established community of practice for information literacy instruction has flourished. Two research data management librarian positions were also created, allowing the expansion of instructional and consultation services in support of researchers throughout the entire data lifecycle. Current work is focused on engaging the new cohort of instructional technologists in the Schools to ensure that the use of library resources in technology-enhanced instruction is optimized across the curriculum.

As the University as a whole has established new areas of excellence, so has the Division of Libraries. Collections and research services were identified as areas of growth and strength for the Division. Major portions of the Libraries' digital infrastructure were re-engineered. Focus is now on a joint Libraries/IT initiative to create a suite of Digital Repository Services for Research, the outcome of which will benefit faculty who are increasingly dependent on digital data in all forms. Further, the Division of Libraries continues to expand its collections to support research and teaching in a global context, with strong collection development and resource management systems in place.

The success of the Libraries depends on a healthy organizational culture that facilitates creative problem solving, innovation, and continual learning. This requires ongoing improvement and new initiatives. The Libraries' Human Resources Department expanded and enhanced the performance communication process and learning and development opportunities, as well as the onboarding process for all staff. The Libraries' organizational culture encourages participation and the sharing of ideas, guarantees that rewards and evaluations are fair and consistent, and prioritizes diversity and inclusion efforts.

About the NYU Press

[NYU Press](#), a unit in the Division of Libraries, is a humanities and social science publisher with sales of \$5 million annually, covering over nine subject areas: American Studies, Anthropology, Sociology, History, Law, Religion, Criminology, Media Studies, and Politics. With a staff of 25, the Press publishes 110 new books each year as well as 20-25 paperback reprints. The Press is also at the forefront of disseminating scholarship in digital formats. Throughout its hundred-year history, NYU Press has published the work of distinguished senior scholars from colleges and research universities throughout North America, as well as the first books by emerging young academics. Each year, the Press receives dozens of awards from major academic associations in every field, as well as reviews and recognition from scholarly journals and consumer publications. Among the Press's major grant-funded projects are *The Library of Arabic Literature*, *the American Literatures Initiative*, *Early American Places*, *Connected Youth and Digital Futures*, and the forthcoming *A Comprehensive History of the Jews of the Soviet Union*. NYU Press provides distribution and marketing services for Monthly Review Press and New Village Press and is the co-publisher, with the JJC Foundation, of the 56-volume Clay Sanskrit Library.

The Next Dean

The Dean, a senior member of the faculty, is responsible for the leadership and administration of an organization consisting of 78 faculty librarians, 257 administrative and support staff, 75 FTE student employees, and an overall budget of \$78 million, some of which is obtained through fundraising.

Reporting to the NYU President and Provost, the Dean is a member of the President's Senior Leadership Team and works closely and collaboratively with Deans across the University to ensure that the Division's resources, programs, and services address the needs and aspirations of NYU's academic programs. The Dean oversees the development and stewardship of a collection of close to 6 million volumes, 1.5 million electronic books, more than 230,000 electronic serials, 45,000 linear feet of archives and manuscripts, and a vast array of other electronic and media resources. The libraries experience high usage: the Bobst Library alone averages 10,600 visitors each day during the academic year, and the Dean oversees and helps to ensure positive user experiences. The Dean also has oversight responsibility for the Director of the Abu Dhabi Library; the Director of the Shanghai Library; the Director of the Health Sciences Library; and the Director of the NYU Press. The Dean's leadership team includes assistant and associate deans with responsibility for Development; Budget and Planning; Human Resources; Collections and Research Services; User Services, Outreach, and Assessment; Library Information Technology; Media Services; Knowledge Access and Resource Management Services; Digital Library Technology Services; and the Chief Digital Officer.

Challenges and Opportunities

In addition to the strategic priorities outlined above, the next Dean will address the following needs facing the Libraries:

- **Finances:** The next Dean will manage a budget of nearly \$80M. The Dean will be charged with leveraging and extending the Libraries' financial resources for maximum value to the University. Building upon the success the Division has already had in the development arena, the Dean will also have the opportunity to secure additional resources to facilitate the mission, vision, and growth of the Libraries.
- **Strategic Visioning:** The Division is engaged in strategic planning as a guide for deploying both short- and long-term initiatives. The next Dean will advance the strategic vision for the future of the Division, including services and physical structures. The Dean will continue to enhance the focus on the user-experience and will oversee the renovation of the Libraries' physical spaces. This individual will also have the opportunity to continue the development of the Division's digital infrastructure and resources.
- **Internal Management and Relationship Building:** The Dean will have the ability to build upon the congenial environment found at NYU to continue to introduce and instruct faculty in the use of relevant data sets and digital tools that have been developed in recent years. The Dean will have the opportunity to foster enhanced communication between technology staff inside the Libraries as well as across campus. As the Division's services have expanded rapidly, the next Dean will also have the opportunity to streamline and develop more effective communication regarding the array of services offered to University constituencies. Inside the Libraries, the Dean will be able to nurture and foster the development of talented librarians and staff as well as continue the organizational culture of innovation, service, and collaboration. The Dean will ensure that the NYU Press thrives and advances scholarly communication.
- **External Collaborations:** Dovetailing with internal responsibilities, the Dean will also have the opportunity to increase collaboration and partnerships with valued institutions and resources throughout New York City and beyond. Additionally, the Dean will maintain and enhance NYU's stature within the library and scholarly publishing communities both nationally and internationally.

Qualifications and Personal Characteristics

The ideal candidate will demonstrate administrative accomplishments within a complex environment and possess deep experience in the library world, including:

- An understanding of a complex, global operation and of how to create common goals within such a structure;
- Expertise in strategic planning;
- Strong communication skills and a collaborative approach to leadership;
- Commitment to diversity and inclusion;
- Strong academic experience, including a research record and teaching experience, as would be consistent with achieving tenure;
- Innovative and entrepreneurial spirit in finding new solutions to existing and future problems;
- Knowledge of digital pedagogy and research and an understanding of how technology has and continues to transform the library and publication worlds;
- Capacity to successfully manage a large and complex budget;
- Excellent personnel management skills and deep experience with hiring and advancing an organization;
- Ability to serve as a partner with the Deans, Provost, and President on University-wide issues;

- Record of fundraising successes in a variety of contexts;
- Enthusiasm for engaging the research and learning needs of undergraduate students, graduate students, professional studies students, faculty, and community members with the work of the Libraries; and,
- Ability to play a leadership role in service to the profession nationally and internationally.

For more information, please visit <https://library.nyu.edu>. The anticipated start date for this position is July 1, 2018. Please send all nominations and applications, electronically and in confidence, to:

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