



## **Vice Provost for University Libraries, University Librarian**

The University of Wisconsin-Madison invites nominations and applications for the position of Vice Provost for University Libraries, University Librarian.

UW-Madison is a world-class land-grant public university and has an annual budget of about \$2.9 billion and a 936-acre campus. Founded in 1848, the University of Wisconsin-Madison is the flagship university of the University of Wisconsin System. It has a national and international reputation for educational excellence and cutting-edge research and is consistently among the most prolific research universities in the world. UW-Madison enrolls 43,000 students and has more than 20,000 employees, including about 2,200 faculty and 12,500 staff plus 12,000 student assistants/employees. We value our reputation for academic excellence and educational innovation, and have made a strong commitment to progress in areas of diversity and inclusion.

Madison, the state's capital city, has a population of over 252,000. Built on an isthmus and surrounded by lakes, Madison blends the city and campus, green spaces and urban areas, to create a place unlike anywhere else. Madison provides ample opportunities to browse art galleries, catch a performance, or take in sporting events. The extensive network of hiking trails and bike paths fan out across the city, providing a quick escape to Wisconsin's scenic landscapes. Madison also boasts truly global cuisine—including Ethiopian, Indonesian, Thai, and trusty Wisconsin classics. With a lively mix of cultural and outdoor activities and a bevy of culinary delights, it is no surprise that Forbes recently promoted Madison as the top-ranked most livable mid-sized city in America.

### **POSITION SUMMARY**

The Vice Provost works to increase the library's financial support from internal and external sources and leverages and aligns those resources to facilitate strategic priorities and needs, to transform the library's physical spaces to support evolving needs around teaching, learning and research; to develop staff skills and roles that align with the rapidly changing roles libraries play in supporting research and scholarship; to develop and enhance access to relevant, distinct and engaging content and collections; and to develop and engage in campus, regional, national and international partnerships to develop economies of scale that facilitate scholarship and better support the mission of the university and the library.

The University of Wisconsin-Madison, the flagship institution within the University of Wisconsin System, is a major land-grant research university committed to excellence in teaching, research and public service. The institution manages revenues of approximately \$3

billion, has a student body of approximately 43,000 and has more than 20,000 employees, including about 2,200 faculty and 12,500 staff, plus 5,000 graduate assistants and 7,000 student employees.

The UW-Madison is a member of the Big Ten Academic Alliance, and a founding member of the Center for Research Libraries, the Association of Research Libraries, and the HathiTrust Digital Repository, among many other prestigious higher education organizations. The University of Wisconsin-Madison Libraries comprise one of the largest public university library systems in the United States. UW-Madison Libraries is currently engaged in innovative facilities master planning work that will inform campus planning and decisions about future library spaces and services. Library services are currently decentralized and coordinated through the leadership of the General Library System, which provides technical infrastructure, support for collections and acquisitions, and coordination of campus library services with significant efforts underway to transform the library's physical spaces to support evolving needs around teaching, learning and research.

The General Library System presently administers sixteen libraries (Memorial, College, Steenbock, Business, Art, Astronomy, Chemistry, Engineering, Math, Physics, Geology, Geography, Social Work, Music, Social Science Reference Library, and UW Archives). The Special Collections of the UW-Madison Libraries feature one of the nation's leading collections for the history of science and medicine, including strong holdings for chemistry, science and religion, and optics and ophthalmology. The health sciences, law, and education libraries report to their respective deans. The Wisconsin Historical Society Library and Archives is an important campus partner providing the university and the State with access to one of the nation's finest North American history collections.

The General Library System has a budget of more than \$24.7 million with approximately \$11 million dedicated to collections. The overall campus libraries' collection budget is nearly \$13 million. The GLS involves approximately 220 full time employees and its physical collections are among the largest in the country with more than ten million volumes. The UW-Madison Libraries ranks in the top tier in resource sharing, interlibrary loan, article delivery services and in-library usage of library resources and facilities (with nearly 4 million visitors annually). For more information, see: [www.library.wisc.edu](http://www.library.wisc.edu)

The Libraries at the University of Wisconsin-Madison are dedicated to the practices of social justice, diversity, equality, and respect among their staff, students, collections, and services. They strive to overcome historical and divisive biases in society and embrace diverse points of view as assets to the fabric of their community. All positions will be called on to contribute to building this environment.

#### **PRINCIPAL DUTIES: ADMINISTRATION AND PLANNING**

- Provides clear vision and leadership for developing and implementing strategic plans to sustain and enhance the role of libraries in the intellectual life of the university and effectively communicates the vision to campus.

- Works with campus leadership, stakeholders, campus governance and GLS staff to create clear strategic plans and a vision for the implementation of those plans to address the rapidly changing environment for university libraries.
- Leads development and coordination of libraries campus-wide, and policy direction for collections, personnel, budget, public services, technical services, technology and data strategies, scholarly communications, facilities planning, organizational accountability, fiscal management, and advancing the application of information technology in a large library system.
- Seeks effective strategic campus partnerships to enhance support for teaching, research and learning.
- Administers and directs libraries within the General Library System including Memorial, College, Steenbock, Business, Astronomy, Math, Physics, Engineering, Geology, Geography, Social Work, and Social Science Reference. Additionally, the GLS Special Collections unit includes UW Archives, Art, Music and Memorial Library Special Collections.
- Leads the planning and implementation of change management initiatives and programs to ensure the continued growth, development and excellence of the General Library System.
- Facilitates the transformation of the library's physical spaces to support evolving needs around teaching, learning and research.
- Works closely with library staff and with academic departments to implement and to complete the consolidation of libraries on campus. This includes the concentration of print resources into fewer physical locations, the repurposing of library learning spaces and the reassignment of library staff.

#### **ADVANCEMENT, DEVELOPMENT, ADVOCACY AND COMMUNICATION**

- Works to increase the library's financial support from internal and external sources and leveraging and aligning those resources to facilitate strategic priorities and needs.
- Works closely with the Provost, University Communications and the Library's Head of Communications to effectively communicate the alignment of library goals and programs with the mission of the University.
- Works with the UW Foundation, the Friends of the UW-Madison Libraries, and the library's development director to develop and pursue philanthropic fundraising and planned giving opportunities. Has overall financial responsibility and spending authority for gifts and endowments on behalf of the Libraries.

## **SUPERVISION AND DIRECTION**

- Supervises three Associate University Librarians in Collections and Research Services, Technology and Data Services, and Public Services and an Associate Director for Administration that comprise the Vice Provost's Executive team.
- Provides feedback, guidance and direction for each member of the Executive team in each of their operational areas. Bi-weekly meetings with each AUL/AD are conducted.
- Chairs and directs the work of the GLS Executive team including areas such as hiring and promotion, budget and resource allocation, program and policy development, and communication and priority setting for the GLS.
- Works to develop staff skills and roles that align with the rapidly changing roles libraries play in supporting research and scholarship.

## **PROFESSIONAL DEVELOPMENT AND LEADERSHIP**

- Promotes and advocates diversity and inclusion in the Library's workforce and in its policies and practices.
- Develops and engages in campus, regional, national and international partnerships to develop economies of scale that facilitate scholarship and better support the mission of the university and library.
- Keeps abreast of developments in the organizational management and best practices in librarianship, and the administration of large academic research libraries, as well as developments in public services, development, collaborative projects, information technology including digital libraries, print and electronic collections, scholarly communications and open access publishing.
- Participates in committees, conferences and organizations concerned with librarianship and technology at campus, community, state, national and international levels.

## **DEGREE AND AREA OF SPECIALIZATION**

MLS from an ALA-accredited institution (or commensurate degree and experience) is required.

## **RELEVANT WORK EXPERIENCE**

Demonstrated significant experience at a research or university library, including substantial administrative experience in a supervisory role. Demonstrated experience in fundraising, advancement and donor development, as well as exceptional interpersonal communication and presentation skills. The candidate will also present a clear vision for developing and leading strategic plans to sustain and enhance the role of libraries in the intellectual life of the university.

Demonstrated record of organizational effectiveness, visionary leadership and innovation, fiscal management, advancing information technology in a library setting, and commitment to diversity and inclusion. Proven experience in managing programs, budgets and staff in a complex research library environment.

Skills in leadership, supervision and management, including the ability to coach, mentor, engage and support staff in creating a positive and inclusive workplace. Broad knowledge of leadership/supervisory/management theory and practice.

### **ADDITIONAL INFORMATION**

The libraries on the campus of UW-Madison reflect the breadth and comprehensiveness of the University's highly ranked schools, colleges, departments, centers, and institutes. The libraries are a highly valued partner in teaching, research and learning at the university.

The library values the depth of academic disciplines, requiring creative strategies to provide support for research and teaching.

The UW-Madison Libraries is one of the ten largest public university library systems in the United States. Library collections and services are decentralized and coordinated through the leadership of the General Library System (GLS), which provides technical infrastructure, support for acquisitions, and the integration of campus library services. The General Library System, with a budget of more than \$24.7 million and a collection budget of approximately \$11 million administers fifteen libraries including Memorial Library, the largest library in the State of Wisconsin, and other specialized and professional libraries. The overall campus libraries' collection budget is nearly \$13 million.

### **APPLICATION INSTRUCTIONS**

Applications and nominations should be received by **January 19, 2018** to ensure full consideration. A letter of application describing interest in the position and how professional experience has prepared the candidate for this position should be accompanied by a resume and the names, addresses, emails, and telephone numbers of five professional references. Candidates will be informed before references are contacted. The search and screen committee will evaluate candidates' qualification and select individuals for interviews.

Please submit inquiries, nominations and application materials to the attention of

Tom Fitch, Partner

Jim Sirianni, Principal

Ruth Shoemaker Wood, Partner

Storbeck/Pimentel & Associates

[UWMadisonLibrarian@storbecksearch.com](mailto:UWMadisonLibrarian@storbecksearch.com)

UW-Madison is an equal opportunity/affirmative action employer who promote excellence through diversity and encourage all qualified individuals to apply.