



# VCU

## Dean of Libraries and University Librarian Position Description



James Branch Cabell Library



Tompkins-McCaw Library for the Health Sciences

**Greenwood/Asher & Associates, Inc.**  
Executive Search, Consulting and Training

## The position

Virginia Commonwealth University invites nominations, expressions of intent and applications for an exceptional leader to serve as the dean of libraries and university librarian. The dean leads all aspects of library operations, teaching, collections, outreach, services, initiatives and fundraising. The dean will oversee strategic planning for the library system and ensure that VCU's libraries advance the success of students and faculty throughout the university.

## Education and qualifications

The ideal candidate will have experience as a leader in an academic research library environment, demonstrating understanding of the complexity of a large research university with a full spectrum of academic colleges and professional schools. The candidate should have a terminal degree; a degree in library or information sciences or a closely related field is desirable.

Successful candidates will have:

- Attained distinction in and can exhibit evidence of knowledge of forward-looking 21st-century academic research libraries
- Passion and skills for articulating the university libraries mission and its role in a research institution
- Evidence of creating and implementing a vision to advance academic and scholarly activities within the university and beyond
- Substantial administrative experience within a complex organization
- Evidence of promoting an environment of equity and inclusion
- Commitment to and aptitude for fundraising
- Effective interpersonal relationship skills with groups and individuals both internal and external to the library and university



Additionally, the successful candidate will have the following personal qualifications and characteristics:

- The highest professional and personal integrity
- Outstanding listening skills
- Strong commitment to equal opportunity, diversity and inclusion
- Ability to attract, develop, promote and retain world-class library faculty and staff
- Effectiveness in person-to-person and group communication with students, faculty, staff and others
- Willingness to be flexible in a rapidly changing library environment
- Inclination to keep composure under stressful situations and confidence in overseeing large-scale ongoing projects

- Demonstrated experience working in and fostering a diverse faculty, staff and student environment and commitment to do so as a member of the VCU community

VCU's commitment to diversity is one of the institution's distinguishing strengths. The student body is one of the most diverse in Virginia in race, ethnicity and socioeconomic status, and one of the four themes of VCU's 2018-25 strategic plan is "Diversity driving excellence." VCU Libraries is purposeful in its work to advance diversity and inclusion, and those goals are infused throughout VCU Libraries Strategic Framework 2020 (see below). The work of VCU Libraries staff in inclusion and diversity has gained national distinction. The dean of libraries and university librarian will be a leader in fostering a welcoming atmosphere and incorporating equity, diversity and inclusion throughout VCU Libraries, VCU, and the communities they serve.

## **VCU Libraries**

VCU's campuses and its libraries are located in the urban heart of Richmond, Virginia, about a mile apart. Libraries at VCU comprise the newly expanded and renovated James Branch Cabell Library on the Monroe Park Campus and, on the MCV Campus, the Tompkins-McCaw Library for the Health Sciences and the Health and Wellness Library. VCU also operates a library at its VCU School of the Arts (VCUarts)



campus in Doha, Qatar. Librarians in Doha are considered part of VCU Libraries faculty for faculty rank and promotion purposes, while VCUarts operates the academic programs in Doha. VCU's libraries employ 67 library faculty and 83 staff, with annual expenditures that exceed \$24 million, including collections expenditures that place VCU among the top 60 North American research libraries in library collections investments. VCU Libraries is a member of the Association of Research Libraries, the Association of Southeastern Research Libraries, SPARC, CNI, Center for Research Libraries, Library Publishing Coalition, National Digital Stewardship Alliance, HathiTrust, the Virtual Library of Virginia (a statewide networking consortium for shared access to electronic and print resources) and the National Network of Libraries of Medicine. Islandora, Digital Commons, Ex Libris cloud platforms, WordPress, ILLiad, Open Science Framework, ArchivesSpace and Omeka supplement the foundation of its system architecture to enhance access to its collections and services. The Cabell Library was a winner of the prestigious 2016 New Landmark Libraries Award, and VCU Libraries was recognized by the Association of College and Research Libraries with the 2018 ACRL Excellence in Academic Libraries Award, joining a highly distinguished list of past awardees. [For additional information download VCU Libraries' most recent year-in-review publication.](#)

## **Library mission and vision statement**

The VCU Libraries mission statement embraces active, comprehensive engagement with the university and its partners that advances the success of VCU: "The VCU Libraries transforms our communities by enriching scholarship, learning, creative endeavors and clinical care through inclusive and equitable teaching, collections and leadership." The mission statement forms the basis for VCU Libraries' Strategic framework 2020: Creating the 21st century research library at

VCU, available at <https://www.library.vcu.edu/about/strategy/>. The framework includes a foundational statement of VCU Libraries' core values:

As VCU Libraries employees, we place the VCU community and all it stands for at the forefront of everything we do. We affirm that a great university is built upon a great library, and we commit ourselves to:

- Engage our communities and evolve to meet their needs
- Promote, inspire and support intellectual curiosity and lifelong discovery
- Embrace diversity and inclusion to foster excellence
- Seek new technologies and methods for our communities to convey their discoveries to the world
- Protect unrestricted access to scholarly research, creative expression and ideas representing all points of view
- Foster the open exchange of ideas and celebrate the richness of an environment shaped by many voices
- Embrace creativity, agility and energy in all our work
- Value all staff as contributors to the success of the organization
- Adhere to the highest ethical standards, cultivate transparency and safeguard privacy
- Be accountable to each other and to our communities



## About the university

VCU is a major, urban public research university with national and international rankings in sponsored research. Located in downtown Richmond, VCU enrolls more than 31,000 students in more than 200 degree and certificate programs in the arts, sciences and humanities. Thirty-seven of the programs are unique in Virginia, many of them crossing the disciplines of VCU's 11 schools and three colleges. The VCU Health brand represents the health sciences schools of VCU, the VCU

Massey Cancer Center and the VCU Health System, which comprises VCU Medical Center (the only academic medical center and Level I trauma center in the region), Community Memorial Hospital, Children's Hospital of Richmond at VCU, MCV Physicians and Virginia Premier Health Plan. Today, VCU serves an integral role in the economic health of the city of Richmond and the region by educating the current and future workforce, advancing research and enhancing patient care. VCU, its health system and other related entities have cash and investments of approximately \$3.0 billion.



VCU is rooted in a rich history dating to the 1838 founding of the Medical College of Virginia, which now comprises one of the two downtown Richmond campuses. The Monroe Park Campus began as the Richmond School of Social Work and Public Health in 1917. The two schools merged in 1968 to become Virginia Commonwealth University, the most comprehensive urban university in

the state and one of the most successful research universities in the nation. VCU's third campus is located in Doha, Qatar, and is the pioneering cornerstone of Qatar's Education City, which now hosts several other branch campuses of prestigious universities — Weill Cornell Medical College, Texas A&M University, Georgetown University School of Foreign Service, Carnegie-Mellon University, Northwestern University, HEC Paris and University College London.

As an urban institution of higher learning, VCU and its partners have contributed immeasurably to the development of the fabric of the city of Richmond, which has transformed into a center of artistic and cultural growth, business development and social services. In consequence, the city and its leadership in business, industry and cultural affairs have given extraordinary support to the university's growth, complementing the support of the commonwealth. Richmond, the capital of Virginia, is a diverse cultural city, surrounded by historic neighborhoods, parks and the scenic James River.

For more information about VCU, visit [vcu.edu](http://vcu.edu). To review additional facts and information about tuition and enrollment, view the latest VCU Fact Card via <https://irids.vcu.edu/eaar/facts-and-figures/factcards/>.

## **University strategic plan – Quest 2025: Together We Transform**

Quest 2025: Together We Transform serves as the successor to the 2012-28 strategic plan, Quest for Distinction. Above all, the 2025 strategic plan strives to be:

- A plan for the VCU community, by the VCU community
- Flexible, strategic and realistic, encompassing the values the university has been sharing for years
- A way for units to define distinction for themselves — to identify, and make the most of, what makes them stand out from the crowd

VCU will pursue four overarching, integrated themes in support of its mission and vision and in its continued drive for distinction and impact:

- Transform the lives of VCU's distinctive and diverse students
- Achieve pre-eminence as a 21<sup>st</sup>-century public, urban research university
- Commit to inclusive excellence
- Create collective community change

[Read more about the Quest 2025 plan updates.](#)

## **2019-20 University budget**

In 2019, VCU's board of visitors approved a \$1.3 billion operating budget for the university. The budget prioritizes its commitment to access and excellence by including no increase to base tuition or to education and general mandatory fees for undergraduate students for the 2019-20 academic year. Additionally, the budget:

- Invests \$12.5 million in student financial aid and support. The Make It Real Campaign for VCU has created 298 new endowed scholarships and student support funds. Together, these funds will continue supporting students in performing at levels comparable to any university in Virginia, including four- and six-year graduation rates that now exceed the national average.
- Increases non-E&G mandatory fees by \$106 (\$53 per semester) which includes a student library fee. These fees fund career and counseling centers, student disability and services centers, health services, recreational sports and similar programs. Fees are not increased for student activities or for capital outlay, which covers facilities improvements.
- Increases non-mandatory fees, such as for housing and dining, to meet mandated costs for outside contracts. Notably, this includes increased pay for dining services workers. VCU is pleased to do the right thing for these workers while continuing to offer its students a dining plan that is the second-lowest priced of any Virginia university.
- Includes pool merit raises for faculty members, university and academic professionals and classified staff who meet the eligibility criteria as follows:
  - Four percent pool merit-based salary increase for faculty and university and academic professionals. This also includes raises for adjunct faculty. These merit increases are in addition to those earned this year.
  - Classified staff, who received no raise this year, will receive a 2.75 percent base salary increase with satisfactory performance. Those with at least three years of continuous service are also eligible for increases as part of a 2.25 percent performance-based merit pool.

[See the full budget as adopted by VCU's Board of Visitors.](#)

## **University mission**

As the premier urban, public research university in the state, Virginia Commonwealth University's mission is to advance knowledge and student success through its commitments to:

- An engaged, learner-centered environment that fosters inquiry, discovery and innovation in a global setting
- Research that expands the boundaries of new knowledge and creative expression and promotes translational applications to improve human health
- Interdisciplinary collaborations that bring new perspectives to complex problems and mobilize creative energies that advance innovation and solve global challenges
- Health care that strives to preserve and restore health for all people, to seek the cause and cure of diseases through groundbreaking research, and to educate those who serve humanity

- Diversity that provides a climate of inclusion, a dedication to addressing disparities wherever they exist and an opportunity to explore and create in an environment of trust
- Sustainable university-community partnerships that enhance the educational, economic and cultural vitality of the communities VCU serves in Virginia and around the world

## Vision

As a pre-eminent national public, urban university, and academic health center, VCU will be distinguished by its commitments to inclusion, access and excellence; innovative and transformative learning; impactful research; exceptional patient care; and beneficial community impact.

## Core values

- **Accountability:** Committing to the efficient and transparent stewardship of resources to achieve institutional excellence
- **Achievement:** Ensuring distinction in learning, research and scholarly pursuits, service, and patient care
- **Collaboration:** Fostering collegiality and cooperation to advance learning, entrepreneurship and inquiry
- **Freedom:** Striving for intellectual truth with responsibility and civility, respecting the dignity of all individuals
- **Innovation:** Cultivating discovery, creativity, originality, inventiveness and talent
- **Service:** Engaging in the application of learning and discovery to improve the human condition and support the public good at home and abroad
- **Diversity:** Ensuring a climate of trust, honesty and integrity where all people are valued and differences are recognized as an asset
- **Integrity:** Adhering to the highest standards of honesty, respect, and professional and scholarly ethics

## Accreditation

VCU is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, master's, doctoral and first-professional degrees. [Read more about VCU's accreditation.](#)

## About Richmond, Virginia

The metropolitan area offers minimal traffic congestion with less than a 25-minute commute on average. Richmond is centrally located with Atlantic beaches, Blue Ridge mountain ski slopes and hiking, and Washington D.C., all within a two-hour drive. The city of Richmond combines big-city amenities with southern charm and ease. The city is home to the Virginia Museum of Fine Arts, easy parking, restaurants that win raves from national media and some of the best street art in the entire country. [Read more about Richmond.](#)

## Nomination and application process

### Salary

The salary is competitive and commensurate with qualifications and experience.

### How to Apply

Greenwood/Asher & Associates, Inc. is assisting VCU in this search. For consideration, all applications must be submitted through VCU eJobs and Greenwood/Asher. Submission of application materials as PDF attachments is strongly encouraged. Initial screening of applications will begin immediately, and applications and nominations will be accepted until an appointment is made; however, the priority consideration date is **March 17, 2020**.

**VCU eJobs portal:** <https://www.vcujobs.com/postings/97438>

Confidential inquiries, nominations and application materials should be directed to:

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**Executive Search, Consulting and Training**

For more information on Virginia Commonwealth University, please visit <http://vcu.edu> and <https://www.vcu.edu/about-vcu/facts-and-rankings/>.

*Virginia Commonwealth University is an equal opportunity/affirmative action university providing access to education and employment without regard to race, color, religion, national or ethnic origin, age, sex (including pregnancy), political affiliation, veteran status, genetic information, sexual orientation, gender identity, gender expression or disability. Women, minorities, veterans and persons with disabilities are encouraged to apply.*