

SEARCH PROFILE:

DEAN OF THE LIBRARY



FRESNO  **STATE**®

Discovery. Diversity. Distinction.

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California State University, Fresno (Fresno State), one of 23 campuses in the California State University system (CSU), and one of the nation's largest, seeks a new Dean of Library Services. The successful candidate is expected to take office in July 2024 and will report to the Provost and Vice President for Academic Affairs, Dr. Xuanning Fu.

ABOUT FRESNO STATE

Fresno State, nestled in the center of California, serves as an anchor to the most prosperous agricultural Valley in the world and one of the most culturally diverse regions in the country. The university's roots date back to 1911 when the doors of the Fresno State Normal School opened to 150 hopeful students. Today, Fresno State serves about 24,000 students. It offers degrees in 72 bachelor's, 49 master's, and three doctoral subject areas and nine certificates of advanced study programs housed within its eight schools and colleges. Fresno State is a minority-serving institution with federal designation as a Hispanic-serving institution (HSI) and Asian American and Native American Pacific Islander-serving institution (AANAPISI), reflecting the ethnic and cultural diversity of Central California.

Deeply committed to the success of its students, Fresno State admits, enrolls, and graduates hard-working students from families of all income levels in more significant numbers than ever before. About 87% of Fresno State's students come from the surrounding San Joaquin Valley, and 65% are the first in their families to earn a college degree, changing the future trajectory of their families. It's a statistic virtually unparalleled among doctoral universities in the United States. While 80% of recent Fresno State graduates remain in the Valley to become the next generation of leaders, innovators, and critical thinkers in every industry, more than 235,000 alumni are transforming communities globally by serving every state in the nation and many countries worldwide.

In May 2021, the CSU Board of Trustees appointed Saúl Jiménez-Sandoval, Ph.D., to serve as the ninth president of California State University, Fresno. Dr. Jiménez-Sandoval has a deep history with Fresno State and an extensive history with the Central Valley, having grown up minutes from campus. First joining the university as a faculty member in 2000, he has more than two decades of service, including as professor of Spanish and Portuguese, coordinator of the Spanish Master of Arts degree, chair of the Department of Modern and Classical Languages and Literatures, dean of the College of Arts and Humanities, and provost before he was appointed president.

The university recently announced its ambitious, new Strategic Plan that outlines the comprehensive goals and strategies that will steer the university in "growing the Valley of Opportunity" over the next five years.

Service to the region is an integral part of Fresno State's mission, and learning by serving is at the core of the university's identity. Students, faculty, and staff have contributed over 1 million hours of volunteer service each year for 14 years, enriching the area and driving about \$40 million of economic impact

annually. The prestigious Carnegie Foundation for the Advancement of Teaching awarded the university its Community Engagement classification, acknowledging its extensive partnership with the region. Through transformational applied research, technical assistance, training, and other related public service activities, the university builds meaningful alliances and linkages with community benefit organizations, arts programs, businesses, education, industry, and government.

Fresno State offers diverse co-curricular opportunities to complement students' college experience, with more than 300 student organizations, including club sports teams, fraternities, and sororities. In addition, Fresno State competes at the highest level of NCAA Division I athletics as a member of the Mountain West Conference. The university sponsors six men's and 11 women's sports at the varsity level. Over the years, Fresno State's teams and individuals have won numerous national championships, over 215 team conference championships, and more than 345 individual conference championships, and produced over 350 All-Americans, Olympians, and community leaders – with athletic and academic excellence representing the Pride of the Valley around the world.

For more information about Fresno State, visit <http://fresnostate.edu/>

QUICK FACTS

Total Student Enrollment: 23,929

- Undergraduate: 89%
- Graduate: 8%
- Postbaccalaureate: 3%

Female: 60%

Male: 40%

African American: 3%

American Indian: less than 1%

Asian: 12%

Hispanic: 57%

Pacific Islander: less than 1%

White: 17%

Other/Unknown: 6%

International Students: 2.6%

Average Undergraduate Age: 22

Average Graduate and Post Baccalaureate Age: 29

First-generation Undergraduates: 65%

Pell Grant Eligible Undergraduates: 57%

Full-time Enrollment: 81%

Part-time Enrollment: 19%

Faculty: 1,531

Staff: 783

First-Year Retention Rate

- First-time, full-time freshman: 76%
- New, full-time transfers: 90%

Graduation Rates

- 4-year: 28%
- 5-year: 47%
- 6-year: 56%

POINTS OF PRIDE

Fresno State ranked No. 26 in Washington Monthly's 2023 National University Rankings of colleges and universities that best serve the country in social mobility, research, and public service. This marked the eighth straight year Fresno State was the highest-ranked CSU campus.

Fresno State is among the nation's best colleges regarding quality, affordability, and outcomes, receiving a 4.5-star rating on a 5-star scale in Money magazine's new 2023 Best Colleges list.

Fresno State has won five national awards from the American Association of State Colleges and

Universities: International Education (2015), Leadership Development and Diversity (2014), the Christa McAuliffe Excellence in Teacher Education (2014), Student Success and College Completion (2017), and Civic Learning and Community Engagement (2019).

As a testament to Fresno State's outstanding commitment to diversity and inclusion, the university was awarded the 2022 Higher Education Excellence in Diversity Award by INSIGHT Into Diversity magazine, one of the oldest and largest diversity-focused publications in higher education, for the ninth year.

LOCATION

Boasting about 300 days of sunshine a year, Fresno is the fifth largest city in California and the ninth most diverse city in the United States, with a multi-ethnic population of over 544,000. Fresno County, located in the heart of San Joaquin Valley in Central California, has a population of about 1 million, with the larger Valley's population estimated at 4.3 million. The surrounding area offers breathtaking natural scenery, including the San Joaquin River and Shaver and Huntington lakes within the Sierra Nevada mountains; vast agricultural bounty with nearly 8.9 million acres of the world's most productive farmland; fresh farm-to-table experiences and dining cuisine from around the world; a vibrant arts scene alive with the creative talent of local artists who showcase an array of art forms and styles of expressions; and the amenities of a large city as well as the charms of nearby small towns. The Fresno region represents 1% of farmland in the US and produces 25% of all agricultural products.

Fresno sits within about an hour's drive of three national parks – Yosemite, Sequoia, and Kings Canyon – and is within easy driving distance of San Francisco, Los Angeles, the Monterey Peninsula, and Lake Tahoe. Beaches, sailing, lakes, camping, fishing, hiking, and ski resorts are nearby. And unlike other major metropolitan areas within California, Fresno and the Valley offer some of the most affordable housing markets in the state.





THE FRESNO STATE LIBRARY

The Fresno State Library is the largest academic library between Los Angeles and San Francisco. It serves as the intellectual hub of Fresno State, where discovery, inquiry, and learning are encouraged in order to empower and inspire the University's 24,000 students. The Library provides forward-thinking services, including technology lending to faculty, staff, and students, a growing digital repository, integrated information literacy instruction, and student-centered campus partnerships supporting student success.

The Library's 340,000 square foot, state-of-the-art building was completed in 2009. The building's award-winning design purposefully recalls the forms used in the basket-weaving of the region's Native American peoples, for whom baskets are symbolic containers of knowledge. The basket metaphor extends throughout the interior design of the Library.

Today, the Library continues to evolve to serve the university's diverse student body and faculty. The Library is currently undergoing a transformation into the university's collaboration hub to meet the technological, research, and community needs of students and to prepare them for an evolving workforce. Phase one of the hub is complete with video and extended reality (XR) studios. The Library has also recently upgraded its media labs and is preparing a five-year technology plan to ensure they provide the most up-to-date resources for students and faculty. Recent collaborations with Fresno State's Office of IDEAS, University Technology Services, the College of Health and Human Services, and local cultural organizations have resulted in new databases, cultural archives, and mobile technology for students. Through these impactful projects the Library fosters innovation and exploration across disciplines and provides access to emerging technologies while enriching the Central Valley with the knowledge and resources for a better future.

The Library also hosts numerous exhibitions and events to inspire and connect with the campus and community. Library personnel includes 19 library faculty, 34 support staff, and 29 full-time equivalent student assistants, all working to create an inclusive center for campus intellectual life.

The Library's collections are some of the most thorough in the CSU system and include over a million print volumes, as well as hundreds of thousands of electronic resources. The Library's special collections include:

- The Arne Nixon Center for the Study of Children's Literature, one of the nation's largest and most significant research centers for the study of children's literature with more than 70,000 books, including the world's largest collection of English-language LGBTQ books for young people.
- The Teacher Resource Center, which provides access to a diverse collection of books and materials for students and local teachers to support effective and engaging K-12 instruction.
- The Music and Media Library, one of the largest of its kind in the West Coast, and founded in 1932, when Fresno State became the first school among California colleges to collect sound recordings.
- The Special Collections Research Center, which houses the finest collection of rare books and local history in Central California.
- The Map and Aerial Photography Collection, which includes over 150,000 maps, with a focus on California and the Central Valley, as well as a unique collection of aerial photographs that date back to 1937.

MISSION STATEMENT

The Fresno State Library supports the University mission of education, research and service. To this end, the Library selects, develops, manages and provides access to information resources; promotes the critical use of information for learning and research; and presents cultural and scholarly programming that serves the campus, region and beyond.

The Library collaborates with the campus community on Diversity, Equity, Inclusion, Access, and Justice (DEIAJ) programming, training and leadership. The Diversity Lounge, a physical space in the Library, features exhibits, provides periodicals in multiple languages, and promotes the Library's collections and resources.



ROLE OF THE DEAN

The Dean of the Library reports directly to the Provost and Vice President for Academic Affairs and serves as a member of the Deans' Council. The Dean leads all aspects of library-wide planning, budgeting, personnel planning and management, operations, communications, and policy development, and works closely with faculty, staff, and unit leads. The position works with the Associate Dean of the Library in implementing the vision, strategic plan, and strategic goals of the library, and provides leadership and management to ensure accountability, effective services, and library operations.

The Dean provides vision and leadership for an evolving, comprehensive program of library services that integrates tools and practices for effective inquiry, creation, sharing, and use of scholarly and professional resources with the curricular and research activities of Fresno State faculty and students, while supporting diverse disciplines and professional practices, and internal and external community engagement. This position places the Dean as a member within a constellation of library-and university-wide groups, task forces, and project teams as appropriate and is expected to work comfortably and with a high degree of expertise in a shared decision-making environment.

As a leader, the Dean will foster an environment of strategic and well-informed data-driven innovation. This position is responsible for library-wide planning, policy making and works with other library leaders to implement the library's strategic plan. Strong management skills and the ability to create positive relationships will be essential for success in this role.

THE IDEAL CANDIDATE

Fresno State seeks a **collaborative leader** with a proven managerial record highlighted by a history of shared governance, participative management, and effective human resource practices. The ideal candidate will also be able to navigate a unionized environment with multiple collective bargaining units, and possess a demonstrated understanding of faculty governance. They should also have a record of fostering a transparent, inclusive, consultative, and accountable leadership atmosphere.

The ideal candidate will have **proven academic library management experience**. More specifically, they will have experience working with diverse library units and possess a deep understanding of the functional areas of an academic library including (but not limited to) public services, technology, technical services, and collections. They should be

ROLE OF THE DEAN (CONT.)

adept at innovatively restructuring libraries to align with contemporary academic norms and possess a visionary approach to library strategy. They should also have strong budgetary and successful fundraising experience.

The ideal candidate should be a steadfast **advocate for libraries** and librarians and possess the ability to ensure that the necessary resources are secured to support the Library's contributions to the university mission. Strong interpersonal skills, marked by empathy and emotional intelligence, are essential for effectively advocating for the Library and resonating with the diverse campus community. The ideal candidate should excel in verbal and written communication, with experience serving as an internal and external representative of a library, including media engagement. The ideal candidate should have a history of fostering cross-campus and external partnerships, coupled with a strong commitment to community engagement.

The ideal candidate should possess a deep **understanding of the role of academic libraries** in teaching, learning, research, and student success. Additionally, they should have an appreciation for libraries' contributions to Minority Serving Institutions, including HSI and AANAPISI. The ideal candidate will



also have made demonstrated contributions to the scholarly discourse on libraries.

The ideal candidate should have a robust history of **commitment to diversity, equity, inclusion, access, and justice** (DEIAJ) initiatives, demonstrating an ability to appreciate, support, and further develop ongoing and new DEIAJ efforts within the Library. They must be dedicated to fostering a fair and equitable environment, ensuring both staff and faculty receive impartial treatment.

LEADERSHIP OPPORTUNITIES

UNITY OF PURPOSE

The next Dean of the Library will have the opportunity to lead the faculty and staff toward a united purpose. The Dean will set an example of consultative and transparent leadership and communication, with deep respect for shared governance, and an understanding of a unionized environment.

VISION

The next Dean will have the opportunity to help facilitate the Library's collective articulation of a vision for its future. This may include a comprehensive review of the Library's current operational structure and conversation with the faculty and staff of the Library to understand the strengths and challenges that it faces. It should also include close dialogue with other stakeholders including the academic deans, the Library's advisory committee, the university's Library Subcommittee, important community members, and K-12 educators. The visioning process should also bring the Library's strategic plan into alignment with the university's strategic plan.

ENGAGEMENT

The next Dean will have the opportunity to engage the stakeholders across the broader campus as partners with the Library. They will liaise with other leaders in order to facilitate the connection between the Library and individual faculty, staff and students across the university. The Dean will also serve as the external representative of the Library in its engagement with the other libraries of the CSU system, and with the wider Fresno community.

MATERIALS

The next Dean will have the opportunity to facilitate a continual review and improvement of the Library's materials. This will include the digitization of unique and local materials, as well as the prudent allocation of resources given shifting subscription fees. The next Dean will also work to generate additional resources to support ongoing collections development.

QUALIFICATIONS

REQUIRED

Master's degree in library science, information science or equivalent from an ALA-accredited program.

Minimum of five years of management experience in a library and working in library administration.

PREFERRED KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge

- Thorough knowledge of current and emerging trends in the library and information sciences field.
- Demonstrated knowledge and skills in academic management and organization, as well as academic budgets.
- Knowledge of and ongoing involvement with professional associations and consortia.
- Broad knowledge, understanding, and skills with relevant information technology.
- Knowledge of the principles and practices of effective leadership, motivation, and performance evaluation.

Skill/Ability

- Strong management, problem-solving and conflict-resolution skills.
- Strong analytical, entrepreneurial, and proactive skills.
- Exceptional interpersonal and communication skills with the ability to foster collaborative and productive relationships.
- Strong leadership and decision-making skills with a commitment to excellent customer service and positive user experiences.

- A history of effective, inclusive administrative management and financial and budgetary sophistication.
- Ability to lead organizational change, inspire innovation, and delegate responsibility appropriately.
- Ability to ensure confidentiality around sensitive issues.
- Ability to lead in a shared decision-making environment.
- Demonstrated commitment to diversity, equity, inclusion, accessibility, justice, and belonging and working with underserved student populations and first-generation students and implementing the diversity action plan as outlined in the Library's strategic plan.
- Demonstrated commitment to shared governance.
- Proven commitment to nurturing professional development and growth of faculty and staff.
- Collaborate willingly with others to help advance the goals of the Library and university. Show courtesy and respect towards others.
- Ability to facilitate group participation, consensus building, and foster employee development through coaching, counseling, and training.
- Successful experience working with faculty and staff in a collective bargaining agreement/union environment.
- Significant experience managing academic personnel.
- Evidence of successful internal and external communication and outreach.
- Successful record of fundraising and developing positive external partnerships.
- Experience with creating spaces for collaboration and success.





APPLICATIONS, INQUIRIES, AND NOMINATIONS

Academic Search is assisting California State University, Fresno with this process. Prospective candidates may arrange a confidential discussion by contacting Dr. Eric Richtmyer at eric.richtmyer@academicsearch.org or 202-332-4049. Nominations may also be submitted directly to Dr. Richtmyer. Please include the nominee's full name, position, institution, and email address.

This position is open until filled, but only applications received by **Sunday, March 10, 2024**, can be assured full consideration. The expected salary is \$170,000 - \$196,000.

Interested applicants must apply through California State University, Fresno. To do so, please visit <https://careers.fresnostate.edu/en-us/job/527957/dean-of-the-library> to complete the employment application, including attaching 1) a cover letter that addresses the responsibilities and requirements described in this position prospectus, 2) a curriculum vitae, and 3) a list of three professional references. References will not be contacted without the explicit permission of the candidate.

California State University, Fresno is committed to maintaining and implementing employment policies and procedures in compliance with applicable state and federal equal employment opportunity laws and regulations. Executive Order 883 prohibits discrimination and Executive Order 927 prohibits harassment, on the basis of a protected status: race, color, religion, national origin, ancestry, age, sex

(including gender identity), sexual orientation, marital status, pregnancy, mental disability, physical disability, medical condition and covered veteran status.

Fresno State's commitment to diversity informs our efforts in recruitment, hiring, and retention. We are proud to be an affirmative action and equal opportunity employer.

Following a conditional offer of employment, a background check (including a criminal records check) must be completed satisfactorily before any candidate may start work with California State University, Fresno. Failure to satisfactorily complete the background check may result in the withdrawal of the offer of employment. Current employees who are offered positions on campus will be required to undergo a background check for any position where

a background check is required by law or that Fresno State has identified as sensitive. The person holding this position is considered a "mandated reporter" under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment. This position may be a "designated position" under the California State University's Conflict of Interest Code. This will require the filing of a Statement of Economic Interest on an annual basis and the completion of training within six (6) months of assuming office and every two (2) years thereafter. Fresno State is a tobacco-free, smoke-free and vapor-free campus.

ABOUT ACADEMIC SEARCH

Academic Search is assisting California State University, Fresno in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.



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