

# SEARCH PROSPECTUS:

Dean of the John Spoor Broome Library



Channel Islands

CALIFORNIA STATE UNIVERSITY

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California State University Channel Islands (CSUCI) invites confidential inquiries, nominations, and applications for the position of Dean of the John Spoor Broome Library.

The Dean, a member of the Provost's Council, reports to [Provost Geoffrey Chase](#), who assumed office in July 2017. The search is open and international in its outreach.

## THE UNIVERSITY AND ITS MISSION

Founded in 2002, [California State University Channel Islands \(CSUCI\)](#) is the newest campus in the 23-campus California State University system, the largest public university system in the U.S. The University is located halfway between Santa Barbara and Los Angeles and is 10 minutes from the Pacific Ocean. The mission of the CSU includes preparing significant numbers of educated, responsible people to contribute to California's economy, culture, and future. The original buildings on the CSUCI campus date from 1934 and President Franklin D. Roosevelt's New Deal. The campus itself represents a forty-year effort to bring a four-year public university to the region to serve its residents.

The current student body is 50% Hispanic, 49% Pell Recipients, and 59% first-generation college students. Over half of the undergraduates are transfers from community

colleges. Graduate and credential programs are designed to meet the needs of working adults. In short, the CSUCI student body reflects the people of the region and of California.

### MISSION STATEMENT

Placing students at the center of the educational experience, California State University Channel Islands provides undergraduate and graduate education that facilitates learning within and across disciplines through integrative approaches, emphasizes experiential and service learning, and graduates students with multicultural and international perspectives.



## ACADEMICS

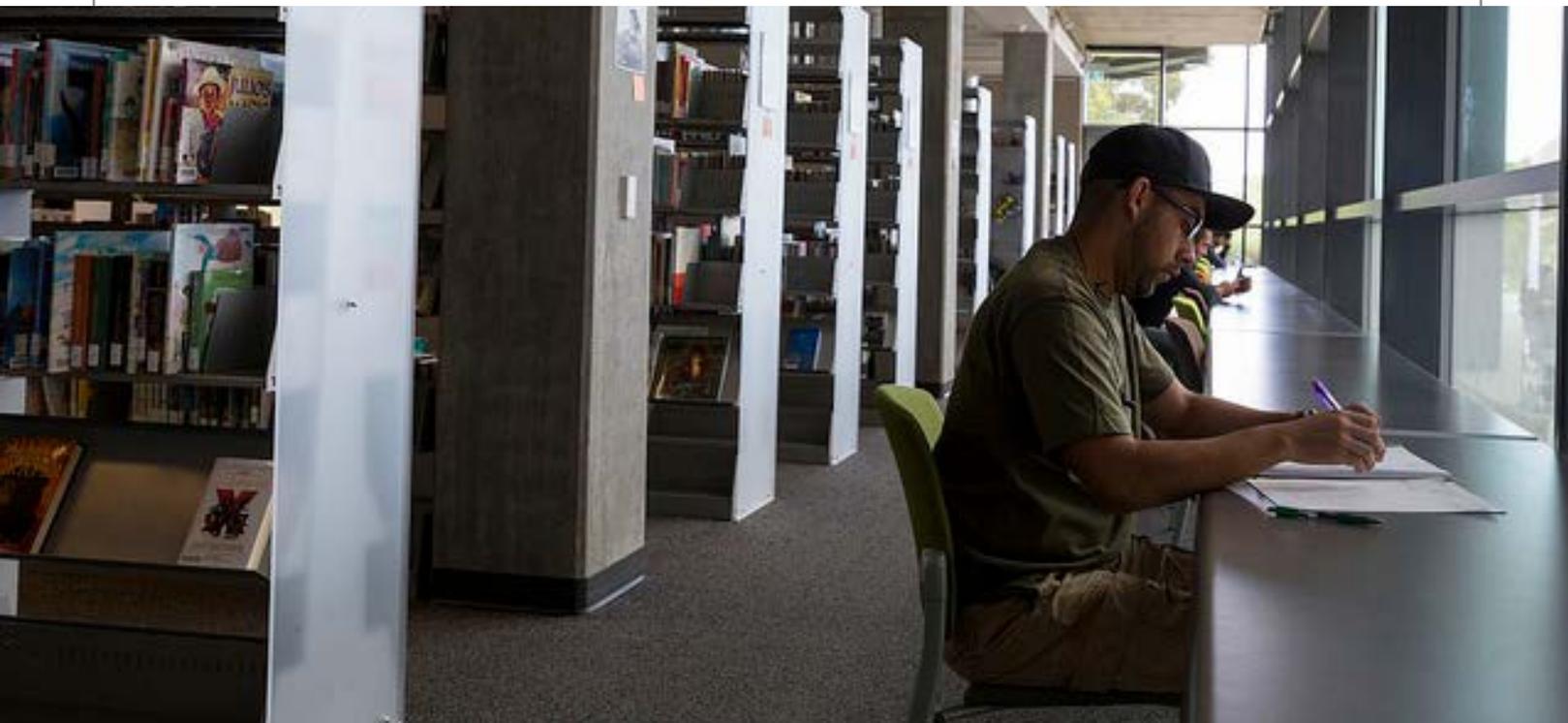
California State University Channel Islands graduated its largest class yet in Spring 2018. Overall, CSUCI now enrolls more than 7,000 students, including nearly 300 graduate and post-baccalaureate students, at its main campus and three satellite campuses. CSUCI offers 27 undergraduate majors, 7 graduate degrees, a joint doctorate in educational leadership, and a variety of certificate and teaching credential programs ([information on all programs](#)). The Division of Academic Affairs includes:

- [Arts and Sciences](#) includes undergraduate majors and minors in 20 disciplines across the arts, humanities, sciences, and social sciences. The interdisciplinary nature of A&S programs uniquely prepares students to make significant contributions in the 21st century. The School is dedicated to providing undergraduate students research experiences and opportunities to engage in community service and experiential learning. CI offers a wide variety of excellent programs and classes as well as a number of exciting international learning experiences.
- [The School of Education](#) builds on the foundations of the undergraduate Liberal Studies option in Teaching and Learning, the undergraduate Early Childhood Studies program, and academic majors in biology, English, mathematics, history, and social studies, and extends to the Masters of Arts in Education. The School's programs contribute to the education profession by producing teachers and school administrators who believe that all students have the ability to achieve high standards, who adapt their teaching to reach all students, and who respect the diversity of all students. These graduates are reflective about their teaching, their attitudes, and their ability to work in collaborative analytical teams.
- [The Martin V. School of Business and Economics](#) has a liberal arts and

interdisciplinary focus. It is built on the five Cs: critical thinking, collaboration, communication, conduct, and competencies. Students learn the fundamental principles of accounting, economics, finance, information systems, management, and marketing as applied in a variety of organizational settings. A distinguishing aspect of the Business and Economics Program is the requirement to take courses developed in conjunction with disciplines outside the traditional business curriculum.

- [Extended University](#) responds to important needs in the community for continuing access to higher education and provides overall support for the University's commitment to lifelong learning. Extended University serves individuals throughout their career life cycles, especially as working professionals and busy adults, with job skills training, career upgrades, professional certifications, and accelerated courses of study in accessible formats at convenient times and locations. The Osher Lifelong Learning Institute, a hallmark program for mature learners, has enriched the intellectual life of the community since its inception in 2004.

At the present, CSUCI is poised to continue to grow in size and renown, while maintaining one of the most thoroughly student-focused learning environments in public higher education. CSUCI embeds its mission in faculty-led and directed [Mission Centers](#): the Center for Community Engagement, the Center for International Affairs, and the Center for Multicultural Engagement. Other institutes reflecting partnerships with the community, an entrepreneurial spirit, and a penchant for innovative learning environments include the California Institute for Social Business, the Henry L. "Hank" Lacayo Institute for Workforce and Community Studies, and the Entrepreneurship & Small Business Institute.



## ACADEMICS (cont.)

CSUCI prides itself on a pattern of identifying student and community needs, finding resources, and building programs to address those needs: indeed, this is the pattern begun during the 40-year effort to bring a public four-year university to the region. Two initiatives illustrating this pattern are outlined below:

- CSUCI continues to investigate and address issues affecting retention and academic success. This has led to garnering resources, primarily through grant-writing, to develop interventions. For instance, First Year Experience (FYE) integrates multiple high-impact practices: thematic critical thinking First Year Seminars taught in Learning Communities with writing-intensive English composition classes, supported by embedded peer mentors who facilitate small co-curricular Dolphin Interest Groups (DIGs) aimed at facilitating the transition to university life.
- [Student research](#): Faculty have engaged undergraduate students in research activities since the first years of the university, marked by the success of

CSUCI teams in the CSU Student Research Competition. In 2008 the first Student Research Symposium was celebrated; this grew into CSUCI's annual [Sage Student Research Conference](#): the 10th annual conference in 2018 featured research presentations by 450 students who had been guided by 50 faculty mentors. CSUCI is now known for fostering research opportunities for undergraduate as well as graduate students. For instance, a unique partnership between the National Park Service and the University is seen in the [CSUCI Santa Rosa Island Research Station](#), providing students, faculty, researchers, and the local community with resources and opportunities to engage in natural and cultural resource-based research and education.

CSUCI's pattern of identifying need, securing resources, and building programs is further exemplified by the University's embrace of CSUCI's Hispanic-Serving Institution designation, first achieved in 2010.



## STUDENT-CENTERED LEARNING AND STUDENT ACTIVITIES

CSUCI is a student-centered university, committed to academic excellence, civic engagement, environmental responsibility, and leadership. The student to faculty ratio is 21:1 with 162 Tenure Track faculty and 311 lecturers. With a singular commitment to student success, CSUCI strives for innovative practices and excellence within the disciplines and welcomes students as active partners in a distinctive education experience. CSUCI seeks students who enjoy a campus environment where their voices and beliefs are embraced, valued, and respected. Students are educated to think critically, work in teams, and tackle problems in their community and the real world using interdisciplinary approaches.

Students are embedded in the classroom as peer mentors in a variety of contexts. They conduct meaningful discussion, research, and exploration, and work closely with expert lecturers and tenure-track faculty to make a difference. CSUCI aims to graduate students possessing an education of sufficient breadth and depth to appreciate and interpret the natural, social, and aesthetic worlds, and to address the highly complex issues facing societies.

To learn more about why students choose to enroll at CSUCI, visit [www.csuci.edu/about/get-to-know-ci/whyici.htm](http://www.csuci.edu/about/get-to-know-ci/whyici.htm).

## DISTINCTIVE ASPECTS OF CSU CHANNEL ISLANDS

As the youngest campus in the CSU system, CSUCI has the unique responsibility of creatively fostering the growth in campus facilities needed to reach a target student body size of 15,000. The campus leadership has embraced a model of public-private partnerships: a recent example is the sale of the University Glen apartments and Town Center to a global real estate investment company. Another reflection of the long-standing community desire for and support of a public university is the engagement of the civic and business community. [University Advancement](#) and others cultivate relationships with those interested in supporting the University in a variety of ways, as demonstrated by the membership of individuals on the CSUCI Foundation Board. Some distinctions not mentioned earlier in this profile include the following.

- The University:
  - » Placed on the President's Higher Education Community Service Honor Roll for six years.
  - » Ranked by the nonprofit *Washington Monthly* as the "Best Bang for the Buck – West" in 2018, which recognizes colleges and universities that help non-wealthy students attain marketable degrees at affordable prices.
  - » Ranked among Top 25 Public Schools Regional Universities West by *U.S. News & World Report* in 2018.
  - » Recognized as a Tree Campus USA for a sixth time in 2018.
  - » Ranked CSUCI's Nursing Program 12th best in the state by RegisteredNursing.Org and 18th in the category of Top 25 Public Regional Universities (West) by *US News & World Report* in 2018.
  - » Ranked 9th safest campus in the country by CollegeStats.org.
  - » Named a "Military Friendly School" by *G.I. Jobs* magazine three times.
- » Created two "Z-Majors," which are majors that use quality, free, and readily available educational resources, thus eliminating the costs of textbooks associated with their majors. CSUCI is the first in the CSU System to develop undergraduate "Z-Majors."
- » Generated a total of \$296.8 million in economic output for the County and \$517.2 million in California for 2016 (most recent data).
- » Re-accredited in 2015 by the Western Association of Schools and Colleges through 2024.
- Faculty and students:
  - » Collaborative faculty-student research projects consistently win awards at both the state and national levels.
  - » Students repeatedly dominate the top awards at the CSU Media Arts Festival.
  - » Faculty have been recognized with national awards for college-level teaching, authorship, and service to their disciplines.
  - » Faculty are active in grant-writing: representative grants awarded include several HSI grants and multiple NSF Noyce, CAREER, Climate Change, and REU grants as well as grants awarded by foundations and regional entities.
  - » Students have won Goldwater Awards, REU placements, admission to prestigious graduate programs, and employment with desirable companies.
  - » Students contributed over 40,000 hours to the community through research and other [service](#) in 2017–2018, representing an economic benefit of more than \$1,200,000 to the community.

## THE CAMPUS AND THE REGION

CSU Channel Islands is located in Ventura County, midway between Los Angeles and Santa Barbara on the Southern California coast. The campus sits on the eastern edge of the Oxnard Plain, nestled in the western hills of the Santa Monica Mountains – 10 miles from the Pacific Ocean – a vibrant area at the interface of urban, agricultural, and coastal California.

The main campus is a unique historical site. The original Spanish mission-style buildings date from 1934 and President Franklin D. Roosevelt's New Deal. When classes began in 2002, the campus was a 634-acre facility, with one- to two-story buildings organized around two primary quads. CSUCI saw remarkable physical growth during its first decade, doubling in size to over 1,200 acres and completing more than \$233 million in building and renovation projects.

University Glen, an adjacent housing community on the east end of campus, offers apartments, town homes, and single-family residences available for rental or purchase. Many University administrators, faculty, and staff make the University Glen their home. The [University Glen Town Center](#), also located in the Glen, houses over 100 juniors, seniors, and

graduate students in studio, one-bedroom, and two-bedroom apartments, and is home to the University bookstore and various eateries.

For a virtual tour of campus, visit [www.youvisit.com/csuci](http://www.youvisit.com/csuci).

CSU Channel Islands' location provides a plethora of educational and recreational opportunities. From the main campus in Camarillo, an hour's travel by car or train brings one to the dynamic global city of Los Angeles, with its world-class museums, restaurants, performing arts offerings, and diverse communities. Santa Barbara lies less than an hour in the opposite direction. CSUCI itself is ten minutes from downtown Camarillo. The University is set on rich agricultural land surrounded by lemon groves and strawberry and raspberry fields. Nearby features include biotech and other technology-oriented companies, a thriving arts scene, a military base, a working harbor, extensive agriculture, and world-class coastal and mountain recreation. The University has developed long-term relationships comprising everything from joint research projects to community-based service learning opportunities with several sectors of the region.

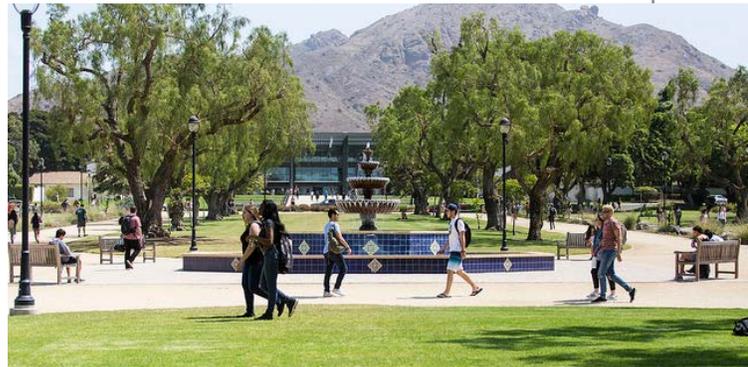


## THE JOHN SPOOR BROOME LIBRARY

[The John Spoor Broome Library](#) enhances the CI mission of interdisciplinary, international, multicultural, and service learning through active collaboration with students, faculty, and staff to plan, implement, promote, and access the use of collections and services and support student learning via its robust information literacy program.

The library is housed in an architecturally stunning building designed by the world-famous British architect Lord Norman Foster. The library merges the campus mission architecture with a modern glass structure, combining both styles into a student-centered digital teaching library. The library's mission is to enhance CSUCI's mission through active collaboration with students, faculty, and staff in developing collections, services, information, and computer literacy skills.

The library gives students access to a robust collection of 235,000 bound and digital books, over 20,000 electronic journals and newspapers, numerous databases, a comprehensive digital image collection, DVDs/VHSes, CDs, best sellers, and children's books and K-8 curriculum materials. In addition, the library houses a number of interesting archival and special collections that can be used for original research. The Robert J. Lagomarsino Collection contains papers, photographs, furniture, and memorabilia relating to Lagomarsino's years of political service as a California Senate member from 1961–1974 and as a United States Congressman from 1974–1992. Other archival and special collections include the University Archives, Jack O'Connell, Camarillo State Hospital, Elmer "Gene" Lore, Sr. Collection, Irene and Jorge Garcia Chicano Studies Collection, Jean M. Harris Papers, and Bottle Village.



The library provides students with opportunities to engage and create. The building is also home to the [Writing & Multiliteracy Center \(WMC\)](#), which provides students, faculty, and staff with a range of free support services and programs that help them address contemporary challenges of creatively thinking about, reading, and composing in written, oral, visual, multimodal, and digital forms of communication. The building provides spaces for inquiry and study for both individuals and small groups. There are 130 hardwired computers with additional laptop computers available for check out. The library also circulates digital cameras, digital video cameras, flip video cameras, digital tape recorders, and projection units. Each year the library sponsors a number of events including the Children's Reading Celebrations and Young Authors Fair, Artwalk, and the library's traditional 24-hour final exam schedule where snacks and beverages are served at midnight.

The library offers classes and services that help students develop life-long information and computer skills. Librarians collaborate with faculty in all disciplines to provide information literacy sessions, resource specific instruction, reference service, and instruction on digital equipment. The entire library staff works to ensure that the John Spoor Broome Library is a helpful, comfortable, and welcoming place.

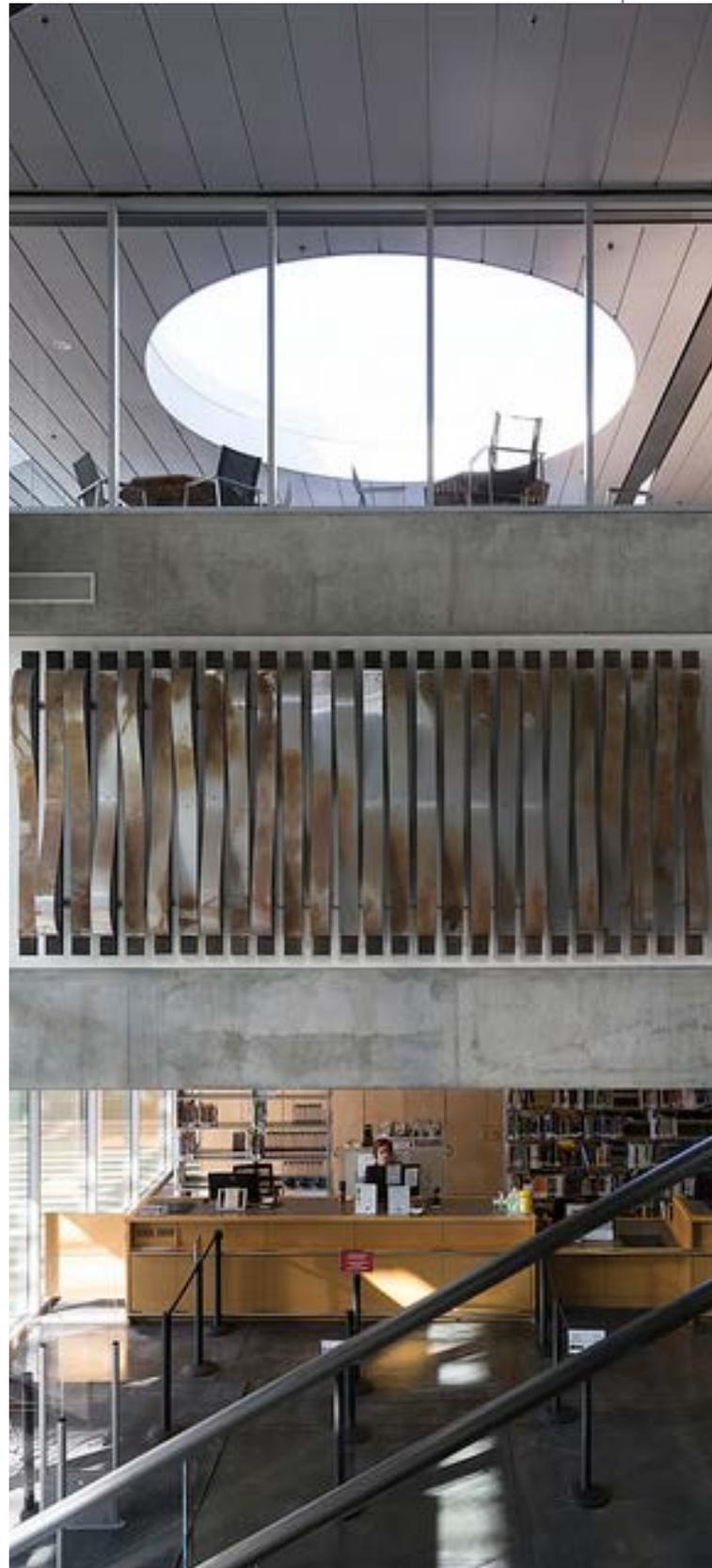
## DEAN OF THE JOHN SPOOR BROOME LIBRARY

The Dean of the John Spoor Broome Library provides vision and leadership to fulfill the mission and the vision of the Library and the University by planning, implementing, and promoting the use of collections and services, and by supporting student learning via the Library's robust information literacy program. Under the supervision of the Provost, the Dean of the Library provides administrative and financial management of resources and advocates for the John Spoor Broome Library and its centers and resources.

The Dean has supervisory responsibility for 11 faculty positions and 12 staff in the Library, as well as 2 faculty and 1 staff in the Writing & Multiliteracy Center (WMC). In collaboration with these colleagues, the Dean oversees the development and implementation of library policies and procedures and the management of the Library's approximately \$2.2 million budget. The Dean collaborates with the various curricular and co-curricular schools and programs, leads program planning and new initiatives, and promotes the Library locally, regionally, and nationally.

The Broome Library has embarked on an ambitious course to expand its services: the Library is growing an impactful information literacy program, digital library services, and student engagement. Additionally, the Writing & Multiliteracy Center within the Library provides tutoring on-site, online, and through embedded programs, a range of workshops, and faculty consultations on curricular design.

The Broome Library seeks a dynamic leader to support and develop research, information literacy, and writing initiatives at an engaged and growing institution. The next Dean of the Library should be a leader with proven experience, bold ideas, and the confidence and acumen to execute them.



## DUTIES, RESPONSIBILITIES AND GOALS

- Articulates and guides the strategic contributions of the Library and its centers in supporting excellence in teaching, learning, research, and scholarship at CSUCI;
- Collaborates with all stakeholders, disciplines, and programs to provide appropriate resources to encourage student engagement in all aspects of their academic and co-curricular pursuits;
- Provides leadership and support for organizational operations of the Library and the WMC including budget, personnel, collection development, policy, instruction, and archival and digital scholarship pedagogy;
- Provides leadership and support for the WMC;
- Recruits, evaluates, and supports the development of library staff and tenure-track academic librarians;
- Works with faculty, program chairs, and administrators to ensure that Library initiatives are aligned with the strategic goals and resources of the Academic Affairs division;
- Advocates for information literacy efforts at all levels and across disciplines among faculty and students;
- Supports the Library and the WMC faculty and staff in the identification, evaluation, and facilitation of innovative applications of technology, concentrating on research, pedagogy, curricular innovation, and the academic priorities of faculty and students;
- Fosters and promotes good relations and cooperative ventures between the University and community and with other libraries, both public and private;
- Stewards the development of services and support to foster innovative pedagogical initiatives;
- Works in partnership with Teaching and Learning Innovations, Information Technology Services, and other institutional stakeholders on the planning and implementation of academic technologies to ensure a seamless user experience, scalable solutions, and cost-effective practices while maintaining the Library as a key component of CSUCI's technology infrastructure;
- Works with University Advancement to establish and build relationships with individuals, corporations, and foundations; seeks donations, gifts-in-kind, and grants, as appropriate, which support capital and operating budgets;
- Serves as an advocate for and communicates about the Library's role, services, and needs to CSUCI faculty, staff, and students and outside groups, including cultural institutions, historical societies, alumni, vendor representatives, and other professional organizations and consortia;
- Recruits, evaluates, and supports the development of library staff and tenure-track academic librarians;
- Develops and executes strategic plans to support the University's and the Library's missions
- Maintains appropriate documentation and coordinates assessment and reporting of operations;
- Serves on college committees as elected or appointed.

# QUALIFICATIONS

## MINIMUM QUALIFICATIONS

- Terminal degree in Library/Information Science or an advanced degree in a closely related subject area (including, but not limited to, archival studies, library education, informatics, museum studies);
- Significant record of effective supervisory, administrative, and financial management experience in a higher education library setting with a strong service orientation and archival and information literacy components;
- A sustained record of professional and scholarly activity to qualify for appointment at the level of Librarian with tenure;
- Experience in, or demonstrated commitment to, advancing diverse populations;
- Demonstrated success in fostering a collaborative, creative, and collegial environment;
- Proven leadership abilities in creating and communicating a vision for the Library, for building partnerships, and for collaborating broadly to meet the demands of a vibrant academic program and the expanding needs of students and faculty;
- Robust commitment to information literacy, and writing and multiliteracy skills;
- A strong understanding of the role of writing and multiliteracy centers on campus;
- A strong understanding of new and developing trends in higher education;
- A strong understanding of current issues and trends in archival and digital pedagogy and scholarship, designing of information literacy, intellectual property, scholarly communication, and holistic assessment;
- A service orientation, superior communication skills, and a collegial leadership style;

- Proven ability to work with professional integrity and a commitment to build strong relationships that respect diversity of identity, background, and perspectives.

## PREFERRED QUALIFICATIONS

- Teaching experience in a higher education setting;
- Proven ability to support faculty research in a research-practitioner environment;
- Experience in leading successful results-oriented planning initiatives;
- Demonstrated team-building and mentoring experience;
- Proven abilities to effectively manage organizational change for improving efficiencies and services;
- Ability to cultivate an organizational climate based upon respect, service, open communication, and teamwork.

Preference will be given to qualified candidates who demonstrate a commitment to recruiting, retaining, mentoring, and actively engaging with underrepresented and underserved populations both on campus and in the broader community.

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

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.

## APPLICATION AND NOMINATION PROCESS

The University is being assisted by Academic Search, Inc. Applications should consist of a substantive cover letter, a curriculum vitae, and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to:

[CSUCIDeanJSBLibrary@academic-search.com](mailto:CSUCIDeanJSBLibrary@academic-search.com).

The position is open until filled but only applications received by January 22, 2019, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting consultants Ann Die Hasselmo at [Ann.Hasselmo@academic-search.com](mailto:Ann.Hasselmo@academic-search.com) and Chris Butler at [Chris.Butler@academic-search.com](mailto:Chris.Butler@academic-search.com).

*CSUCI is committed to recruiting individuals who are dedicated to furthering inclusive excellence in our campus community. We seek to enhance our diverse University population, welcoming people from all backgrounds, to sustain an environment in which all can thrive, create, work and learn. A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position. 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.*



# ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting California State University Channel Islands in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit <http://www.academic-search.com/>.

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