ABOUT THE POSITION
The University of Missouri-Kansas City (UMKC), the largest comprehensive research university in the Kansas City metropolitan area, seeks an innovative and strategic leader to serve as the Dean of Libraries with the vision, experience, and enthusiasm to effectively lead the academic unit’s mission to promote discovery, preservation, and dissemination of knowledge and creative work to a diverse community of scholars, students, faculty, staff, and citizens of the Kansas City region.

The Dean of Libraries provides leadership, vision, and strategic direction for the University Libraries and serves as a key member of the Provost’s leadership team. The Dean of Libraries provides direction in long-range planning for all aspects of University Libraries, include personnel supervision and evaluation, budget planning and oversight, fundraising and donor relations, assessment, facility planning, collections oversight, service excellence, and collaboration with other units, faculty and staff, alumni, library constituents, external partners, the academic and philanthropic communities, and other key stakeholders. This position must continuously re-examine the priorities and effectiveness of the University Libraries in accordance with UMKC’s strategic plan, and with the university’s mission.

The Dean of Libraries will provide leadership, direction, and supervision for all University Libraries functions and units in alignment with institutional goals and objectives, apply best practices in library services, support and enhance university student success and research objectives, represent the university in library resource sharing initiatives across the University of Missouri system libraries, and contribute to the University’s commitment to promote a culture of care, inclusion, and equity.

UMKC University Libraries
The University Libraries is an integral academic unit within UMKC and partner in the greater Kansas City community, seeking to inspire and empower constituents engaged in research, discovery, services, and creativity to reach their goals. The University Libraries provide a wide range of scholarly resources, research expertise, inspiring programs, award-winning exhibits, and inviting and technology-rich environments in which to collaborate. The University Libraries consist of the Miller Nichols Library and the Health Sciences Library, and partner with the Leon E. Bloch Law Library.

The Miller Nichols Library serves primarily the College of Arts and Sciences, the Conservatory, and the Schools of Management, Education, Biological and Chemical Sciences, and Computing and Engineering. It is connected to the Miller Nichols Learning Center which houses large lecture halls and informal study spaces.

Miller Nichols Library houses several specialized libraries, special collections, and archives, including:

- **Marr Sound Archives** – internationally recognized with over 400,000 sound recordings, including rare radio broadcast collections from the 1930s through the 1960s and local radio, jazz, and performing arts;
- **Music/Media Library** – provides scores, books, audio and video databases, research guides and more in support of the Conservatory’s music students, as well as video, audio and media for all UMKC programs;
- **Dr. Kenneth J. LaBudde Special Collections** - home to the Starr Women’s Hall of Fame inductee collections, Gay and Lesbian Archive of Mid-America (GLAMA), and primary source materials supporting research in the humanities and local history;
- **University Archives** – holds the significant papers and records documenting the history of
The Miller Nichols Library also provides space for key partners, including the Richard L. Sutton, Jr. Geosciences Museum, the UMKC Emeritus College, Supplemental Instruction, the Writing Studio, the Kansas City Research Center of the State Historical Society of Missouri, and other services that support faculty and students.

The Health Sciences Library is located in the School of Medicine in the Health Sciences District, serving the schools of Medicine, Dentistry, Nursing & Health Studies and Pharmacy as well as community patrons, doctors, residents and other health care professionals from Truman, Children’s Mercy, and the Kansas City health departments. The Health Sciences Library founded the first Clinical Medical Librarian program in the United States in 1971 and continues this innovative program today.

**Key Strategic Initiatives of UMKC University Libraries**

The Dean will be responsible for ensuring the University Libraries' Strategic Plan aligns library services with UMKC's Strategic Plan. The new Dean of Libraries will join UMKC at an exciting time and will lead the University Libraries in the following key strategic initiatives:

- Supporting student success through the continued implementation of a student-supported library fee with incremental rates that pay for longer hours, and improvements to library resources, spaces, and services;
- Integrating information literacy and evidence-based critical thinking skills into UMKC Essentials, the university’s general education program;
- Investigating and implementing sustainable models of scholarship, including open access publishing, resource sharing, and consortial partnerships;
- Collaborating with University of Missouri system libraries, to ensure the successful migration of the shared integrated library system (ILS) by summer 2022;
- Promoting new technology-rich collaboration spaces supporting a growing digital and public humanities program and the continued transformation of library spaces and services that support student learning and faculty development;
- Improving preservation and access to a growing collection of rich primary source materials by implementing an archival management system for discovery, providing enhanced access to materials online through a digital repository with a platform migration by Fall 2022, and storing materials in a climate-controlled, high-density automated storage retrieval system;
- Active partnership in the Chancellor’s Healthy Equity Institute by providing specialized scholarly resources and expert research assistance to health sciences students, faculty, and staff engaged in community-centered projects;
- Promoting and supporting several key equity initiatives, including an equity action plan focused on addressing disparities experienced by marginalized and underrepresented groups, and evaluating and improving the libraries policies, procedures, and services in an effort to create and maintain an anti-racist and anti-oppressive library;
- Increasing opportunities to collaborate with local cultural heritage organizations on shared exhibits and programming that connect UMKC students with local community organizations;
- Exploring opportunities for shared services that promote sustainability and responsible stewardship of university resources;
- Cultivating and maintaining relationships with UMKC Foundation, established donors, and future donors to secure funding that would support innovative programs, services, and spaces, including replacement and upgrades to technology for the automated storage retrieval system.
UMKC University Libraries’ Diversity Commitment

The University Libraries are fully committed to creating and maintaining an inclusive and equitable environment for a diverse academic community of faculty, staff, and students. Recent initiatives are outlined on the University Libraries’ Equity Committee page. We seek individuals who will contribute to library-wide efforts to implement and maintain inclusive and equitable practices in all services and who are committed to our core campus values of learning, diversity, integrity, accountability, respect, and collaboration.

KEY RESPONSIBILITIES

The Dean of Libraries will need to organize and execute intentional and broad engagement with all corners of the university community. The Dean will bring an innovative spirit, further bolstering the unique institution that UMKC is not only to students, but to faculty and community constituents. The Dean of Libraries will cultivate a close and collaborative relationship with colleagues in in academic affairs, student affairs/student success, faculty affairs, research services, diversity and inclusion, and all academic units. As UMKC's representative to the UM Library Council, the Dean works with Library Deans and Law Library Directors across the University of Missouri system libraries to support resource sharing in an effort to effectively steward the University's financial resources. The Dean of Libraries will advocate for library services and staff, and will actively engage in fundraising to advance the Libraries’ and university’s mission.

Principal Duties and Responsibilities

- Develop and articulate the University Libraries' vision, mission, strategic direction, policy formulation, resource allocation, and organizational development.
- Foster a student-centered campus environment that supports the academic and personal development of all students through knowledge acquisition and discovery.
- Maintain a University Libraries culture that is cutting edge, relevant, and places University Libraries as a central hub of student support on campus and virtually.
- Support faculty scholarship and discovery through collections and research support.
- Provide leadership and expertise in the adoption of new models of scholarly communications that enable broad distribution of knowledge.
- Support academic units and programs, as well as the general education curriculum, through collections and teaching/learning programming.
- Support the development of distinctive collections of scholarly resources and primary research materials that support the research mission and initiatives of the University.
- Transform library facilities into academic centers that encourage research, academic excellence and collaboration in a technologically-rich environment.
- In collaboration with university leadership, develop and maintain a culture where diversity is honored, and inclusion and equity are expected in all aspects of our work.
- Design, implement, and maintain an organizational structure and appropriate and sufficient staffing to effectively accomplish organizational goals and objectives through oversight of recruitment, training, supervision, professional development, and evaluation of Libraries faculty and staff.
- Act as an advocate for library employees and participate in shared governance to chart the libraries’ role in the UMKC academic mission.
- Seek external resources for the University Libraries through fundraising, relationship-building, community engagement, sponsored research, entrepreneurial services, and student fee and internal charge-back structures.
- Ensure careful and diligent stewardship of resources throughout the Division.
- Manage shared services and collaborate with affiliated University libraries and other University of Missouri libraries to responsibly steward and share resources to effectively
support our constituents.

• Foster professional, community, and university collaborations and partnerships.
• Remain engaged and active in the library profession. Represent the University at national, statewide, and local meetings on libraries matters and maintain a visible profile both on campus and with external constituencies.

CHARACTERISTICS OF THE IDEAL CANDIDATE

The Dean of Libraries will bring enthusiasm, vision, commitment to diversity, equity, and inclusion, as well as innovative thinking to an already strong and cohesive University Libraries team. The Dean of Libraries will possess the intellectual vision and commitment necessary to lead a large unit in complex, urban institution of higher education to its next step in providing an optimal environment for student growth, development, and engagement, as well as advancement of faculty research and discovery. The Dean of Libraries will be asked to address the following critical issues, among others:

• Provide exceptional services to diverse constituents
• Responsibly steward the University’s financial resources and collaborate in libraries acquisitions and resource sharing for learning and research
• Maintain excellent relationships with University Libraries partners, both within UMKC and the University of Missouri, as well outside the University
• Expand and build a program of excellent, responsive student and faculty library services aligned with a campus culture of care
• Demonstrate through behavior and policy a deep commitment to inclusive excellence

The successful candidate should be able to demonstrate:

• Record of experience and success as a library professional
• Demonstrated leadership ability, with strong analytical skills, creative and innovative problem-solving skills, and a commitment to service excellence
• Knowledge of strategic planning and systematic decision-making, best practices and understanding of current national trends in university libraries
• A strong understanding of the challenges in scholarly communications, particularly publishing, resource sharing, and information dissemination
• Demonstrated ability to promote teamwork and maintain effective working relationships with administrators, colleagues, faculty, and staff in a complex and rapidly changing environment
• Sensitive, diplomatic, and effective written and verbal communication skills
• A proven track record of entrepreneurship and innovation in higher education
• The ability to establish and maintain a positive image for the University, and create and sustain positive working relationships with internal and external constituencies
• Experience working in a diverse higher education community and evidence of behavioral commitment to diversity and inclusion
• Skills in developing and managing complex budgets
• A strong record of success in supervising and managing library faculty and library staff, including all aspects of performance management, faculty governance, organizing workflow to accomplish established objectives, and delegating responsibility and training, as appropriate, including but not limited to performance evaluation, professional development, individual goal setting, and assessment of performance effectiveness
PROFESSIONAL QUALIFICATIONS

Minimum Qualifications:
- A master's degree in library science/library information science from a program accredited by the American Library Association or from a program in a country with a formal accreditation process as identified by ALA’s Human Resource Development and Recruitment Office or equivalent.
- At least five years of successful and progressively responsible experience in an academic library with broad span of responsibility.
- Demonstrated understanding of the diverse backgrounds and needs of students and faculty in an urban serving research university

Preferred Qualifications:
- Currently hold or have held a ranked faculty position within a university library
- Experience working at a university library that holds robust archives and special collections.