



*Preparing people to lead extraordinary lives*

Dean of Libraries  
Loyola University Chicago  
Chicago, Illinois

## THE SEARCH

Loyola University Chicago (Loyola) seeks an innovative, collaborative, and mission-driven leader to serve as the next Dean of Libraries (dean). Loyola enrolls more than 17,300 students, including over 12,400 undergraduates, and offers more than 80 undergraduate majors and 80 undergraduate minors, as well as more than 200 graduate and professional degree programs and certificates across its three campuses in the Chicago area (Lake Shore, Water Tower, and Health Sciences) and one campus in Rome (John Felice Rome Center).

The dean will join the University at an exciting time and will have an opportunity to make an immediate and significant impact on the future. President Mark C. Reed, EdD, MBA, joined in October 2022 and Provost Douglas W. Woods, PhD, joined Loyola in 2024. In 2025, Loyola attained the highest research classification, Research 1 (R1), highlighting significant strides in the university's research capacity and presenting opportunities to strengthen the position of the libraries as integral to Loyola's ability to serve its students, realize its mission, and increase the impact Loyola has on its community, region, and the world.

The dean will join a dynamic and highly motivated team dedicated to serving the Loyola community and fulfilling the Jesuit value of *Cura Personalis*—care for the whole person. In 2021, The One Loyola Library task force was formed and engaged in a study to consider how Loyola could be a more effective 21<sup>st</sup>-century library by fostering collaborations and alignment among the libraries that serve Loyola's campuses and academic units, which resulted in bringing together most of Loyola's libraries under the dean. The libraries created an ambitious [strategic plan](#) for 2022-25 to realize this vision. Additionally, the highly ranked, LEED-certified Information Commons, situated on the Lake Shore campus that serves most of the undergraduate and many graduate students, was transformed in 2023 in response to the needs of the

Loyola community. The Dean will build on these advancements to set a vision that inspires faculty, staff, and students in support of the University Libraries' goals. The dean will collaborate with internal and external stakeholders, identify resources, and boldly represent the University Libraries across Loyola's four campuses and ensure the libraries are equipped to respond to the diverse and changing needs of the Loyola community.

To help lead the University Libraries into an era of growth and impact, the next dean will address the following opportunities and challenges:

- **Expand the presence of the Libraries and Archives within the campus community to advance academic excellence and student success;**
- **Develop a compelling vision and new strategic plan for the future of the Libraries that aligns with Loyola's ambitions and status as a research university;**
- **Support the recruitment, retention, and development of library personnel and further a collaborative and supportive internal culture among a world-class staff and faculty;**
- **Strengthen and build financial and philanthropic resources;**
- **Invest in technologies, resources, and services that enhance user experience and support evolving research needs.**

A list of the desired qualifications and characteristics of the Dean of Libraries can be found at the conclusion of this document, which was prepared by the Search Committee with the assistance of Isaacson, Miller, a national executive search firm, to provide background information and detail the key opportunities and challenges related to the position. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

## ABOUT LOYOLA UNIVERSITY CHICAGO

[Loyola University Chicago](#), founded in 1870 as St. Ignatius College, is one of the largest Catholic universities in the country and Chicago's only Jesuit university. The University is home to 15 schools, colleges, and institutes: College of Arts and Sciences, School of Communication, School of Education, School of Environmental Sustainability, School of Law, School of Social Work, Graduate School, Quinlan School of Business, Marcella Niehoff School of Nursing, Stritch School of Medicine, the Arrupe College of Loyola University Chicago, School of Continuing and Professional Studies, the Parkinson School of Health Sciences and Public Health, Institute of Pastoral Studies, and Institute for Racial Justice. Loyola also offers courses at the Rome Center.

Across the University and campuses, Loyola retains more than 600 full-time faculty and maintains an undergraduate student-to-faculty ratio of 13 to 1. In the last decade, Loyola has experienced tremendous growth in virtually every dimension, including undergraduate enrollment, student retention, health sciences innovation, physical footprint, and academic programs.

Loyola's strategic plan, [To the Greater Good](#), was formally approved by the Board of Trustees in June 2021. It provides the framework for the evolution of Loyola to a more research-intensive institution with a focus on transdisciplinary approaches to complex and urgent social problems. The plan outlines six enduring values that define Loyola. They are:

- Care for the whole person;
- Extraordinary academics and research;
- Community-centered engagement;
- Global connections and partnerships;
- Operational excellence;
- Care for our world.

Each enduring value encompasses various priorities and goals that support the development of the University as a whole, while also embedding and highlighting important ideas around anti-racism, diversity, equity, inclusion, and social justice. Additional priorities include aligning graduate education, linking global and community engagement, evolving the core curriculum, reimagining the libraries, reorganizing centers, building research services and support, and strengthening enrollment management to best serve the students of today. While the plan is built around the faith and values that have fueled Loyola's work since its founding, the plan's success metrics are evolving to meet the changing needs of today's students and an interconnected world.

The classification of Loyola as a university with the highest research classification, Research 1 (R1) by the American Council on Education (ACE) and the Carnegie Foundation for the Advancement of Teaching (Carnegie Foundation) in 2025, makes Loyola one of three universities in Chicago to hold this honor. As a result of this and other changes in the higher education landscape, Loyola will be evaluating the strategic

plan and asking the different organizations within Loyola to update their plans accordingly. Loyola is among eight percent of all-American colleges and universities to have a Phi Beta Kappa honor society chapter and is one of a select group of universities recognized for community service and engagement by prestigious national organizations such as the Carnegie Foundation and the Corporation for National and Community Service. The university has received the Presidential Award for Community Service (out of more than 800 colleges and universities) and has been designated with the Carnegie Community Engagement elective classification in 2008 and again in 2015. Loyola students have logged more than 100,000 volunteer hours throughout the Chicago area, many of which are through the University's 867 community partners.

### **Leadership and Mission**

The dean will join Loyola at an exciting time under the leadership of President Mark C. Reed, EdD, MBA, who joined in October 2022. Dr. Reed's career has focused on strengthening the institutions he has served, particularly in the areas of expanded academic programs, academic excellence and impactful research, strategic partnerships, university finances and endowment, student formation, and advancement of the Jesuit, Catholic mission. Provost Douglas W. Woods, PhD, joined Loyola in 2024 and is a strong advocate for an integrated educational experience that provides students with a foundational liberal arts and sciences core curriculum, complemented by knowledge and skills developed across a range of disciplines to prepare students for successful careers and lives.

The University has always been guided by its identity as Chicago's Jesuit, Catholic institution of higher learning. Faculty, staff, students, and community hold great pride in pushing the mission forward by committing to the characteristics of Jesuit Higher Education, including leadership and public commitment to mission; the academic excellence; the pursuit of faith, justice, and reconciliation; promoting a welcoming campus culture; service to church; relationship to the Society of Jesus; and institutional integrity. More information on the mission integration can be found here: <https://www.luc.edu/mission/>.

### **ABOUT LOYOLA UNIVERSITY CHICAGO LIBRARIES**

[University Libraries](#) at Loyola facilitate the pursuit of knowledge and creativity through user-focused services and collections in an inviting, collaborative, and innovative learning environment. Established in 1928, the University Archives and Special Collections began as the institutional memory of Loyola and an educational resource by providing unique archival collections and rare books for study and teaching. Shortly after in 1930, The Elizabeth M. Cudahy Memorial Library was constructed to become the main library of the university. Today, University Libraries have expanded to hold over 1.2 million physical items in collections and over a million additional electronic items across four campuses. The Libraries are staffed by talented and dedicated faculty and staff who sustain the many ways the Libraries support teaching, learning, and research at Loyola. Librarians, including the dean, hold a special faculty status and participate in formal shared governance at the university. This is a unique part of the identity of the Libraries on campus and demonstrates the overarching University recognition of the expertise and contributions of library faculty.

University Libraries has a robust [strategic plan](#) for 2022-2025 guided by the framework of the university's strategic plan. The plan outlined six primary objectives to enhance library services, resources, programs, and spaces for students, faculty, and staff. To better meet the needs of the community, the Information Commons, a partnership between the Libraries and Information Technology Services, underwent a facilities and technology refresh in Fall 2023. University Libraries has also strengthened partnerships in research and teaching through international programs at the Rome Center. In 2023, University Libraries published an [Impact Report](#), which highlights these accomplishments. Additionally, University Libraries continued to expand our holdings of information resources, grow our staff, and increase our programmatic offerings.

The dean collaborates with a Library Advisory Board that provides guidance and perspective for the ongoing developments of the Libraries to improve the user experience consisting of faculty, undergraduate student, and graduate student representatives. The dean also works with the Friends of the Libraries group, which was founded in 2009 to ensure the success of the Libraries by creating opportunities to involve those who share an interest and enthusiasm for the Libraries to support the mission and help grow philanthropic resources.

### **One Loyola Library**

In March 2021, the One Loyola Library task force was formed with the objective of aligning all Libraries into a [One Loyola Library](#) system. The goal of the system is to build a library structure that is more nimble; aware of the unique needs of each individual campus; and responsive to the faculty, students, and staff of the present and future. In 2022, the task force made recommendations to build a 21st-century library by focusing on staffing, space, materials, services, and technology. The goals were to envision a Loyola Library System that retained the status quo, remained separate but collaborative, and realigned the administrative structure across libraries. In 2024, the Health Sciences Library officially became part of the University Libraries.

### **Loyola Campuses & Library Locations**

*The Lake Shore Campus* where most residential students live, is located in Chicago's Rogers Park and Edgewater neighborhoods, situated in the nation's most diverse communities. Students take classes in the College of Arts and Sciences, the School of Environmental Sustainability, and graduate studies in arts, social sciences, and sciences. Undergraduate nursing, health systems management, and exercise science students take all or part of their education at this campus. The Lake Shore Campus is home to the [Cudahy Library](#), which houses fine arts, humanities, social sciences, and science collections, the [Information Commons](#), [University Archives & Special Collections](#), [Women & Leadership Archives](#), and the [Library Storage Facility](#).

Special collections and archives are foundational to the research, teaching, and academic needs of Loyola. The University Archives & Special Collections collects, preserves, and makes available for research official University records and ancillary records of the University community, whereas the Women & Leadership

Archives advances research on women, their roles and contributions to society, with particular emphasis on women's organizations and leaders in Chicago and the Midwest.

*The Water Tower Campus* is in the heart of Chicago. It is the primary home for the administrative offices of the University as well as the professional schools of Business, Communication, Education, Law, Social Work, and Continuing and Professional Studies; the Institute of Pastoral Studies; and Arrupe College. The Water Tower Campus holds both the [Lewis Library](#), focusing on business, social work, education, criminal justice, communications, and organizational development, and the [Law Library](#), supporting the Law School and the research needs of students and faculty. The Law Library currently reports through the Dean of the Law School.

*The Health Science Campus* is in the western Chicago suburb of Maywood and is home to the University's health sciences education and research enterprise. It includes the Stritch School of Medicine, the Marcella Niehoff School of Nursing, the Parkinson School of Health Sciences and Public Health, and the Center for Translational Research and Education. They share a common goal to advance Loyola's mission by developing healthcare leaders and improving human health through education and research, all grounded in Jesuit, Catholic values. The [Health Science Library](#) serves faculty, students, and staff of Loyola's medical, graduate, and nursing schools as well as hospital and clinical personnel offering an extended collection of materials in the health sciences and related disciplines. The Health Science library currently provides services to students and faculty on the Health Science campus.

*The John Felice Rome Center* is located in Rome, Italy, and serves study abroad students from Loyola and its Jesuit partners, a year-long Rome Start program for first-year students, a graduate program in the Rule of Law and Development, and summer programs at both the undergraduate and graduate levels. Students live on a five-acre campus, a vibrant haven in a residential district with direct routes to downtown Rome. [The Rome Center Library](#) is housed in the Brazier Piazza Information Commons and benefits from University Libraries' online resources while offering a curated collection designed to meet faculty and student research needs connected to their location and opportunities to study on site in Rome and across Europe and the Mediterranean.

## ROLE OF THE DEAN

Reporting to the Provost and Chief Academic Officer and participating as a member of the Provost's Council of Deans, the dean will provide vision, leadership, and management of library services to enhance the mission and strategic goals of Loyola. As a visionary and strategic leader, the dean will ensure the systems, resources, and functions of the library are adapted to the campus' evolving needs.

The dean leads a team of 70 staff and faculty and is responsible for managing an annual budget of approximately \$10 million. Direct reports to the Dean include Head of Library Systems, Associate Dean of User Services, Director of Health Sciences Library and Associate Dean of University Libraries, Rome Center Librarian, Director of Women & Leadership Archive, Coordinator of Community Relations &

Communication, University Archivist & Curator of Rare Books, Business Manager, and an Administrative Assistant.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

### **Expand the presence of the Libraries and Archives within the campus community to advance academic excellence and student success.**

There is a significant opportunity for the dean to be a visible leader and library advocate throughout the campus community, both in Rome, and across the broader city of Chicago. The Dean will have an enduring drive for community impact, striving to leverage the Libraries facilities and resources, including personnel, in ways that further integrate the Libraries and Archives into academia and campus life. Ensuring a network of collaborators across academic disciplines, the Dean will seek opportunities to advance the One Loyola Library initiative, develop partnerships with the Offices of Research Services, and align services and resources across campus to promote academic excellence. The dean will also work across the Libraries and Archives to promote resources on campus that advance student success ensuring they are seen as a resource for information literacy and all students are aware of the tools available to them. In creating a culture of collaboration, the dean will facilitate building connections and encourage staff to embark on new partnerships across the campus community by championing the Libraries and Archives as a hub for these connections and a steward of information.

### **Develop a compelling vision and new strategic plan for the future of the Libraries that aligns with Loyola's ambitions and status as a research university.**

In concert with library staff and faculty, University faculty, the office of the provost and academic affairs, fellow deans, and other key stakeholders, the dean will craft a unifying vision for the next chapter of the Libraries. Building on the current strategic plan and with the university looking to advance research excellence, academic distinction, and student success, the dean will have the opportunity to chart a new direction for the Libraries and help advance the academic and research success of the university while remaining committed to the mission and values of Jesuit higher education. The vision must take into consideration the human and financial capital that the library has, while also being forward-thinking about where it should and can go. The dean will develop creative ways to develop the services, resources, and personnel of the Libraries to become equipped to serve an R1 university. The dean will communicate the vision with clarity and enthusiasm; gain buy-in from university leadership, campus partners, and external stakeholders; and galvanize and motivate staff and faculty toward the vision.

### **Support the recruitment, retention, and development of library personnel and further a collaborative and supportive internal culture among a world-class staff and faculty;**

The dean will lead a talented and dedicated staff and faculty who are engaged in the mission of the University and committed to academic excellence. In recent years the University has undergone changes to senior administration, staff turnover in the Libraries has taken place, and there are new staff recently

hired to support the Libraries' engagement across campuses. The dean will respond to these issues by fostering an environment that supports teamwork through transparency, support, and inclusion among staff and faculty, and work with the administration to advocate for the needs of faculty and staff. The dean will also be aware of the need to create a sense of belonging for people from all different backgrounds and experiences, and will prioritize retention, including providing professional development opportunities that allow staff and faculty to develop in the profession. To be successful, the dean will focus on building the morale of staff by supporting, valuing, and trusting their work to create an environment that supports and attracts a world-class team.

### **Strengthen and build financial and philanthropic resources.**

The dean will be a principal advocate for the Libraries to internal and external stakeholders of Loyola. They will play an essential role in presenting a strong case for further investment of resources into the libraries, including to University Leadership and donors, and partner with Advancement and Friends of the Libraries to secure funds that will enhance services and collections. The dean will need to be creative to identify potential fundraising opportunities and areas for collaboration with other members of campus leadership by leveraging existing strengths, including the state-of-the-art Information Commons and an international Rome Center Library. The dean will seek opportunities with current and prospective donors to help sustain and grow the Libraries, including the diverse collections and archives, to better position the Libraries for the future.

### **Invest in emerging technologies, resources, and services that enhance user experience and support evolving research needs.**

With recent advancements made in technology, libraries have had to adapt services to meet the growing needs of users. The dean will welcome innovation and integrate technology to enhance services and collections of the library, including digital collections. They will collaborate with campus stakeholders like the Information Technology Services (ITS) to respond to technological needs and expectations for the campus community. The dean will need to invest in resources, including personnel, and services that will support the libraries' capacity to better serve the needs across campuses. Given the budgetary constraints impacting collections, the dean will find creative solutions to meet the needs of faculty and support the research and academic infrastructure of a newly designated R1 institution.

## **QUALIFICATIONS AND CHARACTERISTICS**

Loyola seeks as its next Dean of Libraries a visionary, engaged, and communicative leader who will effectively manage the University Libraries as a central component of the university's intellectual and cultural life. The dean will inspire and lead the faculty and staff, be a proactive campus collaborator, and partner with other senior leaders spanning academic disciplines and campus life. The dean will have the experience and enthusiasm to set a vision for the future that continues a legacy of excellence where the libraries serve as an integral part of the campus experience for students, faculty, and staff across Loyola and beyond.



While no candidate will embody every quality, the successful candidate will possess many of the following qualifications:

- An ALA-accredited Master in Library Science degree or its equivalent.
- Successful record as an administrative leader with experience in collection development and management, including special collections; budget and planning; personnel management, including faculty, staff, and students; library services and information technologies; operations; and physical facilities.
- An expressed commitment to engaging with and advancing the core Catholic and Jesuit values of Loyola.
- An expressed commitment to social justice and inclusive excellence, with a track record of individual action and leadership to equity, and inclusion.
- Ability to work with the tenure and promotion process as a leader within University Libraries and serve as a mentor to tenured and tenure-track faculty.
- A successful record of faculty engagement and evidence of innovation in support of curricular development, instructional design, pedagogy, and scholarship across diverse disciplines.
- Evidence of developing effective collaborations and relationships across campus constituencies, as well as with community partners and key stakeholders that expand beyond the campus community.
- Ability to develop and cultivate external fundraising sources for resource enrichment in a University setting.
- Experience within a campus that includes a health sciences library within an R1 institution.
- An adept and collaborative manager, who is able to prioritize, delegate, and motivate as well as support faculty and staff in ongoing professional development opportunities.
- Excellent communication, interpersonal, and leadership skills and the ability to act as a strong advocate for the University Libraries at the university, state, and national levels.
- Extensive knowledge of emerging library technology, systems, and software, including integrated library system migrations, and an understanding of the current challenges in scholarly publishing, preservation, and dissemination of knowledge.
- Expert knowledge of the challenges and trends impacting academic libraries and universities, experience developing innovative and creative solutions to respond, and a nuanced understanding of how current trends have impacted the academic publishing ecosystem.
- A clear vision of the academic library as a vibrant center of research, scholarship, and experiential learning and demonstrated commitment to developing a dynamic and technologically innovative student-centered library.

## COMPENSATION AND LOCATION

The anticipated salary range for this position is \$170,000-\$220,000 and is commensurate with related experience and qualifications. Loyola offers excellent [benefits](#) centered around health and wellness, financial security, and work-life balance.

A leading center of commerce, non-profits, and government, and one of the preeminent cities in the country, the Chicago metropolitan area is home to more than 9.5 million people, with 2.7 million residing within city limits. The Chicagoland community anchored within the Midwest is large and diverse, offering students, staff, and faculty unique opportunities to form connections with numerous small, medium, and large businesses. The city is also home to over 100 culturally diverse neighborhoods and a vibrant arts and culture scene with more than 70 museums, 200 theaters, and 400 different neighborhood festivals. Despite having excellent school systems, a world-class mass transit system, one of the largest international airports in the world, and over 25 miles of lakefront, the cost of living in Chicago is extremely reasonable compared to other major cities. For more information, please visit <https://www.luc.edu/about/chicago.shtml>.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process/ until the position is filled. **For best consideration, please apply by March 31, 2025.** Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/loyola-university-chicago/dean-libraries>. Electronic submission of materials is required.

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*Loyola University Chicago is an Equal Opportunity / Affirmative Action employer with a strong commitment to hiring for our mission and diversifying our faculty and staff. All qualified applicants will receive consideration for employment without regard to race, color, religion (except where religion is a bona fide occupational qualification for the job), national origin, sex, age, disability, marital status, sexual orientation, gender identity, protected veteran status or any other factor protected by law.*