



Dean, University Libraries
Florida International University
Miami, Florida

THE SEARCH

Florida International University (FIU) seeks an experienced, visionary, and inspiring leader for the position of Dean of University Libraries. Rooted in the best academic and disciplinary approaches and with transformational thinking toward the role, function, and identity of the 21st-century public university library, the Dean will provide innovative leadership to align FIU Libraries and its services with FIU's concomitant priorities to research excellence and top student social mobility.

Florida International University, the country's fastest-rising public research university, is located in Miami, a multilingual, multinational crossroads of the Americas and a hotspot for innovation and creation. Established in 1972 as Miami's state university, FIU is committed to producing excellent research and graduating students from all economic strata. An urban, multi-campus, Top-50, high research (R1) institution, FIU offers bachelor's, master's, and doctoral degrees both on campus and entirely online. FIU's mission-oriented approach to enriching the local and global community, its purpose-driven faculty and staff, and its hard-working students give it an edge in addressing the challenges of a rapidly changing 21st-century educational environment with aspirations to be in the Top 30 publics by 2030. FIU is among the ten largest universities in the nation, enrolling more than 54,000 students. The University has graduated more than 320,000 alumni, 165,000 of whom live and work in South Florida, making it one of South Florida's premier anchor institutions. With over \$300 million in annual research expenditures, strong legislative support, preeminent programs, a robust e-learning capability, and a private fundraising campaign that has raised millions of dollars in support from the community, FIU is well-positioned to expand its reach and impact.

Uniquely positioned at the intersection of information, technology, and innovation, FIU Libraries engage with local and global partners to foster student-centered learning and to support internationally recognized research. FIU Libraries house over 2.1 million titles, more than 650,000 of which are electronically available online, including a growing collection of e-books, e-journals, streaming audio files,

and streaming videos. In particular, FIU Libraries provide print or digital access to over 100,000 journals, magazines, and newspapers and more than 1,000 databases. FIU Libraries offer numerous distinctive collections, sound recordings, artist books, print sheet music, rare books, and manuscripts; University Archives also reside in FIU libraries. FIU Libraries hold this extensive collection in two physical buildings on two campuses while providing digital access across numerous additional [campuses and centers](#) in Florida and Washington, DC, as well as on international campuses across the globe.

Reporting to the Provost, who also serves as Executive Vice President and Chief Operating Officer, the Dean promotes and articulates a learning environment that encourages creativity, research, scholarship, and student success, while ensuring the continued use of emerging technological advances to enhance library services and resources. As the chief administrative and budgetary officer, the Dean is committed to building collections appropriate for academic and professional programs. The Dean plays a vital role in working with FIU faculty, students, staff, alumni, public patrons, and the libraries' many donors and stakeholders. As a Provost's Dean's Advisory Council member, the Dean engages with an active leadership team that includes the Provost, Senior Vice President for Research, the academic deans, and other campus leaders. The Dean defines the role of FIU Libraries in accelerating the University's growth as a major research institution and in collaboration with other units at the institution. Since FIU is a member of the State University System of Florida (SUS), the Dean also participates in decision-making affecting other state universities.

Isaacson, Miller, a national executive retained search firm, is assisting FIU with this recruitment. All inquiries, applications, and nominations for this opportunity should be directed to the search firm, as indicated at the end of this document.

ABOUT FLORIDA INTERNATIONAL UNIVERSITY

Florida International University is one of the country's largest public research universities, enrolling more than 54,000 students. FIU is committed to educating students from all backgrounds and means and is delivering on this mission today as one of the [top 5 universities in the country for social mobility](#). Moreover, as the country's largest Hispanic Serving Institution, FIU enrolls more than 32,000 students who identify as Hispanic. FIU has an aggressive goal to be a Top 30 public university by 2030.

The outstanding quality of FIU's students and faculty have driven the school's research and learning ethos. Among the ten largest universities in the nation, FIU has multiple [campuses and centers](#). In addition, the University supports artistic and cultural engagement through three museums: the [Patricia and Philip Frost Art Museum](#), located on the FIU main campus, [The Wolfsonian-FIU](#), and the [Jewish Museum of Florida-FIU](#), both of which are located in Miami Beach, Florida. FIU also hosts a Washington-based platform that provides internship and public policy immersion for well over 1,000 students each year.

FIU maintains a significant number of community partnerships, locally and globally. In 2020, the Carnegie Foundation for the Advancement of Teaching designated FIU as a community-engaged university, one of 119 US colleges and universities demonstrating a distinct institutional focus on engagement in local,

regional, national, and global communities. As of 2019, the University held 211 international agreements across 51 countries, fostering study abroad and faculty exchange programs, dual degrees, articulation agreements, scholarships, and online education opportunities.

FIU's strategic vision is anchored by the following pillars:

- **Creating exceptional opportunities** - focus on optimizing innovation to build world-class academic and experiential opportunities
- **Leveraging evidence-based outcomes and data-driven decision-making** – utilizing data to deliver and achieve performance outcomes;
- **Expanding our impact through investing in our community** – Creating a positive culture for the university community and continuing to evolve with technology and the world of work; and
- **Implementing a sustainable and agile infrastructure**- Providing resources that prepare FIU for the challenges of the future.

FIU is located in Miami, a global city and gateway to the Caribbean and Latin America. It is rapidly becoming one of the country's finance, arts, and technology centers, building on its strengths in logistics, tourism, real estate, media, and producer services. In particular, Miami is emerging as an innovation hub for the hemispheric region. FIU is a significant source of talent driving this development. The University's research and service efforts aim to identify the unique issues Miami faces in climate change, globalizing economy, major population shifts, and more. Miami is a dynamic metropolis that offers everything from trendy nightlife to beautiful beaches, the historic Art Deco District, and family-oriented neighborhoods. It also has a top-performing K-12 public education system. For more information, please see the [Greater Miami Convention and Visitors Bureau](#), and [Visit Florida, City of Miami](#) websites.

FLORIDA INTERNATIONAL UNIVERSITY LIBRARIES

Florida International University Libraries (FIU Libraries) serves as the central space of students' academic life, providing pathways for knowledge and discovery, and paving the path to student success in the 21st century. It provides resources essential for research and innovation, propels research collaboration, and facilitates scholars throughout the research life cycle. Cognizant that a top-tier university needs a top-tier library, the mission of FIU Libraries is to serve as a catalytic leader in data, information, knowledge base, and digital technology that facilitates 21st-century students' and researchers' learning, discovery, exploration, and creation.

With an annual budget of approximately \$17 million, FIU Libraries employs 34 faculty, 30 staff, and 25 administrators to support its mission. FIU Libraries house over 2.1 million titles, with more than 650,000 electronically available online, including e-books, e-journals, audio files, and videos. In particular, FIU Libraries provide print or digital access to over 100,000 journals, magazines, and newspapers and offer more than 1,000 databases, ranging from European legal statutes to fictional characters. There are more than 400 online subject-specific and scholarly databases, almost all of which are available via remote access. To support FIU's hybrid and online course offerings, FIU Libraries' collection development focuses

on perpetual electronic access and digital subscriptions. FIU Libraries' strategic investment in 21st Century resources ensures that FIU students, faculty, and staff have continuous access to high-quality research materials and data anytime and anywhere. In addition, FIU Libraries hold robust and impressive art, music, and other Special Collections. FIU Libraries' Hubert Library also serves as a library for an on-campus high school through a partnership with Miami-Dade County Public Schools.

FIU Libraries offer multifaceted instructional services, including workshops, exhibits, research consultations, tutorials, and broad-based creative outreach programming encouraging student, faculty, and public engagement. For example, FIU Libraries' [LibGuides](#) offers on-demand instruction and a vast knowledge base of in-house created content to support students in a wide array of disciplines arranged by subject. FIU Libraries maintain formal relationships with the state's university and college libraries (through the Florida Virtual Campus, formerly the Florida Academic Library Services Cooperative) and multi-type libraries in the region through the Southeast Florida Library Information Network (SEFLIN).

FIU Libraries' 2030 strategic plan emphasizes the following three areas:

The three strategic focus areas of FIU's 2025-2030 Strategic Plan, *Experience Impact 2030*, are:

Environment & Environmental Resilience

FIU aims to address urgent environmental challenges such as climate change, natural disasters, Everglades restoration, sustainable development, and clean energy solutions. The university will leverage its unique geographic location and resources, such as the Biscayne Bay Campus and the Wall of Wind, to lead research and develop scalable solutions for environmental resilience. Key initiatives include interdisciplinary collaborations, disaster preparedness, and partnerships with industry for rapid commercialization of research.

Health

FIU will focus on improving health outcomes through population health research, closing health equity gaps, and leveraging innovative technologies like artificial intelligence (AI) and robotics. The University plans to expand clinical training, construct a cutting-edge academic health learning center, and recruit leading faculty to enhance research in areas such as aging, cancer, child development, and precision medicine. FIU aims to be a leader in understanding the relationship between human health and environmental factors.

Technology & Innovation

FIU seeks to position itself as a leader in technology innovation by addressing challenges in cybersecurity, artificial intelligence, national security, and sustainable infrastructure. The university will strengthen industry partnerships, create an innovation ecosystem, and develop applied research programs to solve

real-world problems. Initiatives include expanding AI research, fostering industry-academy collaborations, and leveraging Miami's tech scene to provide students with experiential learning opportunities.

These focus areas are designed to tackle complex global challenges while enhancing FIU's research, academic programs, and economic impact.

FACILITIES

FIU Libraries' physical facilities encompass two buildings on two separate campuses with distinct staffs. The Steven and Dorothea Green Library is located on the Modesto A. Maidique Campus, totaling 327,331 interior square footage across eight floors, 207,678 of which is assignable square footage. The Glenn Hubert Library on FIU's Biscayne Bay Campus has 94,443 interior square footage across three floors, 56,073 of which is assignable. Floor plans for FIU libraries can be found at the link at the bottom of the following webpage: <https://library.fiu.edu/>. Although [FIU at I-75](#), the University's academic center in Miramar, Broward County, does not have its own library facility, library research assistance is available to students at this location through FIU at I-75's liaison librarian.

APPLIED RESEARCH AND DATA SERVICES

Playing a leadership role in effectively using technology across the University, the Green Library and the Hubert Library have [GIS \(Geographic Information Systems\)](#) teaching labs and consultation services in geospatial data/metadata creation, data management and dissemination, visualization, and image processing of remotely sensed data and vegetation classification and modeling. Complementing these efforts, the [FIU Research Data Portal](#) serves as an interdisciplinary data archive supporting the preservation, discovery, and reuse of research data. The portal enables faculty and students across the sciences, humanities, and professional fields to share and cite their datasets, advancing open scholarship and collaborative research. The [Digital Scholar Studio](#) provides students and faculty with the necessary tools and training to analyze and create in a technology-driven era. This suite of specialized multi-media software, hardware, and visualization tools better equip FIU students to create visual representations of work in the humanities and the sciences.

SPECIAL COLLECTIONS AND UNIVERSITY ARCHIVES

The Special Collections and University Archives of FIU Libraries bring together rare and unique resources for research and scholarship in 119 collections and thousands of rare books. Founded by FIU's first President, Charles E. Perry, as an integral part of the University Library to serve and reflect the research interests of the faculty and students, the University Archives and Special Collections has grown from its first location in the airport tower to its location on the 4th floor of the Steven and Dorothea Green Library. The collections date from the 15th to the 21st centuries. They include rare books, manuscripts, pamphlets, maps, scrapbooks, photographs, personal papers, artifacts, artwork, audiovisual media, and digital

resources exemplifying the Caribbean, Miami, South Florida, and Latin American history, development, and culture of the geographic, national, and cultural regions, as well as the history of the University.

DIGITAL COLLECTIONS

FIU Libraries hosts a range of [digital collections](#) that preserve and provide access to unique cultural, historical, and environmental resources from South Florida and the Caribbean. Notable collections include the [Digital Library of the Caribbean \(dLOC\)](#), a multi-institutional, international digital library for resources from and about the Caribbean and circum-Caribbean; the Diaz-Ayala Cuban and Latin American Popular Music Collection, featuring over 150,000 items valued at more than \$1 million; the Miami Metropolitan Archive, documenting Miami-Dade County's history and culture in collaboration with local partners; and the Everglades Digital Library, a joint effort with state and federal agencies to provide environmental and scientific resources related to South Florida.

These and other materials are made openly available through [dPanther](#), which hosts rare books, manuscripts, maps, photographs, oral histories, and other scholarly and community resources from FIU and partner institutions. Many community organizations, including museums, archives, nonprofits, and municipalities such as the Historic Hampton House, the City of Coral Gables, the City of Miami Beach, and Sant La Haitian Neighborhood Center, collaborate with FIU Libraries to make their collections accessible through dPanther, extending their reach to broader audiences.

[Digital Commons](#) is a service of FIU Libraries providing a centralized access point for FIU's dissertations, scholarship, creative works, and the history of the FIU community. Faculty, staff, and students can share their work openly through this institutional repository while retaining full rights to their work.

GOVERNMENT RESOURCES AND INFORMATION

As a designated Selective Depository under the Federal Depository Library Program, FIU Libraries offers access to select United States government documents and laws, providing federal government information to the public. FIU Libraries' Government Resources & Information Department provides access to and holds international and Florida government documents.

The Government Resources and Information Department supports impactful research, teaching, and learning, by providing comprehensive access to U.S. federal, State of Florida, United Nations, European Union, and international government publications and data.

As a designated depository, the department offers official U.S. government materials from all three branches, accessible through digital repositories such as [GovInfo](#) and [Data.gov](#). It also provides access to United Nations resources, including the Official Document System, a repository of UN documents, as well as European Union resources such as legislation and case law through [EUR-Lex](#). Statistical data is available from Eurostat and various EU institutions. Extensive statistical sources, including the U.S. Census Bureau,

[UNdata](#), and other international datasets, support quantitative research and trend analysis. A collection of maps is available for geographic, political, and environmental studies.

In addition, the department supports instructional needs by providing access to open educational resources and integrating government information into open pedagogical practices. The department also houses a unique South Florida Collection and promotes interdisciplinary research through specialized databases and open data platforms.

COLLABORATING AND PROFESSIONAL LIBRARIES

[The Wolfsonian Library](#), a separate operational entity from FIU Libraries holds more than 125,000 items—accounting for over half of The Wolfsonian—FIU’s 200,000-item collection. It includes rare books, periodicals, reference materials, special archives, and ephemera, such as vintage postcards, advertisements, brochures, calendars, leaflets, labels, sheet music covers, schedules, matchbook covers, and more. These items demonstrate the vital role that art, architecture, and design have played in shaping perceptions of the modern world and are preserved as cultural artefacts that reflect the times in which they were created. The library houses 13 special collections and archives, including the Robert Delson Archive and the Vicki Gold Levi Cuban Collection. As a member of the prestigious Association of Research Institutes in Art History (ARIAH), The Wolfsonian—FIU hosts scholars and artists for Research and Creative Fellowships in the Wolfsonian library. In addition to serving the general public, the library welcomes visiting scholars and local students and faculty to use its reference and research services. Each semester, FIU interns work with library staff to catalog and care for the collection through paid semester-long internships. Many student interns working in the library have gone on to work in libraries, historic preservation, special collections, and digital asset management.

FIU Law Library and FIU Medical Library are unique OCLC-classified libraries supporting the unique professional needs and goals of the FIU College of Law and FIU Herbert Wertheim College of Medicine. FIU Libraries collaborates with FIU Law Library and FIU Medical Library to support cross-disciplinary and cross-campus research and scholarly pursuits. The Dean collaborates closely with the directors of the Law and Medical libraries to effectuate the unified strategic vision and mission of the University. Additionally, the libraries unite to collaborate on the shared Florida state-wide catalog, working groups, and administrative responsibilities as part of Florida Virtual Campus (FLVC) membership.

Collections and Museums Shared Services (CMSS) is a unit designed to grow capacity and to bring efficiency and economy to key administrative functions—finance, human resources, facilities and construction, event rentals, auxiliary services, marketing and communications, information technology, and community and government relations—by sharing the talent and expertise of the respective staffs. The directive of the CMSS team is to deliver integrated operational support across FIU Libraries, the Frost Art Museum, the Jewish Museum of Florida—FIU, The Wolfsonian-FIU, and CasaCuba.

ROLE OF THE DEAN

The Dean is the chief administrative and budgetary officer for FIU Libraries and is committed to building collections appropriate for academic and professional programs. The Dean oversees an education and general budget of approximately \$17 million, which includes \$8 million in collection costs, and more than \$4.4 million in operating expenses. FIU Libraries employ just under 100 faculty, staff, and administrators, in addition to 100+ student employees annually, to support its mission. The Dean reports to the provost and manages a senior leadership team comprised of an Assistant Dean of Strategic Initiatives, two Associate Deans of Faculty, a Director of Administrative Services, a Director of Library IT, and an Executive Assistant. FIU Librarians are 12-month, non-tenure track faculty eligible for promotion through the Non-Tenure Track Promotion process detailed in FIU Libraries' Promotion Manual. Library faculty play an active role in faculty governance through the Library Assembly, which initiates, reviews, evaluates, and recommends policy while supporting the FIU Libraries' mission, vision, and values.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

The Dean will address the following opportunities and challenges:

Provide innovative vision and strategic leadership to FIU Libraries

FIU is a fast-growing institution at the forefront of innovation and scholarship, uniquely positioned in the hub of cosmopolitan Miami. The Dean will be responsible for developing a vision that supports resource management while meeting the needs of a rapidly growing preeminent research institution. The Dean's vision should inspire and ensure a welcoming, accommodating physical and digital space. Their vision will be grounded in innovative ideas aimed to enhance the value of FIU Libraries within the context of FIU's mission and strategic priorities, particularly regarding faculty research and student access and success. The Dean will proactively enact a creative strategy to guide the evolution of a 21st-century library that spans a broad geographic region with an integrated catalog. A member of the Provost's Dean's Advisory Council, the Dean of Libraries will work with the Provost, Senior Vice President for Research, the academic deans, and other campus leaders to ensure that this strategy centers FIU Libraries' relevance within the wider University, supports the University's research enterprise, and elevates the overall profile of FIU. The Dean's strategic leadership will ensure that FIU Libraries provide the FIU community and the public with excellent and relevant programs, services, collections, technologies, and learning spaces.

Lead as a strong and compelling advocate

As the public face of FIU Libraries, the Dean will be an effective communicator and tireless advocate for the libraries, generating excitement about the relevance and importance of the libraries from administrators, faculty, students, and the public. Increasing campus and community awareness of the libraries' resources and services and their capacity to support the community's teaching, research, and creative activities are a priority. The Dean must maintain strong communication channels to determine the best ways to support students in their studies and projects, faculty in their teaching and research, and

the public in its use of library resources and services. This will include collaborating with the FIU museums to strengthen their overlapping missions with those of the libraries and bolster the current interfacing between the libraries and museums. The Dean will also work to establish and implement feedback channels aimed at improving internal library communication and rebuilding trust with its highly dedicated, mission-driven faculty and staff. Transparency through reporting and knowledge sharing will be essential to improve morale and ensure retention.

Manage resources in a budget-constrained environment

FIU Libraries' budget requires strategic and prudent management. The Dean will have the financial acumen to proactively manage resources to keep pace with the University's evolution, anticipating escalating collection costs, navigating the landscape of federal funding, increasing enrollment, expanding academic programs, multi- and cross-disciplinary research endeavors, and evolving student success initiatives. The Dean should be talented and skilled in the judicious use of existing funds to make strategic budget decisions to ensure the most effective use of the University's resources in lockstep with the FIU's strategic vision. FIU is a member of the State University System of Florida and beneficiary of several centrally bargained journal subscriptions. The State University System of Florida also has an extensive Interlibrary Loan system, and there is strong collegiality and close collaboration between the Deans of Libraries across the State University System of Florida .

Forge external partnerships to ensure the continued growth and success of FIU Libraries

To ensure the continued maintenance and growth of FIU Libraries, the next Dean will be creative in generating revenue streams, including participating in fundraising activities, to secure funds outside the standard budget. The Dean will partner with the FIU advancement office to present a clear and compelling vision for FIU Libraries, identify prospective donors, raise private funds, and establish mutually beneficial relationships with donors, alumni, supporters, and community partners. The next Dean will foster existing and new relationships with government bodies and partnerships with other libraries in furtherance of FIU Libraries' mission. Given that FIU is a Carnegie-classified community-engaged institution, the Dean will ardently support programs and services geared toward the greater Miami metropolitan area. The Dean of Libraries should be an effective and collaborative partner who can think creatively about connecting the libraries with local communities.

Foster a collaborative and accommodating culture

Critical to FIU's mission is its service and dedication by faculty and staff to educate a highly motivated and aspirational student population. The Dean will create strategies and initiatives that enable FIU Libraries to effectively support the University's multicultural, multilingual, and vibrant student body, consistent with FIU's culture and core values. FIU Libraries' dedication to South Florida's rich demographic and cultural vitality allows it to serve the University's community with sensitivity and adaptability. The Dean will demonstrate active collaboration in working with staff and librarians to foster and promote a service-oriented environment in FIU Libraries.

QUALIFICATIONS AND CHARACTERISTICS

Ideal candidates will demonstrate many of the following personal qualifications, skills, and experience:

- An ALA-accredited MA or MS in Library Science degree or its equivalent is required.
- A record of progressively responsible administrative experience in academic or other libraries, including budget management, strategic planning, negotiation, and patron services. Experience in all types of libraries will be considered equally.
- A record of developing or cultivating external funding sources for resource enrichment in a university or other non-profit setting.
- Excellent communication, interpersonal, and leadership skills, and the ability to act as a strong advocate for libraries at the university, regional, state, and national levels.
- Demonstrated ability to lead and inspire teams through change, including navigating entrenched mindsets and fostering a culture of growth, accountability, and shared purpose.
- A collegial leadership style that encourages input from all levels within the libraries and promotes an organizational climate based on mutual respect, service, communication, and teamwork.
- Capacity to engage constructively with the range of faculty and staff perspectives, while promoting contemporary understandings of academic roles, shared governance, and institutional priorities.
- Evidence of a strong commitment to fostering a hospitable workplace where current and prospective faculty and staff can thrive.
- Experience and commitment in advancing the implementation of creative outreach programming and community engagement, linking cultural and creative activities to collections.
- A clear understanding and commitment to the libraries' role in promoting information literacy and student or learner success.
- A clear vision of the academic library as a vibrant center of research, teaching, and learning; demonstrated commitment to creating a dynamic and technologically innovative learner-centered library.
- Expert knowledge of the challenges and trends impacting academic libraries and universities and experience developing innovative and creative solutions to deal with them.
- An understanding of how current trends have impacted the publishing ecosystem.
- Commitment to ensuring the use of emerging technological advances to provide more efficient and effective access to information resources and to enhance library services.
- Commitment to fostering internal and external communications, marketing, and donor relations efforts.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/florida-international-university/dean-university-libraries>

Electronic submission of materials is strongly encouraged.

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Isaacson, Miller

FIU is a member of the State University System of Florida and an Equal Opportunity, Equal Access Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, or protected veteran status.