



Associate University Librarian for Discovery and Content Stewardship
Yale University
New Haven, Connecticut

THE SEARCH

Yale University Library (Yale Library) seeks a visionary, innovative, and collaborative leader to serve in the newly established role of Associate University Librarian for Discovery and Content Stewardship (AUL). The creation of this position reflects the library's continued development as a unified system. This role oversees key aspects of the life cycle of scholarly resources, including physical, licensed, and digital collections, and offers the opportunity to design and implement a sustainable, comprehensive approach to the description, digitization, discovery, and delivery of library content across all formats. Partnering with campus stakeholders and library colleagues, the AUL will ensure that users discover, access, and use library content easily and effectively.

Yale University comprises Yale College, the Graduate School of Arts & Sciences, and 12 professional schools. It is home to more than 15,000 undergraduate, graduate, and professional students, nearly 6,000 faculty, and over 12,000 staff members. In recent years, the University has pursued an ambitious program of investment that will [deepen its historic preeminence in the arts and humanities](#); [invest in multidisciplinary data-based social science research](#); [accelerate research and innovation in science, medicine, and engineering](#); and [foster a vibrant educational community](#) of exceptional faculty, the most promising students, excellent and innovative staff, and supportive alumni.

Yale Library is celebrated for its extraordinary collections and resources. The AUL's primary charge is to make the library's content more discoverable and available, and to connect and align Yale Library's practices, processes, and personnel in this effort. The AUL will provide vision and leadership for how content is described, digitized, managed, preserved, and made accessible at scale; work closely with colleagues to clarify roles and workflows; and partner across the library to support rational decisions and sustainable approaches. The position calls for a leader able to balance the requirements of the present and the long term, and who can apprehend challenges and embrace opportunities, including (but not limited to) the responsible use of automation and artificial intelligence.

Reporting to the University Librarian, the AUL will be a critical member of a talented and energetic team of library professionals. The AUL's portfolio will include the department of E-Resources and Serials, Monographic Processing Services, Resources Discovery Services, and Digital Collections and Access; in all, the AUL's group will include 90 FTE. The successful candidate will bring to the role strategic vision, wise leadership, technical expertise, organizational and operational sophistication, and a disposition to collaborate.

A search advisory committee has been formed, and Isaacson, Miller, the national executive recruiting firm, has been retained to support the committee. Confidential inquiries, nominations, and applications can be directed to the firm as indicated at the end of this document.

ABOUT YALE UNIVERSITY

Founded in 1701, Yale University is celebrated for its commitment to teaching and research, its depth in the humanities and arts, and its focus on undergraduate education as well as research. It is an institution with a proud intellectual tradition and an ambitious vision for the future.

Recent achievements include the opening of the [Humanities Quadrangle](#) in 2021, which brings together the majority of the University's humanities departments along with the [Whitney Humanities Center](#); the establishment in 2022 of the [Jackson School of Global Affairs](#), Yale's first new professional school in more than four decades; the evolution of the [Yale School of Public Health](#) in 2024 as an independent professional school; and continued investment in faculty, facilities, and interdisciplinary initiatives across the sciences and engineering. These developments coincide with Yale's most ambitious fundraising campaign to date, [For Humanity](#), which focuses on four priority areas: arts and humanities for insight, science for breakthroughs, collaborations for impact, and expanding access and affordability in order to attract outstanding students from all backgrounds.

Yale's strategy and aspirations are both global and local. Even as the University expands its international reach through the Jackson School and research collaborations spanning continents and disciplines, Yale maintains close ties to its home city of New Haven. With a population of approximately 130,000 in a metropolitan region of more than 850,000, New Haven and the University have a longstanding partnership grounded in civic engagement and shared purpose. Yale has expanded efforts to promote economic development, increase homeownership, and support public education in the city. Collaborative programs with New Haven Public Schools include initiatives such as [New Haven Promise](#) and educational partnerships that provide opportunities in science, the arts, and humanities for local students.

Yale University is led by **President Maurie McClinnis**, who became the University's 24th president in 2024. A member of the faculty of the Department of the History of Art, President McClinnis has contributed significantly to her field as a cultural historian. She has led Yale in numerous discussions from which several areas of focus emerged for the years ahead: enhancing and expanding educational opportunities for students; maintaining Yale's status as a destination for the world's foremost scholars and teachers; championing academic excellence; increasing research collaboration and impact; welcoming diverse viewpoints; and continuing to strengthen Yale's partnership with New Haven.

Provost Scott Strobel is the Henry Ford II Professor of Molecular Biophysics and Biochemistry. He was previously Vice President for West Campus Planning & Program Development, during which time he orchestrated the emergence of West Campus as a research and educational hub of the University. He has also served as the inaugural Deputy Provost for Teaching and Learning and, in that role, oversaw the creation of the [Poorvu Center for Teaching and Learning](#).

YALE UNIVERSITY LIBRARY

Among the world's leading research libraries, Yale Library is celebrated for its extraordinary collections, outstanding support for teaching, learning, and research, and the expertise and professionalism of its employees. Yale Library has nearly 16 million volumes across all formats, and a workforce of more than 500 employees across 12 libraries.

Few research libraries can lay claim to the scale and resources of Yale Library: there are around 600 endowments designated for acquisitions and services, and the library has a long and successful record of attracting philanthropic support from organizations and individuals. In the profession, Yale Library is known for its multifaceted and forward-looking approach to the collection, stewardship, and dissemination of knowledge. It is a leading member of the [Ivy Plus Libraries Confederation](#) and in 2025 [joined ReCAP](#) (the Research Collections and Preservation Consortium); it also maintains memberships in nearly 50 [professional organizations](#).

Yale Library is led by **Barbara Rockenbach**, the Stephen F. Gates '68 University Librarian. In 2025, Rockenbach was reappointed by President McInnis and Provost Strobel to her second five-year term; their announcement of her reappointment cited her leadership in enhancing the educational and data infrastructure of Yale Library, increasing access to iconic spaces and collections, and supporting innovative research and teaching for students, faculty, and researchers. In her leadership of the organization, she has emphasized best practices and innovation in service — meeting the evolving needs of students, faculty, and staff — while reaffirming Yale Library's continued commitment to collecting, preserving, and providing access to print collections.

CURRENT OUTLOOK AND FUTURE STATE

In the last five years, to meet the needs and expectations of its users (and as the pace of change in the information and library landscape has quickened), Yale Library has reimagined its organizational structure, invested in library infrastructure and operations, and strengthened coordination and communication among the University's libraries, archives, and cultural heritage collections. The appointments of the two newest Associate University Librarians are among the most visible outcomes of this work. [Michelle Light](#), Associate University Librarian for Special Collections and Director of the Beinecke Rare Book and Manuscript Library, was named to this new role in 2021 and has focused on the sustainable stewardship of Yale Library's diverse and broad special collections. [Lauren Di Monte](#), appointed in 2023 as the inaugural Associate University Librarian for Research and Learning, is responsible for bringing together and building research services and expertise across all disciplines, and for collaborating with campus partners to provide a new level of research support across academic disciplines.

The AUL for Discovery and Content Stewardship represents the next step in Yale Library's evolution. It marks a continuation of the library's focus on access and user experience. The library recently migrated to Alma; it already lays claim to one of the best digital preservation infrastructures in the U.S. The time is ripe to consider how existing work in Technical Services and Digital Collections at Yale Library should evolve to support researchers' needs for discovering and accessing content in a wide variety of formats.

ROLE OF THE AUL (KEY OPPORTUNITIES AND CHALLENGES)

The AUL will:

Develop and implement a robust strategy for discovery and access.

The AUL's overarching opportunity is to devise and implement a comprehensive strategy that increases access to Yale Library content, while improving its discovery and use. This will include developing approaches, capacity, and staff skills for services to acquire and make available evolving forms of digital research content, such as research data; and employing user studies and other assessments to continuously improve services and systems. The AUL must also bring a vision for how researchers and other library users may find and access content in new ways, for example, through artificial intelligence.

In implementing this strategy, the AUL will be guided by principles of service (supporting the research, teaching, and learning missions of Yale) and sustainability (prioritizing the adoption of systems and approaches that promote reliable, long-term, maximal access and use). The AUL must also examine existing practices and policies, and work collaboratively to clarify and, as appropriate, reimagine or adapt.

Collaborate and connect.

To succeed, the AUL must connect the departments within the portfolio. While collaboration within departments is high, there is an opportunity for greater communication and collaboration across departments. This would promote shared understanding, more informed decision-making, and coordination of activities under the AUL's purview.

Beyond the AUL's division, the AUL will collaborate with Library Information Technology, Collections and Scholarly Communication, Special Collections, and General Collections leadership and personnel to ensure that systems and platforms support content acquisition, including responsible acquisitions processes, collections control, and reporting, as well as access, and management needs. The AUL will serve as a trusted resource and guide for investment in and provision of service. Outside the library, the AUL will represent the library in consortia, professional organizations, and collaborative initiatives, including those among colleagues across Yale's cultural heritage units, engaging with others to improve content access, metadata quality, and discovery functionality.

Position the team for success.

The AUL's portfolio represents a reorganization of departments and teams that bring tremendous skill and expertise to their work. With the new structure, roles and workflows could benefit from clarification, redefinition, and consideration of different approaches. The AUL will recognize the professional practices and high standards that have contributed to departmental excellence; support library staff in addressing challenges such as maintenance, backlogs, and post-migration work; and engage the teams in full and open consideration of how to position the newly created team for success, including through training, professional development, and adoption of new systems.

Promote a high-performing and healthy workplace culture.

The AUL will serve as a connector, translator, and guide during a period of significant change. As Yale Library continues its evolution from a systems-based to a service-based organization, the AUL will remain available, communicative, and responsive. Yale Library personnel are exceptionally resilient and focused. The AUL will recognize their talents, share information, be open to ideas and suggestions, and welcome differences, the better to understand barriers for success, break down silos, and nurture a fulfilling and healthy work climate.

Yale Library clerical and technical staff are represented by Local 34, The Union of Clerical & Technical Workers at Yale. Library leadership maintains a positive and constructive partnership with Local 34.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will possess many of the following qualifications, experiences, skills, and personal qualities:

Professional experience and knowledge: An MLS, MLIS, or equivalent professional degree is strongly preferred, with experience befitting the role of the AUL. A record of success in a research library, in support of discovery and access. Appreciation of the intellectual breadth, creativity, disciplinary diversity, and interdisciplinarity found at a major research university. Knowledge of the life cycle of library content management; understanding of best practices in metadata standards, linked data, interoperability, and accessibility; experience in or capacity for leading strategy for digitization, digital collections, and digital access. Ability to guide the continued evolution of technical services and digital collections.

Leadership experience: Superb collaborative intellectual leadership that promotes shared understanding; demonstrated aptitude to connect departments and personnel in shared goals. Strategic and tactical skills. A history of strengthening systems and practices, leading and implementing change, and managing financial and human resources. Institutional sophistication. Evidence of ability to navigate and make progress in complex and process-driven professional environments, and to drive change when needed.

Managerial experience: A demonstrated history of successful leadership of large and complex teams, with a record of effective, transparent, and collaborative management. Financial and budgetary sophistication. Aptitude for apprehending roadblocks and identifying solutions, creatively and proactively. A record of inspiring and strengthening high-performing teams. A leadership style that fosters trust and dialogue, empowers individuals while fostering collaborative work, draws on best practices, and champions excellence.

Personal qualities: Commitment to the mission and values of Yale University. Positivity, intellectual openness, and sound judgment. Superb listening and communication skills. Desire to partner and serve. Empathy and appreciation for the contributions of and challenges experienced by others. Enthusiasm for engaging with colleagues across the institution, supporting them in their professional endeavors. Good humor, patience, and tact.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Confidential inquiries, nominations, referrals, and CVs with cover letters may be submitted to the Isaacson, Miller [search webpage](#).

Anita Tien, Partner
Arianna Williams, Senior Associate
Christina Errico, Managing Search Coordinator

Yale University is committed to basing judgments concerning the admission, education, and employment of individuals upon their qualifications and abilities and affirmatively seeks to attract to its faculty, staff, and student body qualified persons of diverse backgrounds. In accordance with this policy and as delineated by federal and Connecticut law, Yale does not discriminate in admissions, educational programs, or employment against any individual on account of that individual's sex, race, color, religion, age, handicap, or national or ethnic origin; nor does Yale discriminate on the basis of sexual orientation.

University policy is committed to affirmative action under law in employment of women, minority group members, handicapped individuals, special disabled veterans, and veterans of the Vietnam era.

This document has been prepared based on the information provided by Yale. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Yale would supersede any conflicting information in this document.