



**Dean of University Libraries
Wichita State University
Wichita, Kansas**

THE SEARCH

Wichita State University (WSU), the premier urban, public research university in Kansas, seeks a visionary, engaged, and collaborative leader to be the next Dean of University Libraries. Founded in 1895, WSU has a keen focus on student success, applied learning, and innovative faculty with a deep commitment to the Wichita community as a driver in talent development and economic prosperity. It is a growth-minded university, on an impressive trajectory, where collaboration and creativity shape the future of education, with an entrepreneurial spirit embedded in its foundation.

Wichita State University is one of the nation's fastest-growing public research universities, and the University Libraries play a vital role in WSU's growth and continued attention to excellent scholarship and student engagement. The new Dean will take the helm of a library system poised for advancement opportunities that align with the University's overall strategic plan. Continuous digital delivery of the Libraries' collections, ensuring access to ground-breaking and highly reliable technology, and building and maintaining a highly collaborative and accessible collection of educational facilities remain the highest priority for university library staff and faculty, and the new Dean will work to develop a vision that aligns with those priorities.

The Dean's primary responsibility is to promote and advance a learning environment that encourages creativity, research, scholarship, and student success, while ensuring the continued use and adoption of emerging technological advances to enhance library services and resources. As the chief administrative and budgetary officer for the Libraries, the Dean is committed to building collections appropriate for academic and professional programs. The Dean plays a vital role in working with WSU faculty, students, staff, alumni, public patrons, and the Libraries' donors and stakeholders and will be well-rounded in their approach to building these crucial relationships. A deep personal commitment to and demonstrated track record of actively supporting and promoting diversity, equity, and inclusion is a priority. As a Dean's Council member, the Dean engages with the Provost, Vice Provost for Research, the academic deans, and other campus leaders. The Dean will define the role of WSU Libraries in accelerating the University's growth as a major research institution and in collaboration with other units at the institution, with particular attention on innovation and digital transformation. As WSU is a member of the Kansas Board

of Regents (KBOR), the Dean will capitalize on the potential to engage in innovative collaborations with other universities across the state.

Wichita State University has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of the new Dean. All confidential inquiries, applications, and nominations should be directed in confidence as noted at the end of this document.

WICHITA STATE UNIVERSITY

The mission of WSU is to be an essential educational, cultural, and economic driver for Kansas and the public good. With the vision to be one of the nation's premier urban public research universities, known for providing impactful applied learning experiences and driving prosperity for the people and communities they serve, in 2020, WSU launched a [university-wide strategic plan](#) and [three key priorities](#):

- Helping families through access and affordability
- Supporting Kansas businesses with a talent pipeline that meets employer needs
- Increasing economic prosperity with higher education that benefits the Kansas economy

Highly focused on core and distinctive values, the University is specifically committed to:

- *Student Centeredness*: Promote holistic student success through a supportive learning environment in which all students, past, present, and future, continually thrive and grow.
- *Research and Scholarship*: Accelerate the discovery, creation, and transfer of new knowledge.
- *Campus Culture*: Empower students, faculty, staff, and the greater Wichita community to create a culture and experience that meets their ever-changing needs.
- *Inclusive Excellence*: Be a campus that reflects and promotes, in all community members, the evolving diversity of society.
- *Partnerships and Engagement*: Advance industry and community partnerships to provide quality educational opportunities and collaboration to satisfy rapidly evolving community and workforce needs.

Wichita State is one of six state universities governed by the Kansas Board of Regents (KBOR) and is Kansas' only urban, public research university. With an institutional operating budget of over \$600 million, WSU's approximately 4,360 employees have a regional economic impact of \$1 billion. On a sprawling 330-

acre campus, WSU currently has over 500 tenured or tenure-track faculty and an enrollment of almost 17,000 students (approximately 76 percent undergraduate and 24 percent graduate) with a steady record of sustainable enrollment. WSU is home to nine colleges, including the College of Applied Studies; the W. Frank Barton School of Business; College of Engineering; College of Fine Arts; College of Health Professions; Fairmount College of Liberal Arts and Sciences; the Dorothy and Bill Cohen Honors College; College of Innovation and Design; and the Graduate School. Offering 70 Bachelor's degree programs, one associate degree, 13 doctoral degrees, 48 master's degrees, and over 60 credit-bearing certificates, WSU offers its educational opportunities to students and community members through the main campus and six regional campus locations as well as WSU Online.

WSU is the most racially and ethnically diverse campus in Kansas. About 77 percent of its students are from Kansas and the remainder hail from every state in the U.S. and 111 countries. In the current academic year, approximately 45 percent of all degree-seeking undergraduates at Wichita State are first-generation students, 55 percent identify as women, and 21 percent are underrepresented minorities. Reflecting its deep commitment to diversity, equity, and inclusion, WSU is working towards designation as a Hispanic-Serving Institution.

WSU leadership is focused on strengthening the educational opportunities provided to students, helping ensure student success, and providing a wide array of research and career opportunities. To foster these opportunities, the University has experienced [tremendous growth](#) over the last ten years with new research centers, labs, classroom buildings, housing, dining, and athletic facilities. The newest college, the College of Innovation and Design, merges arts, science, and technology curricula to create opportunities for student-faculty collaboration across the colleges and is one of the only face-to-face programs of its type in the country.

To help address the core workforce needs of the state while creating a seamless pipeline to higher education, WSU established an affiliation with WSU Tech. WSU Tech offers more than 100 programs of study, including aviation, health care, manufacturing, design, and business.

WSU's [Innovation Campus](#) is an interconnected community of partnership buildings where organizations establish operations and reap the rewards of the University's vast resources and laboratories that give students access to real-world applications and the training needed to effortlessly assimilate into the workforce. It is also a community Makerspace that gives both students and non-students alike access to the technology and services that help facilitate product development and mixed-use areas that provide everyone with a place to eat, sleep, play, shop, and share.

LEADERSHIP

[Dr. Richard \(Rick\) Muma](#) was named the 15th president of Wichita State University on May 6, 2021. Before becoming president, he was the provost and executive vice president providing academic leadership for the University's priorities, including enrollment, applied learning, funded research, and regional economic

development. Dr. Muma has also served as senior associate vice president for Academic Affairs and Strategic Enrollment Management and chair and professor in the departments of Public Health Sciences and Physician Assistant.

[Dr. Shirley Lefever](#) was named Wichita State University's executive vice president and provost in April 2022 after serving as interim since fall of 2020. Prior to that, she was Dean of WSU's College of Education, which in 2018, she transitioned to the College of Applied Studies. During her tenure as dean, enrollment in the College grew more than 60 percent (2013-2020), and several new programs were added, including the Teacher Apprentice Program, which remains one of the largest enrolled programs at the University.

THE CITY OF WICHITA

Sitting in the center of the U.S. Great Plains, and as Kansas' largest metro area, with a growing population of nearly 700,000, Wichita is the commercial, financial, medical, cultural, and entertainment hub for the state. Despite its growth, WSU has a large footprint across Wichita and is a leader in the active higher education community of the city, which includes multiple universities and community colleges. Wichita has maintained the friendly Midwestern feel and enjoys a mild climate for most of the year. Wichita has been nationally recognized for its low cost of living, growing economy, and excellent quality of life.

Below are additional accolades the city has recently received:

- No. 3 US Advanced Industry Hotspot
- No. 1 Most Affordable College Town in America
- Top 10 Best Cities for New College Grads
- The 15 Best Midsize Cities for New Grads
- Top 10 Best Places to Live
- Top 10 Best Value City
- No. 2 Most Recession-Proof City

More information about the City of Wichita can be found at <https://www.wichitachamber.org/main/welcome-to-wichita/>

WICHITA STATE UNIVERSITY LIBRARIES

The Wichita State University Libraries (Libraries) serve 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 rising top-tier university needs a top-tier library, the mission of WSU Libraries is to serve as a catalyst for innovation by providing an

accessible and well-rounded knowledge base as well as cutting-edge digital technologies that facilitate 21st-century students' and researchers' learning, discovery, exploration, and creation.

Library faculty and staff are the most important asset of the University Libraries. Faculty librarians in Research and Instruction Services foster collegial relationships with both students and faculty in the various academic departments across campus. They perform a range of duties, including teaching library instruction classes, conducting research consultations in their assigned subject areas, and teaching library workshops about topics such as entrepreneur research, geographic information systems, and citation management. Technical services faculty and staff support the acquisition and cataloging of library materials. Access services staff exhibit exceptional service in helping community members access the variety of library materials available in Ablah Library. The majority of librarians are tenure-track or tenured faculty librarians and conduct research about a range of issues related to libraries, information, and technology. The librarians also have the opportunity to serve the university by representing the library on a variety of faculty committees at the university level.

With an annual budget of approximately \$6.4 million, WSU Libraries employs 15 faculty, 27 staff, and three administrators to support its mission. WSU Libraries house over 1.83 million titles, with more than 1 million electronically available online, including e-books, e-journals, audio files, and videos. In particular, WSU Libraries provide print or digital access to over 100,000 journals, magazines, and newspapers. There are more than 347 online subject-specific and scholarly databases, almost all of which are available via remote access. To support WSU's hybrid and online course offerings, WSU Libraries' collection development focuses on perpetual electronic access and digital subscriptions. WSU Libraries' strategic investment in 21st Century resources ensures that WSU students, faculty, and staff have continuous access to high-quality research materials and data anytime and anywhere. In addition, WSU Libraries hold robust and impressive art, music, and other Special Collections.

Ablah Library

The [Ablah Library](#) is the keystone facility of the WSU libraries and is positioned in the eastern section of the main campus. Within the Ablah Library's walls, members of the WSU community can find a warm and welcoming environment with a variety of spaces that provide opportunities for focused and independent work as well as purpose-driven socialization and collaboration. The library is an expansive 187,650 square feet of space spread across three floors – 121,635 square feet of which is assignable or reservable in the form of smaller study rooms and a designated workshop and seminar classroom. WSU Community members can also take advantage of the designated quiet spaces on the 3rd floor for those moments when their undivided attention to work or research is necessary. The Library also houses easily accessible computer terminals, which are open for both university and community use.

The most notable innovations found within the Ablah Library are the [C-Space](#), the University Libraries' home for creative endeavors, and the new Milton A. and Dawn P. Messinger Digital Scholars Commons. The C-Space houses innovative resources such as a soundproofed audio recording studio, virtual reality equipment, a video creation studio, and 3D scanners, among other technological investments that are

open for faculty, staff, and student usage. Newly open in Spring 2023 and adjoining the C-space, the Digital Scholars Common is an interdisciplinary space including a 98-inch state-of-the-art touchscreen monitor for teaching and learning. This space will host a variety of workshops, classes, and public events. Other areas here include a conference room for small group meetings, a small study room, and collaborative workspaces for completing projects. In addition, several advanced computers have software for geographic information systems (GIS), statistical analysis, data visualization, multi-media editing, and other applications.

The Ablah Library is also home to the [Special Collections and University Archives](#) unit within Wichita State University Libraries. This unit, which is open to the public, acquires, arranges, preserves, and makes available to the public rare and unique books, manuscripts, university records, photographs and other images, and Kansas maps and atlases. Its purpose is to enhance Wichita State University Libraries' general collection, support the research and teaching programs of Wichita State University, and provide opportunities for research to the people of Wichita and Kansas and to the research community at large.

Music Library

The Thurlow Lieurance Memorial Music Library is a 3,370 square foot annex located in the Music and Languages Innovation Center (MALIC) along with the Savaiano-Cress Language Lab in Jardine Hall. Begun as a departmental collection, the holdings were incorporated into the University Libraries system in 1981. The library is named in honor of composer and former dean of the Wichita State University School of Music, Thurlow Lieurance. The collection consists of over 51,000 scores, sound recordings (compact discs, phonograph records, and audio cassettes), music videos, and basic music reference materials. The collection's primary purpose is to support the music curriculum; therefore the acquisition of new materials emphasizes the current areas of study and performance.

Chemistry Library

The McKinley Chemistry Library is a 1,200 square foot dedicated chemistry research and learning space. This library houses chemistry course reserve materials as well as a collection of core chemistry journals and reference materials – just over 1,000 holdings in total. The Chemistry Library also houses a focused study area as well as publicly available computers, a printer, and a copier. The circulating chemistry book collection and non-core chemistry journals are located in Ablah Library.

THE ROLE OF THE DEAN OF UNIVERSITY LIBRARIES

Reporting to Executive Vice President and Provost, the Dean is responsible for the leadership and administration of the WSU Libraries, overseeing its operations and development in the areas of user services, collections and resources, management and infrastructure, cooperative initiatives and outreach, and funding. The Dean's direct reports include two Associate Deans as well as the Business Manager, the Senior Coordinator of Collection Strategies and Development, and the Dean's Executive Assistant, with an

additional 15 faculty and 24 staff members working under the University Libraries organization and the Dean oversees an annual operating budget of approximately \$6.4 million.

The Dean will articulate a clear vision for the role of the academic research library in the 21st century; develop and implement a strategic plan in support of the University's academic priorities, curricula, and research; and staunchly advocate for resources and support of the Libraries to campus administration, donors, and stakeholders. The Dean will build partnerships across the University's academic units to generate faculty-led opportunities for interdisciplinary research and applied learning. The Dean will also seek to build visibility for – and drive traffic to – the Libraries' physical spaces as places of access and collaboration. The Dean will work with the University's IT leadership as well as with the WSU Libraries Computer Support Team to enhance the Libraries' digital portfolio of services, integrate upgrades that improve the Library's online accessibility and user experience, and provide a world-class resource center for students and faculty alike. The Dean will ensure the Libraries community is an inclusive one that values, supports, and celebrates the contributions of all faculty, staff, and students. The Dean will also seek to build and maintain community partnerships with an eye towards both the creation of impactful on-campus programming and connecting students to industry opportunities both regionally and nationally, all in the pursuit of realizing the full potential of the Libraries.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN:

The next Dean of University Libraries will be charged with addressing the following opportunities and challenges:

Provide an innovative and strategic vision for the WSU Libraries.

During a time of rapid transformation of the information management and higher education landscape, the WSU Libraries must define and strategically position itself to address ongoing needs and to lead change. In close collaboration with WSU senior leadership, faculty, librarians, and staff, the Dean will craft a compelling and forward-thinking vision to drive the Libraries' success in serving as an integral resource and primary academic unit for the campus community.

In part, the Dean will focus on student success, scholarly research, the improvement of the mechanisms of information storage and retrieval, and effectively meeting and exceeding the growing expectations of on-campus, remote, and hybrid students, faculty, and researchers when seeking support, knowledge, and resources. The vision will include how the Libraries can best utilize the physical spaces to provide inclusive instruction, learning, and community building. Priorities for the vision should also demonstrate how the Libraries should best support the proposed joint University of Kansas and Wichita State University health sciences education center in the city of Wichita.

Serve as a champion for the University Libraries across both the campus community and the greater Wichita metropolitan area

As a staunch advocate for the importance of library faculty and staff in an evolving higher education landscape, the dean will connect WSU and the greater Wichita community, raising the visibility of the library and its standing as a significant asset for educational and technological resources. The Dean will also seek to work closely with university leadership to secure strategic resources that will allow the University Libraries to stay abreast of trends in the field and to ensure the continuity of exceptional service and rapid collection access. The Dean will connect with local industry to garner interest around the addition of co-curricular programming and applied learning opportunities for students and community members.

Support and enhance Wichita State University's deep commitment to diversity, equity, inclusion, and access.

Wichita State University is committed to building and supporting one of the most diverse student bodies in the country, with the goal of becoming a Hispanic Serving Institution. As an advocate with a proven track record of advancing DEI issues, the Dean will work in collaboration with faculty, staff, and relevant committees to foster education, awareness, and actions promoting a more diverse, equitable, and inclusive teaching and learning environment and resource allocation to further advance WSU's mission in this space. The next dean will prioritize the accessibility of library resources in the pursuit of providing WSU students with equitable opportunities to succeed and innovate on campus and virtually.

WSU's priority to serve all students and provide access to well-rounded support is further displayed via the current construction of the Shocker Success Center, which is intentionally located next to the Ablah Library. The next Dean will collaborate with librarians and staff along with campus leadership to determine how to best leverage the work and location of the Shocker Success Center and become close partners in holistically developing the student while preparing them for future success upon graduation.

Maintain and expand the libraries' traditional functions while remaining on the cutting edge of digital transformation and scholarship.

The new Dean will seek to optimize the Libraries' systems and processes around collection access to support a robust and modernized research enterprise. The Dean will work in collaboration with university and information technology experts to target investments in the development and installation of programs and technologies that will best serve the rapidly changing needs of a growing and diverse campus population and the local community. The Dean will also be knowledgeable about up-and-coming technologies and innovations in the library space and will lead the staff in discussions around understanding and implementing them.

The Dean will provide leadership in a modernization of the library's physical infrastructure. The next Dean should also be familiar with or have experience in facilities management, specifically as it relates to upgrading makerspaces, classrooms, common areas, or other on-campus library spaces. The Libraries' role

on campus as a place of convening ideas and innovation should be reimagined for the future of higher education and its place in the greater community and will require thoughtful leadership and planning.

Lead, develop, and inspire a talented and service-oriented staff.

The success of the WSU Libraries is due in large part to the talent of its librarians, staff, and student workers who are committed to providing a student-centered approach to their services. This team contributes valuable expertise and ideas to the libraries and seeks a leader who can provide strategic prioritization. The Dean will define and implement programs to recruit, mentor, develop, and retain librarians and staff. This is especially important given the increasing level of expertise required by both librarians and staff in an increasingly technology-focused environment. The Dean will understand how the promotion process impacts the work of the librarians and will also be well-versed in emerging trends in the field of library science in order to be supportive of their needs, professional development, and growth as individuals and as a unit.

Provide leadership in the stewardship and management of the University Libraries' resources while simultaneously activating and enhancing new and existing partnerships to support a broad range of innovative programs and philanthropic priorities.

The creative management and leverage of resources will be an ongoing leadership challenge for the Dean, whether hiring librarians and staff, maintaining and improving collections and other services, assessing space needs, or launching special projects that add to the Libraries' capabilities. The Libraries have a budget that requires strategic and judicious management. The Dean will make decisions to deploy existing resources and negotiate cost-effective, mutually-beneficial partnerships with publishers, academic units, and other partners effectively.

As a key partner with the embedded Senior Director of Development and with the WSU Foundation and Alumni Engagement, the Dean will develop and foster relationships with critical stakeholders to articulate unique opportunities for collaboration and areas for investment. The Dean will present a clear, compelling vision for the WSU Libraries and skillfully and passionately market the Libraries' opportunities for serving the community. In addition to philanthropic priorities, the Dean will bring an entrepreneurial vision to develop new revenue streams to further support programmatic, facility, and research priorities.

THE SUCCESSFUL CANDIDATE

While no one person will embody all of them, the successful candidate will exemplify many of the following qualifications and attributes:

- Master of Library Science, Master of Library Information Science, or an equivalent terminal degree from an ALA-accredited program;
- Qualified to be tenured in the library at the level of professor;

- A proven track record of positive impact on equity, diversity, inclusion, and access and furthering a welcoming and inclusive culture;
- Proven success in developing and maintaining strong working relationships and partnerships within the library and with campus leaders, other academic units, community leaders, alumni, and other local or regional libraries;
- Documented record of success in securing external library funding and support through grants, donations, and other means;
- A successful record of progressively responsible administrative experience in an academic or research library, including personnel management, budgeting, and strategic planning;
- Documented experience in identifying and addressing the major challenges facing academic or research libraries today, including an understanding of the role and impact of current and emerging technologies in academic or research libraries;
- Demonstrated commitment to the academic and research library's role in supporting the university's mission coupled with the understanding of the changing higher education landscape;
- Demonstrated entrepreneurial skills and an ability to leverage the expertise of staff and faculty in order to enhance WSU's educational and research missions;
- Demonstrated ability to build cross-disciplinary/departmental initiatives with other units to promote technology transfer and applied learning.
- Ability to communicate effectively an informed vision of the library in an innovation university to all library stakeholders as a dynamic, engaging, and effective spokesperson that actively advocates for and strengthens the link between education, business, and economic development.
- Ability and desire to work within a culture of shared governance;
- Experience with mentoring others in a university library and in supporting the professional development of library faculty and staff
- Demonstrated commitment to advocate for the development of high-quality online and flexible courses within the University
- The ability to advocate for and incorporate university systems and processes that support faculty and students both on-campus and off-campus.
- Understanding of current and emerging strategies to improve student access, learning, and retention;
- Record of active involvement in professional organizations and community engagement.

To Apply

Wichita State University has retained Isaacson, Miller, a national executive search firm, to assist the Dean of the University Libraries Search Committee in its identification and review of candidates. Inquiries, referrals, and resumes accompanied by a cover letter should be submitted via [the search page](#) on the Isaacson, Miller website.

Robin Dougherty, Managing Associate
Clay Batley, Associate
Isaacson, Miller
Washington, D.C.

Wichita State University (WSU) does not discriminate in its employment practices or in its educational programs or activities on the basis of age (40 years or older), ancestry, color, disability, ethnicity, gender, gender expression, gender identity, genetic information, marital status, national origin, political affiliation, pregnancy, race, religion, sex, sexual orientation, or status as a veteran. WSU also prohibits retaliation against any person making a complaint of discrimination or against any person involved or participating in the investigation of any such allegation. Sexual misconduct, relationship violence, and stalking are forms of sex discrimination and are prohibited under Title IX of the Education Amendments Act of 1972, other federal laws, and WSU policy. The following persons have been designated to handle inquiries regarding WSU's non-discrimination policies: the Institutional Equity and Compliance Director (Telephone: (316) 978-3205), Title IX Coordinator (Telephone: (316) 978-5177), or Equal Opportunity Coordinator (Telephone: (316) 978-3186), each located at Wichita State University, 1845 Fairmount, Wichita, KS 67260, Human Resources Building.