



UNIVERSITY OF MARYLAND

SEARCH FOR THE DEAN OF LIBRARIES
UNIVERSITY OF MARYLAND
COLLEGE PARK, MARYLAND

THE SEARCH

The University of Maryland, College Park (UMD) seeks an experienced, innovative, and visionary Dean of University Libraries (Dean) committed to strengthening a distinguished university library system. This is a compelling opportunity for an entrepreneurial thought leader who can leverage the university's considerable academic strengths as a major research institution, the unique advantages afforded by its prime location, and its overriding commitment to excellence in education and research.

UMD is the state's flagship university and one of the nation's preeminent public research universities. Chartered in 1856 as a land grant university, it has grown into a global leader in research, entrepreneurship, and innovation. UMD is home to over 41,000 students, 14,000 faculty and staff, and 352,000 alumni. Located just outside Washington, DC, UMD is widely known and respected for its academic stature and impact. It is ranked among the top 20 public institutions in the country by the 2024 *U.S. News and World Report*. Competitively awarded research grants total more than \$500 million. It has been a member of the Association of American Universities since 1969 and the Big Ten Academic Alliance since 2014.

Reporting to the Senior Vice President & Provost, the Dean will oversee the most extensive university library system in the Washington D.C.-Baltimore area, with seven libraries that serve as the academic keystone supporting the university's teaching, learning, and research goals. The successful candidate must be dynamic, strategic, entrepreneurial, and innovative in recognizing and leveraging opportunities as well as in identifying and overcoming constraints. Ultimately, the next Dean will provide the collaborative leadership to develop and achieve a vision of a university library in the 21st century; a clear understanding of the significant challenges facing research university libraries in a time of complex and extended transition of information resources; the ability to develop and maintain mutually beneficial partnerships across campus and to engage, influence, and facilitate synergies with UMD's external constituents—including state, regional and national consortia and organizations; an advanced understanding of digital technology trends and their impact on information management infrastructure; a demonstrated commitment to diversity, equity, inclusion, and social justice, developing a diverse workforce and to advancing diversity goals; and proven experience or potential for success in fundraising, donor cultivation, and public relations. The successful candidate will be qualified to be awarded the rank of Librarian IV with Permanent Status or that of Professor in an academic unit.

UMD has retained Isaacson, Miller, a national executive search firm, to assist a university search committee. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

ABOUT THE UNIVERSITY OF MARYLAND

Founded in 1856, UMD is a public land-grant research university, the state's flagship institution, and home to 14,000 faculty and staff, nearly 400,000 alumni, and 40,700 students participating in over 100 baccalaureate programs and 200 graduate programs within its 12 colleges and schools spanning virtually all disciplines. UMD boasts a diverse student body with students from every U.S. State and over 120 countries. Rated as a top 20 public university by *US News and World Report*, many of UMD's academic programs are highly ranked, with almost 70 graduate and undergraduate programs in the top 25 and 16 in the top 10. UMD has grown into a global leader in research, entrepreneurship, and innovation, with competitively awarded grants totaling more than \$500 million. UMD's faculty includes two Nobel laureates, eight Pulitzer Prize recipients, and more than 60 members of the national academies. It has been a member of the Association of American Universities since 1969 and the Big Ten Academic Alliance since 2014.

The 1,250-acre UMD campus is just minutes away from Washington, DC, the nexus of the nation's legislative, executive, and judicial centers of power. The university has a unique proximity to business and technology leaders; federal departments and agencies; and a myriad of research entities, embassies, think tanks, cultural centers and institutions, and non-profit organizations. Synergistic opportunities for faculty and students are ubiquitous in the nation's capital and surrounding areas. UMD is also close to Baltimore, Maryland's major center for commerce and higher education. UMD is committed to attracting and retaining outstanding and diverse faculty and staff who contribute to its stature of preeminence in its three missions of teaching, scholarship and full engagement in its community, the state of Maryland, and the world. It has been a member of the Association of American Universities (AAU) since 1969 and the Big Ten Athletic Conference and the Big Ten Academic Alliance (BTAA) since 2014.

UMD is whole-heartedly committed to social justice and democracy in various ways on campus, including the [Do Good Institute](#). Today's college students are more passionate about social issues than ever and seek ways to get involved and make a difference. As a result, demand for social impact education and experiences is at its highest point in decades, but opportunities to get involved are only widely available on some college campuses. The Institute fulfills this need by offering hands-on experiences, funding opportunities, engaging curricula, and effective programs that prepare students with the skills, experiences, and resources to Do Good throughout their lives.

FEARLESSLY FORWARD: THE UNIVERSITY OF MARYLAND STRATEGIC PLAN

In pursuit of excellence and impact for the public good, the UMD Strategic Plan, [Fearlessly Forward](#), presents a bold reimagining of what the university must be to uphold and expand its mission of service to

humanity. Launched in February 2022, it is the central guiding force for all colleges and divisions. Ensuring that the strategic plan is a living document, the implementation is a simultaneously cyclical and continuous process in which they assess progress, gather community input and engagement, set priorities and initiatives, and invest in needed infrastructure and support. The UMD community is committed to fearless ideas rooted in their principles of inclusive excellence, driven by innovation and impact, and relentlessly focused on public good and service to humanity. More information can be found [here](#).

FEARLESS IDEAS: THE CAMPAIGN FOR MARYLAND

In 2018, UMD publicly launched its \$1.5 billion Fearless Ideas campaign. At that point, the campaign had already received gifts and pledges totaling \$902 million, including milestone gifts from the A. James & Alice B. Clark Foundation, Brendan Iribe, Kevin Plank, Barry and Mary Gossett, the Robert H. Smith Family Foundation, Emilio Fernandez, and an anonymous donor to launch the Do Good initiative. The campaign concluded in December 2021, based on the generosity of over 118,000 donors who committed \$334 million for student initiatives and funding for eight new facilities, among other priorities. By the end of the campaign, the university's endowment had more than doubled and currently stands at just under \$1 billion.

UNIVERSITY LEADERSHIP

In July 2020, President Darryll J. Pines, the Nariman Farvardin Professor of Engineering and former Dean of the Clark School of Engineering, assumed the presidency of UMD. He has been on faculty at the Clark School since 1995 and continues to teach. As Dean for 11 years, Dr. Pines instituted sweeping changes to improve the student experience, including revamping teaching in fundamental undergraduate courses, encouraging participation in national and international student competitions, emphasizing sustainability engineering and service learning, and expanding innovation and entrepreneurship activities. He has been a champion for diversity and access to engineering education and research opportunities, serving as co-principal investigator on UMD's National Science Foundation (NSF) ADVANCE grant, among many other initiatives that led to the Clark School's ranking in the top 10 nationally for conferring degrees to students of color. In recognition of his contributions to the field, Dr. Pines was elected to the National Academy of Engineering and named a fellow of the American Institute of Aeronautics and Astronautics, American Society of Mechanical Engineers, and Institute of Physics. He chairs the Engineering Advisory Committee for NSF's Engineering Directorate and sits on the Board of Trustees for Underwriters Laboratory's not-for-profit arm. Dr. Pines received a BS in mechanical engineering from the University of California, Berkeley. He earned MS and PhD degrees in mechanical engineering from the Massachusetts Institute of Technology.

Dr. Jennifer King Rice began her appointment as senior vice president and provost in July 2021. She was previously Dean of University of Maryland's College of Education and focused on aligning educational resources with initiatives to advance excellence, equity, and social justice in preschool through graduate school. Rice has served on the faculty and in college leadership roles at UMD for over 25 years and was

recognized as a UMD Distinguished Scholar-Teacher. An expert on school finance and teacher policy, she regularly advises state and federal agencies. A prolific scholar, she has served on the editorial boards of the American Educational Research Journal, Educational Evaluation and Policy Analysis, and Education Finance and Policy. In addition to positions as a National Academy of Education/Spencer Foundation postdoctoral fellow and a visiting fellow at the Urban Institute, she is a past president of the Association for Education Finance and Policy. She completed her BS in mathematics and English at Marquette University and earned her MS and PhD in educational administration and social foundations from Cornell University.

THE UNIVERSITY LIBRARIES

The UMD Libraries are a critical academic resource that supports the University's teaching, learning, and research goals and holds a deep and abiding commitment to diversity, equity, inclusion, accessibility, and social justice. With clear [strategic goals and initiatives](#) to guide them in their service to the campus and College Park communities, the Libraries are focused on advancing the public good, expanding their reach, and investing in their people and their purpose with a commitment to reimagining library excellence. Recognized by the Association of College & Research Libraries (ACRL) for “their contributions to digital humanities scholarship and engagement with students, faculty, and outside partners,” the Libraries received the [2020 Excellence in Academic Libraries Award](#).

The University of Maryland Libraries comprises seven distinct libraries, holding more than 6.7 million combined print and electronic volumes and representing a diverse array of special collections, digital collections, and electronic resources. McKeldin Library is the largest and commands an imposing position at the top of the campus greenspace, McKeldin Mall. Consistently logging about 1.5 million in-person and 1.6 million online visitors, [McKeldin Library](#) houses the undergraduate-focused Terrapin Learning Commons and the Research Commons for upper-level researchers. Branch libraries include the [Art Library](#), [Architecture Library](#), [the STEM Library](#), the [Michelle Smith Performing Arts Library](#), which is part of the Clarice Smith Performing Arts Center and houses the University's music, theatre, and dance collections; [Hornbake Library](#), which houses Special Collections & University Archives and Library Media Services; and [Severn Library](#), an off-site shelving facility. Additionally, [Priddy Library](#), located at the [Universities of Shady Grove](#) campus (for which UMD is a lead partner), is part of the University System of Maryland (USM) libraries and affiliated with UMD Libraries. Librarians at Priddy Library are members of the UMD Libraries' faculty.

Library collections vary in format and include materials owned by the University Libraries and those licensed for the academic community. By partnering with other libraries, particularly those in the [Big Ten Academic Alliance](#), the UMD Libraries offer quick access to their combined collections and increase their purchasing power for digital resources. In addition to the Big Ten Academic Alliance and ARL, the University Libraries also belong to the [University System of Maryland and Affiliated Institutions](#), a 17-member statewide consortium, the Center for Research Libraries, the Online Computer Library Center

(OCLC), and the North East Research Libraries (NERL). The Libraries also have strong relationships with the National Archives and Records Administration and other prominent libraries, including the National Agricultural Library and the National Diet Library of Japan.

At the forefront of the open scholarship movement, the UMD Libraries curate, preserve, and digitize historic and unique materials and make them available to the public. Points of pride include UMD's [Digital Collections](#) and [Special Collections](#), which are wide, varied, and deep across disciplines. In addition to the University Archives and State of Maryland history, the Mass Media & Culture holdings are a collection of resources documenting the history of radio and television broadcasting. Significant collections include the National Public Broadcasting Archives (NPBA) and the Library of American Broadcasting. Labor collections include AFL-CIO Department records, trade department records, international union records, union programs, union organizations with allied or affiliate relationships with the AFL-CIO, and personal papers of union leaders. Rare books collections contain books and pamphlets dating from the 15th century to the present and cover a variety of subjects encompassing the humanities. Topics include natural history (including botany and agriculture), politics, the history of the printed book, science/mathematics, art, philosophy, and literature. Notable holdings include works by [William Morris and the Kelmscott Press](#), fine press books, early modern works, [French revolutionary pamphlets](#), and [German Expressionism](#) works. [Literary special collections](#) include book and manuscript holdings that document the lives and work of significant literary figures. Notable archival holdings include the literary archive of American writer [Katherine Anne Porter](#) and writer/artist [Djuna Barnes](#), including both manuscripts and books. Additional literary collections include writings and works by [T.S. Eliot](#), [Thom Gunn](#), Ernest Hemingway, and [literary first appearances](#) of authors and poets. The Gordon W. Prange Collection is the most comprehensive archive of Japanese print publications issued during the early years of the Occupation of Japan, 1945-1949, in the world. The International Piano Archives at Maryland is a unique resource for the study, appreciation, and preservation of the classical piano repertoire and its performance.

[The Terrapin Learning Commons](#) in McKeldin Library is a busy, vibrant space particularly valued by undergraduates. With 24-hour access, it offers soft furniture, reservable group study rooms, and hundreds of computers and outlets. It is a popular equipment loan program hub where students can check out laptops, chargers, iPads, and dozens of other items. The Terrapin Learning Commons also houses the John and Stella Graves MakerSpace, a donor-funded, highly successful destination open to students of any major.

The Research Commons, also in McKeldin and including the GIS and Spatial Data Center, compiles resources under one umbrella to support high-level research, expanding the boundaries of the traditional library. Its mission is to connect and support university researchers in core areas such as research organization, statistical and geospatial analysis, and data visualization by providing spaces and services that meet user needs throughout the research cycle, including event series, workshops, panels, one-on-one consultations, and virtual services.

Jointly supported by the University of Maryland College of Arts and Humanities and the University of Maryland Libraries, the [Maryland Institute for Technology in the Humanities](#) (MITH) engages in collaborative, interdisciplinary work at the intersection of technology and humanistic inquiry. Located in Hornbake, MITH is a leading digital humanities center that pursues disciplinary innovation and institutional transformation through applied research, public programming, and educational opportunities. MITH specializes in text and image analytics for cultural heritage collections, data curation, digital preservation, linked data applications, and data publishing.

The Libraries are committed to open educational resources and making UMD's research more visible, accessible, affordable, and transparent. To that end, a subgroup of the University Library Council (ULC)-UMD PACT: Publishing, Access, and Contract Terms was formed, sponsored jointly by the ULC, the Office of the Provost, Faculty Affairs, and the Division of Research.

The Libraries faculty and staff are fiercely proud of their deep and abiding commitment to inclusion, diversity, equity, accessibility, anti-racism, and social justice, and it is front and center of everything they do. They are committed to providing inclusive and accessible library programs, services, and resources for the campus community and beyond. They provide the community with equitable access to knowledge, diverse resources and collections, and welcoming physical and online environments for intellectual and creative learning and enrichment. The Libraries support broader campus efforts to create a diverse, equitable, and inclusive campus climate, understanding the unique, interdisciplinary focus of libraries and archives as collectors and curators of the historical, literary, artistic, and scientific record. More information regarding the Libraries' ongoing efforts can be found [here](#).

The Dean oversees an annual budget of \$28.6 million as well as almost 180 employees, including 65 faculty librarians, 97 staff, and 17 graduate assistants, with an additional 233 student workers. Unionized faculty and staff are represented by the American Association of University Professors (AAUP) and the American Federation of State, County and Municipal Employees (AFSCME), respectively. Currently, there are ongoing unionization efforts around graduate student assistants. Librarians working within the UMD Libraries have faculty status and undergo a permanent status review process. The Libraries follow a liaison model for services, which includes collection management, research services, and research data management. The Libraries have a strong teaching and instruction program, reaching almost all first-year students through introductory courses and upperclassmen in advanced classes. The UMD Libraries provide nearly 5,000 hours of preparation and instruction to over 13,000 students each year.

[Shared governance](#) is a priority for both the University and the Libraries, and the Libraries and several councils work to provide opportunities for library faculty, staff, students, and administrators to participate and serve as advisory boards to the Dean. These important groups include the Library Assembly, the University Library Council, the Student Advisory Group, and the Advancement Council.

ROLE OF THE DEAN

Reporting to the Senior Vice President & Provost, the Dean of Libraries is responsible for the leadership and administration of the UMD Libraries, overseeing their innovation and development in the areas of user services, collections and resources, management and infrastructure, cooperative initiatives and outreach, and support and funding. The Dean articulates a clear vision for the role of the academic research library; develops and implements the Libraries' strategic plan in support of the University's academic priorities, curricula, and research; and represents the Libraries to campus administration and external audiences. The Dean is expected to be deeply engaged in development opportunities and expanding donor support. The Dean regularly represents the University of Maryland in regional, national, and international discussions relating to academic libraries and their development.

The Dean of Libraries is a member of the Council of Deans and head of the permanent status review process for the UMD Libraries faculty. The current organizational chart for the Libraries can be found [here](#).

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN OF LIBRARIES

The Dean of Libraries role is an outstanding opportunity for an experienced senior administrator with a history of innovative and inclusive leadership. The successful candidate will be dynamic, strategic, entrepreneurial, and innovative in recognizing and exploiting opportunities as well as in identifying and overcoming constraints. Ultimately, the successful candidate will provide the leadership to develop and achieve a vision of a flagship university library in the 21st century.

The Dean will address the following opportunities and challenges:

Serve as a Strategic, Collaborative Leader to Enhance the Vision of a 21st Century Library.

The Dean of Libraries will lead the University as it continues to build and support a 21st century library commensurate with the needs of faculty and students at a leading public research university. The Dean of Libraries plays a key role on the University's leadership team and within the Council of Deans. The Dean of Libraries ensures the integration of the library's work across all the academic units and interests of the University. Like other major academic research libraries, the UMD Libraries must continue to define and position itself during a time of rapid transformation of the information management landscape and ensure that the Libraries' growth is commensurate to supporting UMD's research needs. The 21st century library needs to be innovative and nimble to proactively respond to the continual changes in scholarly communication, open education resources, and the use of library buildings as spaces for instruction, learning, and community building. The Dean will bring to UMD innovative ideas to enhance the value of the Libraries within the context of UMD's mission and strategic priorities, particularly faculty research and student access and success.

The Dean will anticipate change and be eager to lead, experiment, guide, and champion the Libraries in pursuit of the University and Libraries' vision and will balance attention to visionary plans with the core business of the Libraries. The Dean will build consensus toward critical choices and exercise leadership in

allocating resources. The Dean will be alert in recognizing new, inventive ideas to keep pace with the changing demands of academic research libraries and embrace experimenting with new projects and solutions.

Advocate for the University Libraries across the University of Maryland Campus.

A public presence for the Libraries, the Dean will play an important and visible role in the University community. The Dean will be an effective and highly engaging communicator and tireless advocate for the Libraries, generating excitement across campus about their relevance and importance, facilitating collaboration with all academic units, and building campus awareness of the Libraries' resources, services, and capacity to support the teaching, research, and creative activities of the community. The Dean will work with campus leaders to ensure that the Libraries are equipped to meet the increasing demands of university research and will serve as a leader in supporting opportunities for open education resources. The position will provide a vision for integrated state-of-the-art library facilities that meet the needs of the campus community. The Dean will need to maintain strong channels of communication across the University to determine the best ways to support students in their studies and projects, and faculty in their teaching and research. This position will work closely with the Shared Governance Committees to understand the needs of its academic clientele.

Support and Enhance the University of Maryland's Serious Commitment to Diversity, Equity, Inclusion, Social Justice, and Accessibility.

Inclusive excellence across the campus is front and center of UMD's mission. The Libraries have made significant progress in promoting and advancing diversity, equity, inclusion, social justice, and accessibility within the Libraries and across campus, and the Dean will be invested and highly involved in achieving success in continued efforts. As a thought leader with a proven track record of actively advancing access and inclusion, the Dean will work in collaboration with faculty, staff, students, administration, and relevant committees to foster education, awareness, advocacy, and actions promoting a more diverse, equitable, and inclusive teaching and learning environment and resource allocation to advance UMD's mission further. The next Dean will prioritize the accessibility of library resources to provide UMD students with equitable opportunities to succeed and innovate on campus and virtually and leverage the existing expertise in the Libraries to further this crucial mission.

Develop and Strengthen Partnerships.

One of the critical tasks of the 21st-century academic research library is to develop and maintain strong relationships and partnerships across the university. Engagement with the UMD community and alignment with contemporary academic priorities are crucial for the Libraries' planning and investment. Leveraging campus partners to tackle considerable, emerging challenges around open education resources, digital scholarship, research data management, and digital preservation is essential. This includes engaging with the research community on the fundamental transformations developing in

scholarly communications in the academy and engaging with faculty, academic administrators, and assessment experts to align the Libraries' instructional programs with the key objectives of schools and departments. The Dean will actively and consistently interface with campus leadership and lead librarians to connect with the departments and centers they support, adopting systematic engagement strategies at all levels, on campus and beyond.

Secure Resources and Forge External Partnerships to Ensure the Continued Growth and Success of the Libraries.

Capitalizing on the overall success of UMD's most recent fundraising campaign, *Fearless Ideas*, to supplement state funding, the Dean will continue to play a crucial leadership role in working with the University Libraries' development staff in setting aggressive fundraising goals, building relationships with prospects and existing donors, and soliciting major gifts. The Dean will present a clear, compelling vision for the University Libraries and skillfully and passionately market the Libraries' opportunities for serving the external community.

Develop, Lead, and Inspire a Strong, Service-oriented Faculty and Staff.

The success of the UMD Libraries over the years is largely due to the strength of their faculty and staff, who are committed to providing the highest level of services possible. The Dean will ensure that the UMD Libraries' faculty and staff are deployed to its best advantage and that, as positions become vacant, new hiring is done thoughtfully and strategically with an inclusive lens. The Dean will guide professional growth and development and define and implement programs to mentor and retain faculty and staff. This is especially important given the increasing expertise required by faculty and staff in an expanding technology-focused environment. As its head, the Dean will understand how the permanent status review process impacts the Libraries' faculty's work and support their needs, collaborating to extend an already well-established culture of service. UMD's School of Information Studies houses top programs in the field, including the Master of Library and Information Science Program, and the Dean will continue to build meaningful engagement with the students in the Program to inform their library training and knowledge that will enhance the Libraries' services.

QUALIFICATIONS AND CHARACTERISTICS

Successful candidates will also possess most, if not all, the following characteristics and credentials:

- Master of Library Science or an equivalent degree from an ALA-accredited institution, PhD is preferred.
- Experience at a Research Extensive University Library is preferred.

- A clear understanding of the challenges facing higher education and research university libraries in the digital age during this time of complex and extended transition and the ability to engage campus, regional, and national groups in meaningful discussions of these issues.
- Inspired direction and leadership toward achieving a major research library's central mission of delivering high-quality content and responsive services supporting world-class research, teaching, and learning.
- An ability to develop and maintain collaborative partnerships across campus through effective communication and leadership.
- Proven experience or potential for success in fundraising, donor cultivation and stewardship, and public relations.
- Experience with strategic planning, assessment, and policy development to enhance library services and the entrepreneurial spirit and strategic mindset to stimulate growth.
- A demonstrated commitment to shared governance, transparency in management, and data-informed decision-making.
- Demonstrated evidence of success in creating and working well within a diverse and inclusive environment coupled with a deep commitment to social justice and anti-racism.
- An advanced understanding of digital technology trends and their impact on information management infrastructure and the Libraries' ability to provide collections and services.
- A successful history of staff recruitment, development, and team building coupled with a proven ability to lead and inspire a talented professional staff.
- Proven skills in managing budgets and developing additional resources for libraries.
- A record of collegiality and accomplishment in collaborative activity.
- Awareness of trends and practices in teaching and scholarly research, including open access, open educational resources, and scholarly publishing reform.
- Proven operational leadership in a complex organizational setting, including the effective management of fiscal, human, and physical resources.
- The ability to view issues from an institution-wide perspective, foster teamwork across departments and divisions, and stimulate cross-functional collaboration within the Libraries.
- A user service mentality, including creating processes to understand and communicate with faculty and staff regarding the user experience.
- The ability to write and communicate effectively to a variety of audiences.
- Unquestioned integrity and ethics.

For further information about the University of Maryland, please visit www.umd.edu. To learn more about the Libraries, please visit <https://www.lib.umd.edu>.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

The University of Maryland has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. Review of candidates will begin immediately and continue until the position is filled. Nominations, inquiries, and applications, including a CV and letter of interest, should be submitted via the [Isaacson, Miller website search page](#). *Electronic submission of materials is strongly encouraged.*

Sean Farrell, Partner
Robin Dougherty, Managing Associate
Isaacson, Miller
Washington, DC

The University of Maryland, College Park, an equal opportunity/affirmative action employer, complies with all applicable federal and state laws and regulations regarding nondiscrimination and affirmative action; all qualified applicants will receive consideration for employment. The University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, national origin, physical or mental disability, protected veteran status, age, gender identity or expression, sexual orientation, creed, marital status, political affiliation, personal appearance, or on the basis of rights secured by the First Amendment, in all aspects of employment, educational programs and activities, and admissions.