



Associate University Librarian, Rutgers University–New Brunswick
Rutgers University Libraries
New Brunswick, New Jersey

THE SEARCH

Rutgers University Libraries seek a leader with drive, vision, and the skills to manage through change and complexity to serve as the Associate University Librarian, Rutgers University–New Brunswick (AUL). Leading the eight Rutgers–New Brunswick based locations, Special Collections and University Archives, and the associated faculty librarians and professional staff, the AUL serves as a collaborative leader within the Rutgers University Libraries system and an essential contributor to the success of an R1, state flagship institution.

Rutgers University–New Brunswick is New Jersey’s land-grant institution, a member of the Association of American Universities (AAU), and the largest of the four Rutgers divisions, with 50,000 students and highly ranked schools, departments, and doctoral programs. Rutgers University–Camden, Rutgers University–Newark, and Rutgers Health round out Rutgers University. Rutgers University Libraries are a unified system that serves all four University divisions. As a single, integrated organization, the Libraries support the academic and research needs of faculty, staff, and students across the University. Beyond the campus community, the Libraries also serve local residents, national scholars, and global researchers, advancing knowledge and access to information on a broad scale.

As a senior leader within the Libraries and with direct responsibility for all libraries based at Rutgers–New Brunswick, the AUL will be an adept organizational strategist, a talented manager who builds trust and capacity, and a knowledgeable library professional who understands the activities and requirements of a large, complex, multicampus R1 university. The AUL will lead in a time of significant change with collaboration, respect, and transparency, supporting and empowering the professionals who animate the Libraries’ work toward the fulfillment of the organization’s strategic plan and organizational priorities. The AUL will also be a skilled communicator with an unwavering and demonstrated commitment to building collaborative partnerships both throughout and beyond the Libraries; furthering diversity, equity, inclusion, and belonging; and supporting the development of their teams.

Isaacson, Miller, the national executive search firm, has been retained to assist the search committee and Rutgers University Libraries in this recruitment. Confidential applications, inquiries, and nominations should be directed to the search firm as indicated at the end of this document.

RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY

[Rutgers University](#) has a distinguished legacy of service to society within New Jersey and beyond. Established in 1766 as the eighth institution of higher education in the United States, it was designated New Jersey's land-grant college following the Morrill Act of 1862. Rutgers achieved university status in the 1920s and was officially recognized as the State University of New Jersey by state legislative acts in 1945 and 1956.

As a leading research institution, Rutgers is the premier public university and flagship institution of New Jersey. It champions teaching excellence, cutting-edge research, and innovative, best-in-class services, solutions, and clinical care. The University is home to more than 9,900 faculty, 17,400 staff, and 70,000 undergraduate and graduate students. Over 300 research centers and institutes that are part of Rutgers are found across the state. Rutgers offers more than 150 undergraduate majors and over 400 graduate programs.

Structurally, Rutgers is a single institution with four divisions. Each of these divisions is led by a Chancellor, who reports to the President. In the administrative lexicon, these divisions are known as chancellor-led units.

Rutgers University Leadership

[President William F. Tate IV](#), an award-winning social scientist, took office as the 22nd president of Rutgers on July 1, 2025. He also serves as a University Professor and Distinguished Professor. Prior to accepting the Rutgers presidency, he served as president of Louisiana State University (LSU) and held faculty and leadership roles at the University of South Carolina, Washington University in St. Louis, Texas Christian University (TCU), and the University of Wisconsin-Madison.

[Dr. Keena Arbuthnot](#) is the executive vice president for academic affairs and chief academic officer at Rutgers. She came to Rutgers in August 2025 from LSU, where she served as dean of the Graduate School, vice president and chief data officer, and the Joan Pender McManus Distinguished Professor of Education.

Rutgers University–New Brunswick

As Rutgers' flagship institution and a member of the AAU and the Big Ten Academic Alliance, [Rutgers University–New Brunswick](#) is among the significant institutions of higher learning in the United States. It offers a premier education across five local campuses: Busch, College Avenue, Cook, Douglass, and Livingston. Students choose Rutgers–New Brunswick for its educational excellence and vast opportunities to learn how to lead a life and prepare for a career of meaning and consequence.

Rutgers–New Brunswick supports about 50,000 students in more than 120 undergraduate majors and more than 200 graduate programs. Ranked 16th among the top public universities in the country by *U.S. News & World Report* and recognized as a top producer of Fulbright Scholars, Rutgers–New Brunswick is Carnegie classified as an R1 Doctoral University (highest research activity).

Rutgers University Libraries

Rutgers University Libraries support and enrich Rutgers' educational, research, health care, and public service missions through the stewardship of scholarly information and the delivery of information services. Eleven libraries and five distinctive collections serve Rutgers–New Brunswick, Rutgers–Newark, Rutgers–Camden, Rutgers Health, and surrounding communities. With over seven million print and digital resources, Rutgers University Libraries rank among the nation's top research libraries.

As an academic unit, the Libraries are deeply embedded in the campus community. Most librarians are tenured or tenure-track faculty who collaborate closely with faculty in other academic units. Librarians lead instructional sessions for students that are incorporated into academic programs and as standalone offerings. They provide expertise for open-access initiatives like the Open and Affordable Textbooks Program, through which the Libraries award research funds to faculty who design or redesign their courses to use free or low-cost materials or who create a new open textbook. The Libraries partner with the School of Communication and Information, which houses one of the nation's top-ranked master's programs in Library and Information Science (LIS). As part of that relationship, the Libraries' faculty sometimes teach or present in the academic program, and LIS students have the benefit of gaining professional experience in the Libraries. The Libraries also maintain strong collaborative ties with the Rutgers Initiative for the Book and Rutgers University Press.

The distinctive collections housed across the system are a source of immense pride. Special Collections and University Archives, based in New Brunswick, is a rich resource for research on both New Jersey and Rutgers history, with collections including rare books, manuscripts, maps, photographs, prints, genealogical resources, newspapers, and ephemera. The Institute of Jazz Studies, based in Newark, is the largest and most comprehensive jazz archive and research library in the world, with more than 300 archival collections, including an exceptional range of historic artifacts from jazz luminaries. The Rutgers University–Newark Archives document the legacies of Rutgers–Newark and its impact as an anchor institution in the city of Newark, with a strong focus on administrative records, faculty scholarship, and student publications, including yearbooks, magazines, newspapers, and scrapbooks. Special Collections in the History of Medicine, housed on the Rutgers Health campus in Newark, is the only repository entirely devoted to providing resources in the history of medicine in New Jersey, featuring archives and manuscripts, rare books and journals, oral histories, historical images including photographs and postcards, audio and video recordings, ephemera, and artifacts. Special Collections at Robeson Library in Camden houses Rutgers–Camden campus ephemera, two significant haiku collections—including the work of Nick Virgilio, an internationally known haiku poet and Camden native, and a collection of fine arts haiku publications—and the Stubbins Disney Collection.

The Libraries have an FY25 operating budget of \$53.5 million and an endowment valued at \$21.6 million as of April 2025. The Libraries use Alma and OCLC as their primary bibliographic utilities. Over \$15.3 million was invested in recent Libraries capital projects, including the renovation of the John Cotton Dana Library in Newark and the creation of the Digital Learning Commons and The Hatchery in the Archibald S. Alexander Library in New Brunswick.

The Libraries' personnel are organized in several collective bargaining units. Library faculty are represented by Rutgers AAUP-AFT. Staff are represented by multiple unions, including URA-AFT, AFSCME Local 1761, HPAE 5094, Teamsters 97, and CWA 1031.

Rutgers University Libraries belong to several organizations and cooperative entities, including the [Association of Research Libraries](#), the [Big Ten Academic Alliance](#), the [Center for Research Libraries](#), the [Coalition for Networked Information](#), the [Coalition of Open Access Policy Institutions](#), [Lyrasis](#), [New Jersey Library Association](#), [NorthEast Research Libraries](#), the [Partnership for Academic Library Collaboration and Innovation](#), the [Scholarly Publishing and Academic Resources Coalition](#), and the [Virtual Academic Library Environment \(VALE\) of New Jersey](#).

Library Leadership

In July 2022, Dr. Consuella Askew was named Vice President for University Libraries and University Librarian. An accomplished administrator, librarian, and scholar, Dr. Askew was previously Associate University Librarian at Rutgers University–Newark. An active contributor to the academic library profession, Dr. Askew is a member of the editorial board for the award-winning academic journal *portal: Libraries and the Academy* and executive committee member for the Virtual Academic Library Environment (VALE) of New Jersey organization. She is a past chair of the Library Leadership and Management Association (now known as CORE) Assessment Community of Practice section.

Ms. Caroline Muglia was named Associate Vice President for Campus Libraries in January 2024. She has experience in higher education, government, and corporate library environments. Her role serves as the deputy chief administrator for Rutgers University Libraries. Ms. Muglia works to foster collaboration across each of the chancellor-led units and works closely with senior leadership to ensure that the needs of the campus libraries are met.

An Associate University Librarian (AUL) oversees the libraries of each chancellor-led unit; these libraries have distinct local needs and community contexts. Meanwhile, overarching library functions such as administrative and information technology services and scholarly communications are the purview of the central administration.

Current and Future States

Rutgers University Libraries are in a state of change. Since 2022, the Libraries have engaged in self-examination resulting in a reorganization into a One Libraries model to better facilitate intercampus

collaboration, experimentation, and communication for librarians, faculty, and students. In short, the Libraries are transforming themselves from a disaggregated system of campus-based libraries with specific cultures and histories into a synchronized and unified library organization. This shift is intended to position the Libraries to usher in best-in-class, forward-thinking approaches, creating a whole that is greater than the sum of their parts. One Libraries is an approach that harnesses collective strengths in support of Rutgers University's priorities in education, research, health care, and public service.

With the reorganization now formally implemented, a strategic planning process is underway, and librarians and staff across the Libraries are working together in new configurations and establishing new norms of organizational communication on multiple fronts. Collections accessibility is essential. Efforts to make the entire collection (including special and distinctive collections) more discoverable and accessible to users across the University are underway, thereby increasing their impact systemically. Committees and working groups are focused on research and instruction support to maximize the impact of these essential services provided by the Libraries. Finally, efforts are underway to identify needs and strengthen the Libraries' digital infrastructure to extend the reach of the rich holdings of the Libraries' distinctive collections and to grow the suite of digital services available to faculty and students. Given the breadth and depth of the librarians and professional staff within the libraries of Rutgers–New Brunswick, the AUL and the teams, individuals, and structures in their purview will play key roles in the continued evolution of Rutgers University Libraries.

Rutgers–New Brunswick Libraries

Rutgers–New Brunswick Libraries serve the full spectrum of teaching, research, and public service activities at Rutgers–New Brunswick and are expertly staffed by 25 librarians and archivists and 40 professional staff members, supporting the flagship campus and Rutgers University at large. The Libraries' footprint at Rutgers–New Brunswick consists of eight facilities across five campuses in New Brunswick and Piscataway: Archibald S. Alexander Library (social sciences and humanities), Art Library, James Dickson Carr Library (business and career resources), Stephen and Lucy Chang Science Library (biology and environmental science), Mabel Smith Douglass Library (women's, gender, and sexuality studies and performing arts), Library of Science and Medicine, Mathematical Sciences and Physics Library, and the Library Annex. Rutgers–New Brunswick Libraries also feature the largest and most comprehensive collection of New Jersey materials in the state through the Special Collections and University Archives. SC/UA holds unique primary source collections such as the Sinclair New Jersey Collection, Manuscripts Collection, Rare Books Collection, and University Archives that are complemented by other special collections in formats such as maps, broadsides, pictorial materials, newspapers, and ephemera. SC/UA also houses the William Eliot Griffis Collection on Meiji Japan and Japanese overseas students, the Miriam Schapiro Archives on Women Artists, and New Jersey political papers collections such as the Senator Frank R. Lautenberg papers. In addition to physical resources, Rutgers–New Brunswick Libraries contribute to the offering of extensive digital collections and distinct learning opportunities on research tools and data analysis to enhance scholarly engagement.

ROLE OF THE ASSOCIATE UNIVERSITY LIBRARIAN

Reporting to the Associate Vice President for Campus Libraries, the Associate University Librarian (AUL) contributes to the Libraries' strategic leadership across Rutgers University, with a primary focus on the library facilities and staff within Rutgers–New Brunswick. In a time of significant transformation within the Libraries and the University at large, the AUL will play an active role in leading and supporting change—guiding teams through evolving priorities, reimagining services, fostering innovation, and building a proactive, inclusive organizational culture.

The AUL oversees personnel matters, including the recruitment, appointment, evaluation, and promotion of over 25 librarians, 40 staff, and a large pool of student and hourly support staff, while managing a \$7 million budget across eight library facilities. As a senior member of the Libraries Leadership Team, the AUL contributes to system-wide planning, budgeting, and decision-making, ensuring alignment with institutional goals, cultivating a culture of excellence, and promoting effective stewardship of collections.

KEY OPPORTUNITIES AND CHALLENGES FOR THE ASSOCIATE UNIVERSITY LIBRARIAN

The AUL role is an outstanding opportunity for a leader who is prepared to employ strategic thinking and collaboration to build a service-minded organization within a strong library system.

Lead innovation and facilitate organizational change.

The AUL will provide innovative leadership across the libraries of Rutgers–New Brunswick. As a leader, listener, and communicator, the AUL will ensure that the Vice President for University Libraries' organizational vision and the Libraries' strategy is understood and informs work throughout the New Brunswick campus library facilities. In a time of structural organizational change and field-wide innovation, the AUL will be a force that galvanizes and supports faculty and staff. They will at once utilize organizational expertise; recognize the local needs and character of teams, campuses, and libraries; and bring people together to ensure that ambitious goals and innovations can be actualized. They will be a key force that marries expertise and innovation with the strategic goals of the Libraries and Rutgers University while ensuring that faculty and staff thrive.

Provide strategic and impactful leadership in a complex library system.

The AUL is a significant organizational leader within both Rutgers University Libraries and Rutgers–New Brunswick. The holder of this position will serve in organizational planning and strategic decision-making capacities with wide-ranging impact to users and partners not just at Rutgers–New Brunswick but across the whole of Rutgers. The AUL must possess an institutional mindset and an ability to navigate complexity. They will foster a culture of assessment and guide data-informed planning, budgeting, and resource allocation to enhance library facilities, services, and programs that enrich the academic experience for students and faculty at Rutgers–New Brunswick.

Advocate for the Libraries and build strategic partnerships.

The AUL is a principal advocate for the Libraries' system-wide resources and services at Rutgers–New Brunswick. They will forge close working relationships with administrative leaders, partners, and users to better understand their strategic priorities and identify meaningful ways in which the Libraries can further those priorities. The AUL will seize opportunities to broadcast the work and impact of the Libraries at Rutgers–New Brunswick, raising awareness of resources and impact. As Rutgers pursues ambitious goals around student success and faculty research, the AUL will ensure the Libraries serve as a partner and an advisor to these goals.

Advance diversity, equity, inclusion, and access goals.

The Libraries have made a firm commitment to strengthening diversity, equity, inclusion, and access (DEIA) and have made progress in improving systems and practices, such as in recruitment and hiring. Continuing work in increasing representation, strengthening belonging, and ensuring equity is a key priority for the Libraries Leadership Team and, by extension, the AUL. This role is a vector in advancing and making tangible the Libraries' commitment to DEIA, and such perspective should be present across all Rutgers–New Brunswick Libraries goals and operations.

Champion the growth and health of the organization, the librarians, and the staff.

The AUL will be a champion for those they work with. In their daily leadership, they will exemplify a commitment to communication, listening, transparency, empathy, and support for faculty, staff, and students. The AUL will be a conduit, ensuring that the flow of information from leadership downward and from faculty and staff upward is smooth and constant. They will strive to create an empowering, productive, team-oriented, and rewarding working experience and to cultivate mutual respect, fairness, and collegiality. The AUL will be a mentor and an advisor, championing the individual professional growth of staff and faculty, and ensuring that the Libraries function as a learning organization. Equally important, they will build strong relationships and be a team player among the Libraries Leadership, advocating for the necessary work of moving forward as One Libraries.

QUALIFICATIONS AND CHARACTERISTICS

The Associate University Librarian will be an accomplished leader and library professional with an ALA-accredited MLS or MLIS or equivalent experience and qualifications and a record of accomplishment befitting tenure at Rutgers–New Brunswick.

The ideal candidate will bring an energetic, positive, solutions-oriented sensibility to their work and display a pronounced orientation toward relationship building, teamwork, and open exchange of ideas. In addition, this individual will ideally possess the following professional experiences, competencies, and personal qualities:

- A strong record of leadership and accomplishment in an academic or research library setting with a minimum of five years of increasingly responsible administrative experience.
- Demonstrated ability to effectively manage multiple libraries within a larger, complex organization in a dynamic environment with the aim of serving the research and information needs of a diverse population of students and scholars.
- A clear understanding of the major challenges facing research university libraries in a time of complex and extended transition.
- A successful record of outreach and advocacy with library stakeholders.
- An excellent communicator with an ability to communicate effectively in a fast-paced environment, through change, and despite complexity.
- The ability to view issues from an institution-wide perspective, foster teamwork across departments and divisions, and engage in and stimulate cross-functional collaboration within the Libraries.
- Innovative approaches to problem-solving, proven success with budgeting and decision-making, an ability to delegate effectively, effective oral and written communication skills, and a dedication to mentoring a diverse library faculty and staff in the rapidly changing world of higher education.
- Provide data-informed, visionary leadership in planning, budgeting, and resource allocation to enhance local library facilities, services, and programs that enrich the academic experience for students and faculty at Rutgers–New Brunswick.

TO APPLY

Confidential questions, nominations/referrals, and applications can be submitted electronically to:

Robin Dougherty & Andrew Marshall, Managing Associates
Christina Errico, Managing Search Coordinator
Isaacson, Miller

[Associate University Librarian, Rutgers University–New Brunswick](#)

All offers of employment are contingent upon successful completion of all pre-employment screenings.

It is university policy to provide equal employment opportunity to all its employees and applicants for employment regardless of their race, creed, color, national origin, age, ancestry, nationality, marital or domestic partnership or civil union status, sex, pregnancy, gender identity or expression, disability status, liability for military service, protected veteran status, affectional or sexual orientation, atypical cellular or blood trait, genetic information (including the refusal to submit to genetic testing), or any other category protected by law. As an institution, we value diversity of background and opinion, and prohibit discrimination or harassment on the basis of any legally protected class in the areas of hiring, recruitment, promotion, transfer, demotion, training, compensation, pay, fringe benefits, layoff, termination or any other terms and conditions of employment. For additional information please see the Non-Discrimination Statement at the following web address:

<http://uhr.rutgers.edu/non-discrimination-statement>

The Libraries are strongly and actively committed to diversity and seek candidates who will contribute creatively to the university's multicultural environment.

This document has been prepared based on the information provided by Rutgers, the State University of New Jersey. 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 Rutgers would supersede any conflicting information in this document.