

SEARCH PROFILE:

DEAN OF THE UNIVERSITY LIBRARY



CSUN®

CALIFORNIA
STATE UNIVERSITY
NORTHRIDGE

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California State University, Northridge (CSUN) seeks a leader to serve as the next Dean of the University Library in the thriving and diverse environment of greater Los Angeles.



CSUN'S COMMITMENT TO YOU

CSUN is committed to achieving excellence through teaching, scholarship, learning, and inclusion. Our values include a respect for all people, building partnerships with the community, and encouraging innovation, experimentation, and creativity. CSUN strives to cultivate a community in which a diverse population can learn and

work in an atmosphere of civility and respect. CSUN actively seeks candidates who make contributions to equity and inclusion in the pursuit of excellence for all members of the university community.

THE UNIVERSITY

One of the largest universities in the country, California State University, Northridge (CSUN) is an urban, comprehensive university that delivers award-winning undergraduate and graduate programs to more than 36,000 students annually and counts more than 400,000 alumni who fuel the region's economy. Since its founding in 1958, CSUN has made a significant and long-term economic impact on California, generating nearly \$1.9 billion in economic impact and nearly 12,000 jobs each year. CSUN

is a designated Minority-Serving and Hispanic-Serving Institution, ranking amongst the top twenty in the nation in graduating Latinx students. More than 70 percent of CSUN students are first-generation college students, and 60 percent come from historically underrepresented groups. Money magazine consistently ranks CSUN among the nation's "most transformative" colleges for putting diverse students on the path to higher career earnings.

CSUN SELECT RECOGNITIONS AND DISTINCTIONS

- *Excelencia* in Education awarded CSUN the prestigious Seal of *Excelencia*, a national certification that recognizes institutions that authentically and intentionally serve Latinx/a/o students, to the benefit of all students.
- The *Wall Street Journal/College Pulse* 2024 Best Colleges in the U.S. ranked CSUN: #12 Best Public University nationally, #2 Best Public University in California, #20 Best for Student Experience nationally, and #5 Best for Social Mobility nationally.
- CSUN has been recognized as a top performer in the Association for the Advancement of Sustainability in Higher Education (AASHE) 2023 Sustainable Campus Index, moving into 4th place among master's institutions.
- *U.S. News & World Report* named CSUN the 25th Best Regional University in the West, and No. 11 best public school among regional universities in the West.
- *Washington Monthly* ranked CSUN fourth in the West among America's Best Bang for the Buck Colleges.
- CSUN has the largest enrollment of students who are Deaf and Hard of Hearing among mainstream universities in the nation.
- Hillel has named CSUN as one of the "Top 60 Public Universities by Jewish Population" and ranked the university #1 in California and #13 nationally among public schools with the largest Jewish populations.
- CSUN has awarded the third-most bachelor's degrees to Latinx/a/o/Hispanic students in the nation, according to the National Center for Education Statistics.
- A *New York Times* interactive database of college rankings shows CSUN's transformational impact. According to the database, CSUN is #1 out of 293 public colleges nationwide for the economic diversity of its students. Among 883 public and private colleges nationwide, CSUN is #2 for economic diversity, 18th for economic mobility, and 21st for its low net price.
- The National Science Foundation ranked CSUN in the top 15 nationally among similar institutions (Carnegie Master's Colleges and Universities) for graduates who go on to earn research doctorates.
- CSUN is ranked #15 in the nation on CollegeNET's 2022 "Social Mobility Index," which measures the success rates of economically disadvantaged students graduating into well-paid jobs.
- CSUN scored 4.5 out of 5 stars on the Campus Pride Index.
- For the third straight year, in 2023 CSUN was designated a Fulbright HSI Leader from the U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA) for its noteworthy engagement with the Fulbright Program.
- The Association of College and University Educators (ACUE) honored CSUN as a Movement Maker for demonstrating an enduring commitment to the success of all students. The award was presented to the CSU — highlighting CSUN and Cal State LA — at ACUE's inaugural National Higher Education Conference in June 2023.
- The Arbor Day Foundation recognizes CSUN as an official Tree Campus USA for its commitment to effective urban forest management, a title the university has held for nine years.
- A team of 39 CSUN mechanical engineering students won multiple top-3 awards in a NASA program that asked schools with high populations of traditionally underrepresented students to design technology for a future mission to the moon.
- CSUN alumni have won Grammys, Oscars, Golden Globes and Emmys, and they work at all levels of the music and media industries. Seven CSUN alumni journalists are winners of the Pulitzer Prize, the highest journalism honor in the country.
- The long-running Assistive Technology Conference, sponsored by CSUN's Center on Disabilities, is recognized as the premier event in the field of technology for persons with disabilities.





CSUN STUDENT DEMOGRAPHICS (FALL 2023)

- **36,368 STUDENTS**
- **STUDENT POPULATION BY ETHNICITY:**
 - 55.8% Latinx/o/a
 - 19.7% White
 - 8.9% Asian American/Pacific Islander
 - 5.0% African American
- 3.1% Multi-ethnic
- Student population by gender:
 - 125 Nonbinary
 - 19,523 Women
 - 16,720 Men

ACADEMIC AFFAIRS

CSUN's nine colleges offer 60 baccalaureate degrees, 41 master's degrees, 28 credentials in the field of education, and various opportunities in extended learning and other special programs. For more information about the units in Academic Affairs, click the links below.

- [Mike Curb College of Arts, Media, and Communication](#)
- [David Nazarian College of Business and Economics](#)
- [Michael D. Eisner College of Education](#)
- [College of Engineering & Computer Science](#)
- [College of Health and Human Development](#)
- [College of Science & Mathematics](#)
- [College of Social & Behavioral Sciences](#)
- [Tseng College of Graduate, International, and Midcareer Education](#)
- [University Library](#)



THE POSITION OF DEAN OF THE UNIVERSITY LIBRARY

The Dean of the University Library provides executive leadership for the provision of library service to the campus in support of the university's teaching and research mission. The Dean reports to the Provost and Vice President for Academic Affairs and serves on the Provost's Council and Deans' Council. The Dean has the primary responsibility for the management of the Library's personnel, budget, facilities, technology, and resources, including planning and administering the budget; making independent recommendations relating to performance management for all Library personnel, including retention, tenure, and promotion for library faculty; leading ongoing efforts to improve services; recommending the appointment of department chairs, and supervising and evaluating their administrative activities; creating and sustaining an environment supportive of research, scholarship, and academic excellence; and representing the Library in the university and community. The Dean interprets policies developed at the university and system levels to ensure their effective implementation. The Dean supervises a staff of professional, technical, and support staff to ensure that the Library and university goals are met. The Dean seeks external support for programs, services, and resources, and assists faculty in securing external support. The Dean develops and maintains professional relationships with all departments and colleges on campus and with groups and agencies within the community as appropriate.

The Dean participates fully with other CSU library deans on the Council of Library Deans (COLD) in system-wide library initiatives that leverage the strength of 23 libraries with special emphasis on the Unified Library Management System.

The Dean helps lead strategic thinking and initiatives related to academic technology and scholarly communication within the Division of Academic Affairs with a focus on vision, collaboration, consistency, and integration with broader technology initiatives on campus. The Dean plays

a crucial role in leading strategic thinking on the university's information strategy as it relates to information storage, retrieval, archiving, access, sharing and organization of both traditional and non-traditional materials.

As a leader, demonstrates a commitment to student success that is mission-aligned with the university's vision, values and priorities. Establishes an ethical and collegial work environment, promoting a collaborative, accountable and inclusive team. Encourages a courageous and resilient solution-oriented environment by participating in new opportunities to further the mission of the university. Participates in developing initiatives that further support the campus mission with a service-oriented and catalytic mind set. Strengthens employees by being communicative and a talent builder that develops team attributes, furthering departmental goals.

DUTIES AND RESPONSIBILITIES

- Providing a strategic vision for the library.
- Leading strategic thinking and initiatives related to academic technology and scholarly communication.
- Leading the planning, advancement, and development of services, resources, and programs.
- Providing sound and effective management.
- Leading and supporting scholarly initiatives and work.
- Ensuring library collections meet the scholarly and learning needs of students and faculty.
- Directing continual improvement and innovation in services.
- Making assignments to the library faculty that advance the library's goals and allow the librarians to make meaningful contributions as members of the faculty.
- Participating effectively as a member of the Provost's Council and the Deans' Council.

THE POSITION OF DEAN OF THE UNIVERSITY LIBRARY (CONT.)

- Providing advice and counsel to university officials on professional matters of importance to the library and the university.
- Directing outreach to the academic and surrounding community and maintaining good community relations.
- Participating effectively on the CSU Council of Library Deans (COLD).
- Raising external funds to support library priorities.
- Representing the library in local, state, national, and international programs.
- Advancing the use of academic technologies and innovative scholarly communication.
- Improving and maintaining the library's digital presence.
- Practicing effective personnel management through the recommendation of appointments to faculty and staff positions; skillful evaluation of the performance of existing personnel; and the encouragement of skill development in personnel.
- Developing and implementing educational and diversity, equity, and inclusion efforts.
- Creating a supportive environment for the creative and scholarly activities of the faculty.
- Ensuring the provision of excellent customer service.
- Managing the physical facilities of the library to ensure a positive library experience.
- Overseeing the schedule of instructional programs offered in the library.
- Performs other duties as assigned by the Provost.

QUALIFICATIONS

Required qualifications:

- At least a master's degree in Library and/or Information Science from a program accredited by the American Library Association, or equivalent degree.
- A record of scholarly and professional achievement appropriate to an appointment at the rank of Librarian.

- Substantive experience for a minimum of five years as a library administrator or manager.
- Ability to collaborate effectively with a wide range of constituencies.
- Proven excellent communication and interpersonal skills, encompassing collaboration and cultivation of trust and respect through partnerships with fellow deans, faculty, staff, and campus administration.
- Demonstrated commitment to equity, diversity, and inclusion in a diverse campus and community setting.
- Strong cultural awareness and demonstrated commitment to equity, diversity, inclusion, belonging and accessibility.

Preferred qualifications:

- A doctorate in library science, management, higher education administration, information science, or a related field.
- A deep understanding of both the opportunities and challenges facing university libraries today and into the future.
- Knowledge of information and scholarly technologies and their successful integration into a library and campus.
- Proficiency in recruiting, hiring, retaining, and supervising a diverse workforce.
- Proficiency in promoting an equitable work environment through educational programs, training, mentorship, and professional development.
- Success with fundraising, such as securing individual gifts and receiving grants from foundations and government agencies.
- Professional competency in conflict resolution, seeking fair and equitable solutions.
- Familiarity with working within a collective bargaining and shared governance setting.
- Experience in sustaining and expanding a library's information literacy instruction program in alignment with an institution's teaching and research mission.





GENERAL INFORMATION

Background check: This position is a sensitive position as designated by the CSU. A background check (including a criminal records check) must be completed satisfactorily. Failure to satisfactorily complete the background check may affect the status of candidates who apply for the position.

CANRA: The person holding this position will be considered a 'limited reporter' under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

Conflict of Interest: This position is a "designated position" in the California State University's Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission.

APPLICATION PROCESS

EFFECTIVE DATE OF APPOINTMENT:
July 1, 2025

HOW TO APPLY:

The university is being assisted by Academic Search. Applications should consist of a substantive cover letter, a curriculum vitae, and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to: CSUNLibraryDean@academicsearch.org.

The position is open until filled but only applications received by Tuesday, February 18, 2025, can be assured full consideration. Confidential discussions about this

opportunity may be arranged by contacting consultants Ann Hasselmo at Ann.Hasselmo@academicsearch.org and Chris Butler at Chris.Butler@academicsearch.org. The anticipated hiring range is \$200,000 – \$220,000 per year, dependent upon qualifications and experience. Further information about California State University, Northridge is available at <http://csun.edu/>.

CSUN is an Equal Opportunity Employer and prohibits discrimination on the basis of race, color, ethnicity, ancestry, religion, national origin, age, gender, gender identity/ expression, sexual orientation, genetic information, medical condition, marital status, covered military and veteran status, and disability. Reasonable accommodations will be provided for applicants with disabilities who self-disclose by contacting Recruitment Services at 818-677-2101.

ABOUT ACADEMIC SEARCH

Academic Search is assisting California State University, Northridge in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

