SEARCH PROFILE:
DEAN OF THE LIBRARY AND LEARNING RESOURCES

Channel Islands
CALIFORNIA STATE UNIVERSITY
California State University Channel Islands (CSUCI) invites confidential inquiries, nominations, and applications for the position of Dean of the Library and Learning Resources. The Dean provides vision, leadership, and administrative oversight for the academic library services of the John Spoor Broome Library, the Learning Resource Center, and the Writing & Multiliteracy Center, designed to collaboratively support student learning, academic success, and innovative educational practices campuswide.

The John Spoor Broome Library enhances the CSUCI mission of interdisciplinary, international, multicultural, and service learning by planning and promoting the use of collections and services and supports student learning via its robust information literacy program. The Library actively collaborates with students, faculty and staff in developing its range of services.

CSUCI, the newest campus in the California State University system, opened its doors to its first transfer and post-baccalaureate credential students in Fall 2002, and then welcomed its inaugural freshman class in Fall 2003. With an operating budget of roughly $140 million, CSUCI enrolled 5,643 students, including 171 graduate and post-baccalaureate students (Fall 2022). The campus employs 168 tenured/tenure-track faculty, including department chairs and librarians, and an additional 21 lines budgeted for FY22-23 with plans for those lines to be filled during FY23-24. The campus also employs 250 lecturers, and 537 non-faculty staff members and administrators. In July 2015, the University earned re-accreditation for an additional nine years from the Western Association of Schools and Colleges (WASC); in Fall 2021, the campus initiated Strategic Enrollment Management Planning, Academic Master Planning, Integrated Marketing Communication Planning, and long-term budget development processes to ensure continued growth in the coming years. At full capacity, CSUCI is expected to eventually serve 15,000 full-time equivalent students.

CSUCI has expanded its academic programs since its founding, and today offers 27 undergraduate majors, eight graduate degrees, and a number of credential and certificate programs. The campus also operates six centers and institutes. Students have access to highly engaging curricular and co-curricular learning experiences, with outstanding faculty and staff, small class sizes, innovative applications of instructional technologies in their in-person, online, and hybrid classes, and other high-impact learning practices including service learning, undergraduate research, and study abroad opportunities in 20 countries. CSUCI has earned national distinctions because of its faculty, work environment, community service, student/faculty research, and efforts to advance diversity, equity, and inclusion. In 2023, CSUCI was ranked among the top 30 “Most Promising Places to Work in Student Affairs” for the ninth year in a row. The University has been recognized four times by The Chronicle of Higher Education as a “Great College to Work For.” U.S News & World Report recently ranked CSUCI 28th for Regional Universities West, overall – and at
12th for Top Public Schools in that category and 11th for Social Mobility. CSUCI achieved the designation of Hispanic Serving Institution in 2009. The economic and fiscal impacts of HSI grants benefit the economies of local communities in Ventura and Santa Barbara counties, in the region, and throughout the entire state, generating significant benefits in the form of increased employment, labor income, and economic output.

In 2019, CSUCI was the first CSU campus and one of only nine institutions in the nation to receive the inaugural Seal of Excelencia, a prestigious, voluntary, and comprehensive certification granted by the Washington, D.C.-based organization, Excelencia in Education. The Seal recognizes an institution’s very high level of commitment and effort to serve Latino students successfully – to close equity gaps, accelerate the number of Latino students who earn college degrees by 2030, and safeguard America’s future by promoting more high-quality educational opportunities for all of the nation’s students. The University was recertified with the Seal of Excelencia in 2022.

The work of all employees at CSUCI is driven by the University’s mission: “Placing students at the center of the educational experience, California State University Channel Islands provides undergraduate and graduate education that facilitates learning within and across disciplines through integrative approaches, emphasizes experiential and service learning, and graduates students with multicultural and international perspectives.” With a 22:1 faculty-to-student ratio and average class size of 25, students benefit from the University’s student-centered approach, as they are challenged to tackle pressing problems in their community and the real world; conduct meaningful discussion, research, and exploration; and work closely with expert faculty on research initiatives.

The University has over 25,720 alumni who are organized through the Alumni & Friends Association, an organization that facilitates career mentorship programs and offers activities for alumni and current students alike. CSU Channel Islands alumni who are still in California for FY 2021-2022 supported an additional 3,187 jobs, $147 million in labor income, $319.7 million in industry activity, and $38.4 million in state and local tax revenue. CSUCI cultivates a strong sense of connection and pride in its alumni and appreciates their ongoing participation in the University’s fundraising efforts. CSUCI has been eligible for and extremely competitive in winning federal HSI funding and other supports, with almost $37 million in HSI grant awards received since 2010. The most recent award, announced by the U.S. Department of Education in September 2022, is for SOAR (Student Outreach, Academics, and Retention) at CI, a Title V, Part A grant funded for $2,996,466 over five years, designed to strengthen practices, systems, and academic student support to increase the number of Hispanic and low-income students who enroll in, persist through, and graduate from CSUCI.

THE CAMPUS

The campus exists on ancestral Chumash lands and was developed on the site of the former Camarillo State Hospital. Since its founding 20 years ago, CSUCI has seen remarkable physical growth, doubling in size to more than 1,200 acres and undergoing extensive building and renovation. The campus features a unique collection of 1930s Mission Revival and Spanish Colonial Revival buildings organized around a central mall, formal quads, courtyards, and open spaces. A virtual tour of the campus is available. Affiliate locations include the Channel Islands Boating Center and the Santa Rosa Island Research Station, located within the Channel Islands National Park and Marine Protected Area.

During its first 20 years, CSUCI underwent more than $233 million in building and renovation projects. Among the many striking features on the campus are the world-class John Spoor Broome Library, the iconic Bell Tower, modern student residence halls, and a number of buildings – both renovated and newly constructed – which provide classrooms, laboratories, studios, and offices for faculty and staff. Capital project planning is currently underway for Gateway Hall, a new “front door” for the campus housing student services,
selected academic programs, and classrooms; a solar array estimated to ultimately provide 68% of the campus’ annual energy needs; renovation of Manzanita Hall as the new home of the Martin V. Smith School of Business & Economics; completion of the second phase of University Glen housing, Anacapa Canyon, adding 598 residential units to the first phase of University Glen (which is the residential community immediately adjacent to the campus proper, currently home to many CSUCI faculty and staff members, as well as employees of educational partners, the military, graduates of any CSU, and members of the general public); a mixed-use facility for student health services and other needs; and an Early Childhood Care & Education Center, for which a feasibility study has been completed on a first-phase plan to serve 100 children.

Community service and environmental responsibility are hallmarks of the campus; the University has been recognized on the President’s Higher Education Community Service Honor Roll four years in a row, and the “Guide to Green Colleges” by the Princeton Review named CSUCI as one of the nation’s most environmentally responsible “green” universities in 2014. The Association for the Advancement of Sustainability in Higher Education (AASHE), an organization that recognizes excellence in sustainable practices, has given CSUCI one of its highest ratings, having commended the campus for earning a gold rating in AASHE’s Sustainability Tracking, Assessment & Rating System (STARS). CSUCI was initially one of only three CSUs with a gold rating. In 2015, CSUCI became a signatory of the American College and Universities President’s Climate Commitment. The campus has also been recognized 11 times as a Tree Campus by the Arbor Day Foundation, as well as a Bee Campus USA for two years. CSUCI is also preparing to take bold action to address climate change. The new solar array at the entrance to campus is one example of the initiatives underway to reduce CSUCI's greenhouse gas emissions and work toward carbon neutrality.

LOCATION

CSUCI is located 4.5 miles south of the city of Camarillo and within the Oxnard Plain in Ventura County, roughly 50 miles north of Los Angeles. As a regional central coast university in the CSU system, CSUCI serves all of Ventura County and the southern part of Santa Barbara County — a region that enjoys a rich mix of ethnic diversity. The local economy relies on six key industry sectors, including agriculture, manufacturing, construction, health services, biotechnology, professional/scientific/technical services, and leisure/hospitality.

Ventura County enjoys an ideal combination of a warm Mediterranean climate and ocean breezes throughout the year. Residents enjoy access to an array of urban amenities, such as restaurants, wine tasting, premium outlet shopping malls, and farmers markets, as well as boundless outdoor recreation, including numerous nearby beaches, harbors and the Santa Monica Mountains National Recreation Area. Ventura County is located about an hour from the vast cultural offerings of greater Los Angeles, including Santa Monica and Hollywood, and is located less than an hour from Santa Barbara. The area’s largest employers are in government, science and technology, agriculture, and two nearby military bases. To learn more about the Ventura County coast, click here.
CURRENT INITIATIVES

CHARTING OUR COURSE
Provost Mitch Avila, who joined CSUCI in January 2021, launched a revisioning of the University’s academic master plan in Fall 2021. This “Charting Our Course” effort was a six-month, campus-wide, strategic planning exercise to identify which degrees and academic programs should be prioritized for expansion or creation through the rest of this decade. The Provost engaged faculty, staff, students, and other stakeholders in imagining the future of CSUCI, challenging all participants to grapple with fundamental questions regarding the campus identity, mission, and aspirations. One significant outcome was the addition of 24 new degree programs to the CSUCI’s Academic Master Plan. The first degrees, including the Ed.D. and MPA degrees are scheduled to launch as soon as Fall 2024, with several additional undergraduate and graduate degrees set to begin in the following years.

INCLUSIVE EXCELLENCE
At CSUCI, student and institutional success is understood as being directly correlated with the level of success achieved in advancing the values of diversity, equity, and inclusion (DEI) across every division. In 2017, the President’s Advisory Council on Inclusive Excellence (PACIE) was established, and in 2022, the campus’s Inclusive Excellence Action Plan was launched. Cabinet-led Inclusive Excellence Action Teams (IEAT) worked through Spring and Summer 2021 to identify DEI efforts to date and conduct gap analyses in six areas: professional and leadership development; attracting, hiring, and retaining a diverse workforce; university advancement and community and government relations; campus climate and communication; collecting, analyzing, accessing, and utilizing data; and student access and success. In Fall 2021 IEATs developed their plans and shared them with the campus community; in Spring 2022 Cabinet members advanced proposals through University’s strategic initiative proposal and budget development processes.

FIRST-YEAR EXPERIENCES
The divisions of Academic Affairs and Student Affairs launched several key First-Year Experience initiatives in Fall 2022 funded through philanthropic support. These enhance first-time, first-year (FTFY) students’ university experiences, supporting their near-term and long-term successes by investing in several initiatives with promising impact data on retention and graduation.

The Jeff T. Green Family Foundation Scholarship initiative will award up to 50 FTFY students who meet the Pell Grant eligibility criteria (FAFSA) or have an equivalent Pell Grant (CADAA) Estimated Family Contribution (EFC) with a $20,000 scholarship distributed over four years at CSUCI. These scholarships will be renewable upon successful participation in and completion of required high-impact practices for student success. Notably, eligibility for this scholarship requires a cumulative high school GPA between 2.0-2.9, with intentional outreach and support offered to those in this “murky middle” – a GPA territory familiar to many historically under-represented and under-served students in P12, college, and university systems, for whom economic realities, family responsibilities, and unmet learning needs can compete with the possibility of earning and maintaining high grades.

A second First-Year Experience is also supported by a gift from Jeff T. Green – providing peer-embedded mentors in every section of all first-year composition and quantitative reasoning courses. CSUCI is concurrently examining data from the past several years on the impact of peer-embedded mentors on student success, specifically in terms of how different professors take advantage of having this additional resource in their classrooms. After identifying high-impact practices for utilizing peer-embedded mentors, the campus will work to grow that model, supporting the sharing of those practices with faculty across schools and disciplines.

Third, CSUCI instituted an Expanded Summer Bridge Program in Summer 2022 supported through Makenzie Scott’s investment in CSUCI. Students lived on campus for six weeks and were able to begin their first Fall semester at CSUCI with six units already earned. All Expanded Summer Bridge Program expenses were be paid for through Mackenzie Scott’s philanthropic support.

Finally, and again through Mackenzie Scott’s investment in CSUCI, up to 200 first-time, first-year students who meet the Pell Grant eligibility criteria (FAFSA) or have an equivalent Pell Grant (CADAA) Estimated Family Contribution (EFC) will be awarded a $5,000 Housing Grant for two years, supporting these students’ ability to live in residential housing, participate in a learning community, and maximize their ability to engage in a full range of curricular and co-curricular university experiences.
THE STUDENT EXPERIENCE

In keeping with the mission of the CSU system, CSUCI simultaneously provides a student-centered, world-class education while offering access to many groups traditionally excluded from higher education. Most CSUCI students are from California (99%), reflecting the richness of its diversity. In the aggregate, the majority matriculate to CSUCI from Ventura (54%) and Los Angeles (23%) counties. While transfer students tend to be local to Ventura (59%), the largest percentage of freshmen (35%) are from Los Angeles. Campus enrollment for Fall 2022 is 5,643 students (headcount). Student demographics as of Spring 2022 include the following: Female (66%), Male (34%), Non-binary (0.2%); First Generation (59%); Low Income (48%); Hispanic/Latino(a) (60%); White (23%); Asian American (6%); African American (2%); Native American/Alaskan (0.2%); Native Hawaiian/Pacific Islander (0.2%); two or more ethnicities (4%); with 3% of students not reporting ethnicity. Veterans and their dependents comprise 2% of CSUCI’s student body.

CSUCI is proud of its highly diverse and competitive student body. The average high school GPA of first-year students is 3.39, and the average transfer GPA is 3.23. Similarly, while CSUCI enrolls a significantly higher percentage of students in need of remediation than the CSU average, retention and graduation rates match or exceed those of the CSU. CSUCI has made tremendous progress improving student success and equity, and is on track to meet its ambitious goals for the CSU Graduation Initiative 2025.

Undergraduate tuition ranges from $3,401-3,860 per semester; graduate tuition is $8,236 per semester. Approximately 83% of students receive financial aid. The University offers more than $706,000 in scholarships each year to outstanding undergraduate, graduate, and credential students based on financial need, academic merit, or both. For example, outstanding high school seniors selected as President’s Scholars are awarded a four-year, full-tuition scholarship and the CSUCI Foundation provides general scholarships for qualified students.
CSUCI has distinguished itself academically. Faculty members have garnered prestigious awards and grants from the National Science Foundation, the Mathematical Association of America, the California Institute for Regenerative Medicine, and the U.S. Department of Education, among others. Academic programs offered at CSUCI have been shaped in part by regional workforce needs, with the goal of preparing students for promising jobs of the future. The Division of Academic Affairs currently includes the following units: the School of Arts & Sciences, the School of Education, the Martin V. Smith School of Business & Economics, Extended University, and the John Spoor Broome Library.

Although most academic programming is based on CSUCI’s campus, Extended University also offers programming through instructional facilities operated in the city of Goleta, California. The mission of CSUCI’s Extended University is to develop programs that reflect regional partnerships and offer support in response to local educational needs.

California State University Channel Islands offers 27 undergraduate majors, 8 graduate degrees, and a variety of certificate and teaching credential programs. The Division of Academic Affairs includes the following units:

- **Arts & Sciences** currently includes undergraduate majors and minors in 20 disciplines across the arts, humanities, sciences, and social sciences. The School is dedicated to providing undergraduate students research experiences and opportunities to engage in community service and experiential learning. CSUCI offers a wide variety of excellent programs and classes, as well as a number of exciting international learning experiences.

- **The School of Education** builds from the foundations of the undergraduate Liberal Studies option in Teaching & Learning, the undergraduate Early Childhood Studies program, and academic majors in biology, English, mathematics, history, and social studies, and extends to the Master of Arts in Education. The School’s programs contribute to the education profession by producing teachers and school administrators who believe that all students have the ability to achieve high standards, who adapt their teaching to reach all students and who embrace the diversity of all students. These graduates are reflective about their teaching, their attitudes, and their ability to work in collaborative analytical teams.

- **The Martin V. Smith School of Business & Economics** has a liberal arts and interdisciplinary focus. It is built on the five Cs: critical thinking, collaboration, communication, conduct, and competencies. Students learn the fundamental principles of accounting, economics, finance, information systems, management, and marketing as applied in a variety of organizational settings. A distinguishing aspect of the Business and Economics programs is the requirement to take courses developed in conjunction with disciplines outside the traditional business curriculum.

- **Extended University** responds to important needs in the community for continuing access to higher education and provides overall support for the University’s commitment to lifelong learning. Extended University serves individuals throughout their career life cycles, especially as working professionals and busy adults, with job skills training, career upgrades, professional certifications, and accelerated courses of study in accessible formats at convenient times and locations. The Osher Lifelong Learning Institute, a hallmark program for mature learners, has enriched the intellectual life of the community since its inception in 2004.

CSUCI is poised to continue to grow in size and renown, while maintaining a student-focused learning environment. CSUCI embeds its mission in faculty-led and directed Mission Centers: Center for Community Engagement, Center for Integrative Studies, Center for International Affairs, and Center for Multicultural Engagement. Other institutes reflecting partnerships with the community, an entrepreneurial spirit, and a penchant for innovative learning environments include the Henry L. “Hank” Lacayo Institute for Workforce & Community Studies, the Institute for Global Economic Research, and the Entrepreneurship & Small Business Institute.

CSUCI is accredited by the Western Association of Schools and Colleges’ Senior College and University Commission (WSCUC, formerly WASC). CSUCI was granted initial accreditation in 2007 and in July 2015, was successfully reaccredited for nine years. In Fall 2021 the campus launched its next accreditation cycle, having qualified for the Thematic Pathway for Review option. This accreditation cycle will conclude with a site visit in Spring 2024.
THE JOHN SPOOR BROOME LIBRARY

The John Spoor Broome Library is housed in an architecturally stunning building designed by world-famous British architect Lord Norman Foster. The library merges the campus’ Mission architecture with a Modern glass structure, combining both styles into a student-centered digital teaching library. The library’s mission is to enhance CSUCI’s mission through active collaboration with students, faculty, and staff in developing collections, services, information, and computer literacy skills.

The library gives students access to a robust collection of over 100,000 bound books and more than 400,000 electronic books, over 20,000 electronic journals and newspapers, numerous databases, a comprehensive digital image collection, best sellers, CDs, DVDs, access to 70,000 streaming movies, and children’s books. The library has an active course reserves service that engages with faculty to promote the use of library collection for course materials, both print and electronic, to reduce the cost of required texts and course materials for students. The library also houses several interesting archival and special collections that can be used for original research. The Robert J. Lagomarsino Collection contains papers, photographs, furniture, and memorabilia relating to Lagomarsino’s years of political service as a California Senate member from 1961–1974 and as a United States Congressman from 1974–1992. Other archival and special collections include the University Archives; Jack O’Connell Collection (former State Superintendent of Public Instruction, Senator, and Assemblymember); Camarillo State Hospital Archives, Elmer “Gene” Lore, Sr. Collection, Irene and Jorge Garcia Chicano Studies Collection, Jean M. Harris Papers, Bottle Village, Jane Tolmach Collection (former Oxnard Mayor) and the Carmen Ramirez Archives (former Ventura County Supervisor and Oxnard City Council member).

The library provides students with opportunities to engage and create. The library is home to the Writing & Multiliteracy Center, and the Learning Resource Center, both integral parts of the library administrative structure. Broome Library also houses the Information Technology Services Solution Center, the campus art gallery, and the Student Research Space. The building provides attractive and enticing spaces for inquiry and study for both individuals and small groups. There are 130 hardwired computers with additional laptop computers available for check out. The library also circulates digital cameras, digital video cameras, hotspots, and Go Pros. Each year the library sponsors several events including a speaker’s series, Dia de los Muertos celebrations, and the library’s finals de-stress activities.

The library offers classes and services that help students develop life-long information and multiliteracy skills. Librarians collaborate with faculty in all disciplines to provide information literacy sessions and resource specific instruction. The library also provides a robust reference service that includes both virtual and in-person research assistance, provided by a librarian, to teach students necessary research skills at their point of need. The entire library staff works to ensure that the John Spoor Broome Library is a comfortable, safe space that aims to nurture students as they learn to use the library, explore curiosities, and engage in a myriad of research and information activities.

WRITING & MULTILITERACY CENTER (WMC)

At the Writing & Multiliteracy Center, undergraduate and graduate students and faculty are provided with a
range of free support services and programs that help them address 21st century challenges of creatively thinking about, reading, and composing in written, oral, visual, and digital forms of communication. The center fosters a robust culture of writing and communication at CSUCI, with an interest in helping students across disciplines learn modes of representation and communication that shape their academic, working, civic, and private lives. Writing and multiliteracy centers are intrinsically multicultural and multilingual spaces and the WMC is a powerful advocate for equity. The WMC embraces the position statements on diversity and disabilities as articulated by the International Writing Center Association (IWCA) and actively diversifies its team and addresses barriers in meaningful ways.

The WMC offers students opportunities to learn, develop, and sharpen writing and communication skills throughout their time at CSUCI. The center helps students working on any writing in any discipline: from freshman composition essays to senior capstone projects. Students are also welcome to bring in other types of non-academic written work, such as résumés, letters of application, and personal statements for fellowships or graduate school applications.

**LEARNING RESOURCE CENTER (LRC)**

The mission of the Learning Resource Center is to foster the necessary academic skills, mindsets, and behaviors to meet short- and long-term academic goals, support lifelong learning, and facilitate equitable outcomes for all CSUCI students, faculty, and staff. The LRC accomplishes this mission by using a social justice framework in the center’s approach to peer education and subject-based tutoring. The center offers a welcoming and inclusive environment to meet visitors at their personal starting point and to celebrate their diverse abilities, perspectives, and ways of creating knowledge. The center provides the structure, knowledge, and strategies for everyone to reach their academic potential. The LRC supports the mission of the University by creating a student-centered place of developing interdisciplinary scholarship, a home away from home, and a community of peer educators to guide visitors on their academic journeys. The LRC promotes active and engaged learning through a peer-education model that can be summed up in three simple words: students empowering students.

The LRC offers free one-on-one peer tutoring in many academic subjects, including Math, Chemistry, Biology, Physics, Computer Science, Business, Psychology, Statistics, Sociology, and Nursing. The LRC’s tutors help students with study skills, concept mastery, comprehension, homework, test preparation, and much more. Tutors at the LRC work to foster independent learning skills and to promote a community of inclusive and supportive scholarship.
THE POSITION OF DEAN OF THE LIBRARY AND LEARNING RESOURCES

The Dean of the Library and Learning Resources provides administrative and financial management of resources and advocates for the academic programs and services in the Library and Learning Resources unit. The Dean has supervisory responsibility for administrators, faculty, and staff in the Library and Learning Resources unit. In collaboration with these colleagues, the Dean oversees the development and implementation of policies and procedures and the management of Library, Centers, programming, and partnerships. The Dean promotes a learning environment that focuses on student success and enhancing educational experience. Additionally, the Dean collaborates with Library unit heads, and center directors along with the various curricular and co-curricular schools and programs, leads program planning and new initiatives, and promotes the programs and services of the Library and Learning Resources unit locally, regionally, and nationally.

The Dean reports directly to the Provost and works directly with the Vice Provost to coordinate student success initiatives including collaboration with Associate Vice Provosts in the Division of Academic Affairs. The Dean meets regularly with other Deans to align strategy and priorities and supervises the Associate Dean of Library and Learning Resources and directly or indirectly Learning Resources administrators, faculty, and staff. The Dean works closely and cooperatively with all areas of the campus to develop and provide high-quality services to students, faculty, and other members of the university.

RESPONSIBILITIES AND DUTIES

The Dean:

• Provides vision and dynamic leadership for innovative library and learning services to enhance and support curriculum, instruction, and student success.

• Utilizes best practices in change management to move all units collaboratively across Library and Learning Resources toward a learning commons model.

• Articulates and guides the strategic contributions of the library, centers, and programs in supporting excellence in teaching, learning, research, and scholarship at CSUCI.

• Supports, implements, and advances the University’s commitment to equity, multicultural education, and social justice in all aspects of employment and education, staffing, curriculum, programs, and services.

• Collaborates with all stakeholders, disciplines, and programs to provide appropriate resources to encourage student engagement in all aspects of their academic and co-curricular pursuits.

• Develops, implements, and promotes programs, resources, and services with responsibility for fiscal planning, staffing, policy development, and operational procedures in coordination with the leadership teams of Library and Learning Resources.

• Oversees OpenCI, an initiative promoting and supporting affordable instructional materials, including Open Educational Resources (OER), and the Instructional Materials priority with the University’s Accessible Technology Initiative.

• Recruits, evaluates, and supports the development of Library and Learning Resources staff and tenure-track, lecturer, and tenure-line faculty.

• Implements management practices that support work-life balance for Library and Learning Resources staff and tenure-track, lecturer, and tenure-line faculty.

• Works with faculty, staff, program chairs, and administrators to ensure that Library and Learning Resources initiatives are aligned with the strategic goals and resources of the Division of Academic Affairs.

• Oversees and coordinates facilities management to foster collaboration among co-located building partners including Information Technology Services, the Art Program, the Student Research Center, and other campus entities as necessary.
THE POSITION OF DEAN OF THE LIBRARY AND LEARNING RESOURCES (CONT.)

- Advocates for information literacy and multiliteracy efforts at all levels and across disciplines among faculty and students.
- Supports the Library and Learning Resources management, faculty, and staff in the identification, evaluation, and facilitation of innovative applications of technology, concentrating on research, pedagogy, curricular innovation, and the academic priorities of faculty and students.
- Fosters and promotes good relations and cooperative ventures between the University and the community and with other libraries, both public and private.
- Stewards the development of services and support to foster innovative pedagogical initiatives.
- Provides input on issues and trends in librarianship, such as collection development, archival and digital scholarship pedagogy, copyright compliance, intellectual property rights, privacy rights, digitizing and preserving archival and special collections, and methods for supporting the academic needs of students in rapidly changing, technologically infused scholarly environments.
- Works in partnership with institutional stakeholders and Library and Learning Resources to plan and implement academic technologies to ensure a seamless user experience, scalable solutions, and cost-effective practices while maintaining Library and Learning Resources as a key component of the campus technology infrastructure.
- Works with University Advancement to establish and build relationships with individuals, corporations, and foundations and to seek donations, gifts-in-kind, and grants, as appropriate, to support capital and operating budgets.
- Serves as an advocate for and communicates about the library’s role, services, and needs to campus faculty, staff, students, and outside groups, including cultural institutions, historical societies, alumni, community and professional organizations, vendor representatives, and consortia.
- Develops and executes strategic plans to support the University’s, library’s, and centers’ missions.
- Maintains appropriate documentation and coordinates assessment and reporting of operations; and serves on University and CSU-wide committees as elected or appointed.
- Exercises leadership in the development of diverse Library and Learning Resources budgets, including student fees and University Advancement accounts consistent with University policies and sound financial management principles.
- Allocates and reallocates resources among competing requests.
- Takes an active role in helping to embed the values of diversity, equity, and inclusion in all aspects of University work, in every division, and participates at least once annually in professional or leadership development opportunities that will contribute to campus efforts to advance racial and social justice in and through education at CSUCI and beyond.

QUALIFICATIONS
The successful candidate will have the necessary experiences, skills, competencies, and disposition to serve in this role, including:

- A terminal degree in Library and Information Science or an advanced degree accredited by the American Library Association in a closely related subject area (including, but not limited to, archival studies, library education, informatics, museum studies).
- A sustained record of professional and scholarly activity to qualify for appointment at the tenured full Librarian level.
- A significant record of effective strategic planning, supervisory, administrative, and financial management experience in an academic library at an accredited institution of higher education.
- A strong service orientation and ability to balance needs of Library and Learning Resources with the campus and community.
THE POSITION OF DEAN OF THE LIBRARY AND LEARNING RESOURCES (CONT.)

- Evidence of a solid history of exercising fiscal and resource stewardship.
- Experience in, or demonstrated commitment to, advancing diverse populations.
- Demonstrated success in fostering a collaborative, creative, and collegial environment including evidence of collaborative decision-making.
- A strong understanding of the role of writing and multiliteracy centers, learning resources, and tutoring centers on campus.
- A strong understanding of current issues and trends in archival and digital pedagogy and scholarship, designing of information literacy, intellectual property, scholarly communication, and holistic assessment.
- A service orientation, superior communication skills, and a collegial leadership style.
- Proven ability to work with professional integrity and a commitment to build strong relationships that respect diversity of identity, background, and perspectives.

Preferred qualifications include the following:

- A doctoral degree from an accredited institution.
- Teaching experience in a higher education setting.
- Proven ability to support faculty research in a research-practitioner environment.
- Demonstrated commitment to shared governance in a collective bargaining environment.
- Proven leadership abilities in creating and communicating a vision for the library, for building partnerships, and for collaborating broadly to meet the demands of a vibrant academic program and the expanding needs of campus researchers.
- Evidence of innovative initiatives to improve library services, collections, facilities, and culture in support of research and learning.
- Robust commitment to information literacy and writing and multiliteracy skills.
- Evidence of a solid history of grant writing.
- Proven ability to effectively manage organizational change for improving efficiencies and services.
- Evidence of communicating clear roles and responsibilities within and across areas of a library.
- Evidence of fostering work-life balance and workload management for employees under their direction.
- Ability to cultivate an organizational climate based upon respect, service, open communication, and teamwork.
- Experience in leading successful results-oriented planning initiatives.
- Demonstrated team-building and mentoring experience.
- Fluency in English and another language, e.g. Spanish, Tagalog, etc.
- Demonstrates a commitment to recruiting, retaining, mentoring, and actively engaging with underrepresented and underserved populations both on campus and in the broader community.

Salary is commensurate with experience. An excellent comprehensive benefits package is available that includes health/vision/dental plans; spouse, domestic partner, and dependent fee-waiver; access to campus childcare; and a defined-benefit retirement through the state system along with optional tax sheltering opportunities. Housing opportunities include lease of apartments or purchase of townhomes or single-family homes at University Glen, adjacent the CSUC5I campus [http://universityglen.csuci.edu/](http://universityglen.csuci.edu/). For a detailed description of benefits, please visit [https://www.csuci.edu/hr/benefits/](https://www.csuci.edu/hr/benefits/).

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

The person holding this position is considered a ‘mandated 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 Revised July 21, 2017, as a condition of employment.
HOW TO APPLY

The University is being assisted by Academic Search. Applications should consist of a substantive letter of interest specifically addressing the applicant’s background in relationship to the qualifications described, 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:

CSUCIDeanLLR@academicsearch.org

The position is open until filled, but only applications received by Friday, October 27, 2023, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting consultants Ann Die Hasselmo and Chris Butler.

California State University Channel Islands is an Affirmative Action/Equal Opportunity Employer.

We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status or protected veteran status.
ABOUT ACADEMIC SEARCH

Academic Search is assisting California State University Channel Islands 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. For more information, visit www.academicsearch.org.

Committed to IDENTIFYING AND DEVELOPING LEADERS by providing the highest level of EXECUTIVE SEARCH to our higher education partners.