

SEARCH PROFILE:

DEAN OF THE UNIVERSITY LIBRARY



CalPoly
Pomona

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Cal Poly Pomona, CPP, invites inquiries, nominations, and applications for Dean of University Library. CPP seeks an inspirational leader who possesses the academic, financial, and strategic acumen to execute collaborative and transparent leadership for the present and future of the University Library. The new Dean is expected to begin in mid-2025.

The ideal candidate for this position will be an innovative, strategic, and collegial academic leader who understands the mission of CPP; respects the importance of faculty and shared governance; has a demonstrated record of success advancing equity, inclusive excellence, and student success; and values ongoing engagement with faculty, staff, and students.



ABOUT CAL POLY POMONA

Cal Poly Pomona is one of three polytechnic universities in the 23-campus California State University system and among 12 such institutions nationwide. Since its founding in 1938, the University has offered a unique education steeped in experiential learning. With a variety of degree programs in the arts, humanities, sciences, engineering, and professional disciplines, the institution is well known for its learn-by-doing philosophy. The University is noted for its scenic and historic 1,400-acre campus. Cal Poly Pomona acknowledges that it resides on the territorial and homelands of the Tongva and Tataavium people who are the traditional land caretakers of Tovaangar. CPP's nearly 28,000 students are taught and mentored by the campus's more than 1,400 faculty as part of 54 baccalaureate and 29 master's degree programs, 11 credential and certificate programs, and a doctoral program in educational leadership.

Highly regarded among its peer institutions, Cal Poly Pomona is No. 2 in the U.S. News and World Report rankings of top public regional universities in the west and 4 named the No. 15 best value college in the nation by Money Magazine. Cal Poly Pomona, a Hispanic-Serving Institution and an Asian American and Native American Pacific Islander-Serving Institution, stands as a national leader in promoting social mobility, and was placed among the 25 top institutions in the country in awarding bachelor's degrees to minoritized students by *Diverse Issues in Higher Education*.

The Cal Poly Pomona campus is nestled in the beautiful San Gabriel Valley less than 30 miles east of downtown Los Angeles at the intersection of Los Angeles, Orange, Riverside and San Bernardino counties. It is within an hour's drive of beaches, mountains, and deserts. The University's history and geography are unlike any other institution in the region. For additional information about the University, please visit www.cpp.edu.

UNIVERSITY RANKINGS

- Cal Poly Pomona is No. 2 among the “[Top Public Schools in the West](#)” in the in the **U.S. News & World Report** 2025 Best Colleges Ranking (based on 15 measures of academic quality). It also ranked No. 3 among all “[Regional Universities West](#),” a region that covers 15 states.
- **The Wall Street Journal** ranked Cal Poly Pomona at No. 21 on its “[2025 Best Colleges in America](#)” listing after analyzing 500 universities. CPP was also recognized as:
 - No. 7 – Top Public University
 - No. 10 – Social Mobility
 - No. 36 – Best Value
- *Money Magazine* recognized Cal Poly Pomona as one of the “2024 Best Colleges in America,” receiving 4.5 out of 5 stars based on quality of education, affordability, and student outcomes.
- Cal Poly Pomona is recognized by **CollegeNET** as the No. 1 highest ranking polytechnic university and No. 17 overall in the nation on the “[2024 Social Mobility Index](#)” for propelling low-income students to financial success by graduating them into good paying careers.
- Cal Poly Pomona is the nation's No. 2 polytechnic university and No. 32 overall, according to **Third Way's** [2024 Economic Mobility Index](#) rankings for propelling low-income students to financial success by graduating them into good paying careers.

ABOUT CAL POLY POMONA (CONT.)

UNIVERSITY RANKINGS: INCLUSIVE ACADEMIC EXCELLENCE, STUDENT SUCCESS, AND SOCIAL MOBILITY

Cal Poly Pomona is among the best public universities in the West and is nationally ranked for helping students achieve economic success. As an inclusive polytechnic university, CPP cultivates success through experiential learning, discovery, and innovation, as well as embraces local and global challenges and transforms lives. When it comes to quality education, affordability, social mobility, and career prospects for graduates, Cal Poly Pomona consistently ranks among the best universities in the country. While each ranking is a snapshot of achievement, taken collectively, they provide a picture of a diverse, learn-by-doing university whose students graduate with the skills needed to succeed in a dynamic, evolving work environment.

DIVERSE STUDENT BODY

- *Diverse Issues in Higher Education* recognized Cal Poly Pomona as No. 20 in the nation for the most bachelor's degrees awarded to minoritized students on its "2022 Top 100 Degrees Conferred" list. The University was also No. 13 for bachelor's degrees earned by Hispanic students and No. 20 for bachelor's degrees earned by Asian American students.
- The [M.B.A. program](#), at the **Singelyn Family Graduate School of Business**, is fourth on the **U.S. News & World Report's** "Business Schools with the Highest Rates of Racial Minorities" enrolled. The MBA program, which allows for a specialty in business sustainability, leading organizational transformation or strategic marketing, and can be completed in as little as two years.
- The 2024 **Diverse Issues in Higher Education** "[Top 100 Degrees Conferred](#)" list ranked Cal Poly Pomona No. 18 in the nation for the most Bachelor degrees earned by minority students and the highest ranked polytechnic university. CPP was No. 11 national for the number of "Bachelor's – All Disciplines Combined – Hispanic" students and No. 17 for the number of "Bachelor's – All Disciplines Combined, Asian American" students.
- Cal Poly Pomona is No. 12 on **Hispanic Outlook on Education Magazine's** 2024 "[Top 100 Colleges and Universities for Hispanics](#)" for graduating the most Hispanic/Latino students and "preparing them in diverse fields of study," based on 2022-23 data.
- Cal Poly Pomona was ranked No. 47 "[Best Business Schools for LGBTQ in 2021](#)," according to **College Consensus**. The University was one of only two CSU campuses recognized in the Top 50 list.
- The American Indian Science and Engineering Society has named Cal Poly Pomona one of "the Top 200

Colleges for Indigenous Students" based on "the Native community and the support system, from admissions through graduation," in its [2023-24 Special College issue of Winds of Change](#).

RECOGNITION OF INDIVIDUAL PROGRAM EXCELLENCE

U.S. News & World Report recognized the College of Engineering at No. 9 among the nation's "2024 Best Undergraduate Engineering Programs" where a doctorate was not offered, and No. 3 in the state.

Several individual departments were also in the top 10: No. 2 Computer Engineering, No. 3 Mechanical Engineering and Electrical/Electronic/Computer Engineering, and No. 4 Civil Engineering. The Collins College of Hospitality Management is ranked No. 5 in *CEO World Magazine's* 2023 "Best Hospitality and Hotel Management Schools in the World" list. The list goes on, with many additional colleges, departments, and programs ranking highly in the region and the nation.

UNIVERSITY LEADERSHIP

Dr. Soraya M. Coley became the sixth president of Cal Poly Pomona in January 2015 after more than 20 years of leadership in higher education, pledging to be a leader who is "student-centered, faculty- and staff-focused, and community-minded." Dr. Coley, the first woman to be named president of Cal Poly Pomona, ushered in a new era of strategic leadership for the campus, establishing a vision for CPP as a model for an **inclusive polytechnic university** that inspires creativity, discovery, and innovation, embraces local and global challenges, and transforms lives.



ABOUT CAL POLY POMONA (CONT.)

In 2023, she received the American Council on Education (ACE) Donna Shavlik Award that honors an individual who demonstrates a sustained commitment to advancing women in higher education through leadership and career development, campus climate, and mentoring. She has served as the ACE Southern California Women's Network presidential sponsor for four years. In 2022, she was listed as one of the Los Angeles Business Journal 500 – a list of the most influential and most impactful professionals in the Los Angeles region.

DIVISION OF ACADEMIC AFFAIRS & OFFICE OF THE PROVOST

The Office of Academic Affairs provides leadership and support to faculty, staff, and students in the pursuit of excellence in undergraduate and graduate education and scholarly activity. The academic leadership team fulfills this mission by:

- providing services to support students in reaching their academic goals.
- facilitating the professional development of faculty in all phases of their careers as teacher-scholars.
- building and enhancing an international perspective.
- advancing a culture of civic engagement.
- assisting faculty and staff in obtaining external support for their professional activities.
- facilitating program innovation, assessment, and review.
- providing data and analytic support to guide planning and decision making.
- administering financial, physical, and technological resources, and working on matters of shared governance with the Academic Senate and other constituencies.

LEADERSHIP IN ACADEMIC AFFAIRS

The Provost is the chief academic officer of the University, reporting to the President with responsibility for the academic enterprise of the University, including coordination of academic programs, administration of academic resources, and the planning and implementation of key initiatives. The Office of the Provost also works collaboratively with the Divisions of Student Affairs, Administrative Affairs, Instructional and Information Technology, and University Advancement to facilitate organizational success across the Cal Poly Pomona campus.

The new Dean will join the senior leadership team in Academic Affairs and report directly to the Provost, Dr. Terri Gomez. With a passion for student success and a mission for serving the campus and community, she has developed an impressive track record as an academic leader and

innovative administrator. Dr. Gomez has been a member of the CPP community for 24 years, starting first as a lecturer and rising to the rank of Full Professor in the Department of Ethnic and Women's Studies. She has served in a range of administrative roles including Department Chair and Interim Associate Dean in the College of Education and Integrative Studies, as well as Interim Associate Vice President before being appointed in 2018 as the inaugural Associate Vice President for Student Success. In 2020, she was named Associate Provost for Student Success, Equity and Innovation with an expanded portfolio that includes Academic Advising, the Bronco Advising Center, Undeclared Advising, Early Start, Learning Resource Center, First-Year Experience, Common Read, PolyTransfer, STEM Success, Academic Innovation, Student Innovation Ideas lab, Kellogg Honors College, Center for Community Service Learning, Office of Undergraduate Research, and the TRiO-funded Reading and Mentoring Program (RAMP).

Dr. Gomez is a nationally recognized leader for her work on student success and developing innovative programs to address the needs of diverse student populations. In 2016, Dr. Gomez was responsible for the launch of the Office of Student Success at Cal Poly Pomona to focus our campus efforts as part of the [CSU Graduation Initiative 2025](#). By developing a range of campus partnerships, support programs, and academic interventions, she has led advances in student retention, persistence, and graduation with the ultimate goal of eliminating equity gaps for our most vulnerable students.

THE UNIVERSITY LIBRARY

The University Library is an integral part of Cal Poly Pomona, providing essential resources and services that support the academic mission of the University. With a collection of 2.4 million items, including 644,000 volumes, 1.5 million microforms, and 13,000 maps, alongside extensive digital resources such as 20,300 online periodicals, 17,000 eBooks, and 180 databases, the Library facilitates the educational and scholarly activities of both students and faculty. The Library fosters a collaborative, innovative, and inclusive culture, promoting student success, equity, and lifelong learning. As a hub of knowledge creation and academic excellence, the Library ensures its integration into the educational framework of the University, advocating for necessary resources and supporting the University's polytechnic model.

The University Library has five departments that include: Collections, Acquisitions & Resource Discovery Services (CARDS), Access Services, Research & Instruction Services (RIS), Special Collections & Archives (SC&A) and the W.K. Kellogg Arabian Horse Library, and Library Technology Services (LTS).



THE LEADERSHIP OPPORTUNITY

CPP seeks a visionary, strategic, and collaborative leader to bring a forward-looking approach to defining the role of the library in the context of the technologies transforming information literacy, teaching and scholarship while also reimagining the physical space resources of the library as a “learning commons.”

The Dean of the University Library is a pivotal role that directly supports the academic mission of the University. Reporting to the Provost, the Dean provides visionary leadership and strategic direction, fostering an environment that promotes the academic development of students into information-literate, lifelong learners. This role is essential in ensuring the Library’s integration into the educational framework of the University, supporting both the faculty’s and students’ scholarly activities.

The Dean is responsible for overseeing all aspects of library administration, including policy and program development, strategic and long-range planning, fiscal management, personnel supervision, and the integration of emerging technologies. They also play a crucial role in fostering collaboration within the University community and beyond, establishing the Library as a hub of knowledge creation and academic excellence.

In addition to administrative duties, the Dean is committed to advancing equity, accessibility, and diversity within the Library’s programming and resources. They will create an inclusive and innovative culture that supports academic excellence and collegiality.

The Dean will also identify and capitalize on future growth opportunities, building strong interdisciplinary connections across the University. They are expected to advocate for the Library, secure necessary resources, and promote a culture of student success.

In summary, the Dean of the University Library is a leadership position that requires a dynamic individual to drive the Library’s mission of supporting educational and scholarly innovation, fostering a collaborative and inclusive environment, and ensuring the continuous growth and success of the Library within the University community.

The Dean directly supervises the Associate Dean (currently vacant), 23 staff, and 13 Librarians.

THE LEADERSHIP OPPORTUNITY (CONT.)

Key opportunities and challenges:

- Develop and implement a new strategic plan with a vision for educational and scholarly innovation and excellence;
- Foster a collaborative, innovative, and inclusive culture in the Library;
- Embrace and strengthen the culture of student success and further improve student outcomes;
- Advocate for the Library and collaborate across the Cal Poly Pomona campus;
- Secure resources to ensure the continued growth and success of the Library;
- Build and manage a culture that is mission centered and focused on successful attainment of strategic goals and objectives in an environment that fosters both creativity and accountability;
- Advocate for the Library and collaborate across the Cal Poly Pomona campus; and
- Secure resources to ensure the continued growth and success of the Library.

The essential functions of the Dean's role are to:

- Implement a strategic plan that reflects a thoughtful and well-informed assessment of the current and future role of the CPP Library.
- Oversee development and establishment of Library policies and procedures to meet campus teaching and learning needs, and to support student retention and graduation rates.
- Provide leadership in the recruitment, mentoring, and retention of a strong, service-oriented community of librarians and staff, including overseeing the promotion and tenure process for librarians.
- Create an inclusive, diverse, and cohesive organizational culture that provides a positive environment for teaching and learning.
- Plan and manage the Library's annual budget, resources and collections, and facilities to meet the campus's current and future needs.
- Engage in development, fundraising, community engagement, and public relations in an academic library setting.
- Advocate for the CPP Library with University leadership, peers, and programs across the campus, and outside of the University.



QUALIFICATIONS

REQUIRED

- American Library Association (ALA) accredited Master's degree or accredited international equivalent.
- At least 5 years of progressive higher education administrative and/or leadership experience in higher education libraries or in an academic setting.
- Knowledge of emerging technologies and trends in higher education, with the understanding of implications that they have for the academic library environment.
- Command of emerging trends in higher education and library administration with evidence of providing scholarly resources, data, and/or digital collections in support of teaching, learning, scholarship, and student success.
- Demonstrated effectiveness in cultivating diversity, equity, and inclusion among faculty, staff, and students.
- Knowledge of budgeting in a complex state fiscal environment.
- Strong oral and written communication skills.
- Experience making effective decisions with sound analytical ability, good judgement, and strong operational focus.
- Ability to apply forward thinking and creative thought with high ethical standards to develop strategic vision.
- Strategic planning, budgeting, and assessment experience.
- Demonstrated leadership experience and evidence of past initiatives implemented at an academic or research library.

PREFERRED

- Evidence of the ability to meet the professional requirements of a tenured position through research, librarianship, and service.
- Doctorate degree in related field.
- Ability to work collaboratively with library colleagues and the campus community.
- Strong management skills by practicing patience and empathy in conflict resolution, fostering teamwork, and listening to understand.
- Demonstrated ability to provide leadership and experience in a collective bargaining environment and/or knowledge of the California State University policies and procedures.
- Demonstrated organizational planning and supervisory skills, data-driven decision making, fiscal management, environmental assessment and policy development, and the ability to manage multiple responsibilities.
- Proven experience engaging in development, fundraising, community engagement, and public relations in a library setting.





APPLICATIONS AND NOMINATIONS

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Priority consideration will be given to materials received by **Sunday, March 2, 2025**.

Academic Search is assisting Cal Poly Pomona in this search. To apply, a candidate should submit (in 3 separate attachments) to cppdeanlibrary@academicsearch.org: 1) a letter of intent addressing how the candidate's experiences match the position requirements; 2) a current CV/resume; and 3) contact information for at least five professional references, including email addresses and a brief note of the candidate's working relationship with each. References will not be contacted without the candidate's prior knowledge and approval and at a later stage in the search.

If you need a medical or disability related accommodation with pre-employment processes (applications, interviews, etc.), please contact the ADA Coordinator by email at ADACoordinator@cpp.edu.

When submitting a nomination, please send the nominee's full name, title, position, and email address to cppdeanlibrary@academicsearch.org.

Nominators and prospective candidates may arrange a confidential conversation about this opportunity with the two senior consultants leading this search (Cynthia M. Patterson or Maria Thompson) by sending their CV to: CPPDean_of_Library@academicsearch.org.

Additional information about the institution can be found at <https://www.cpp.edu>.

EMPLOYMENT REQUIREMENTS

The salary for this position will be \$ \$205,020 to \$209,508. More information is available at: <https://www.calstate.edu/csu-system/careers/benefits/Documents/employee-benefits-summary.pdf>.

California State Polytechnic University, Pomona is an Equal Opportunity Employer, including veterans/disability. The University seeks to recruit and retain a diverse workforce as a reflection of our commitment to serve the people of California, to maintain the excellence of the University, and to offer our students richly varied disciplines, perspectives, and ways of knowing. Cal Poly Pomona subscribes to all state and federal regulations and prohibits discrimination based on protected status.

The duties of this position will include participation in decisions that may have a material financial benefit to the incumbent. Therefore, the selected candidate will be required to file Conflict of Interest Form 700: Statement of Economic Interests on an annual basis, complete ethics training within 6 months of appointment, and take this training every other year thereafter.

Cal Poly Pomona will make a conditional offer of employment to final job candidates, pending the satisfactory completion of a background check (including a criminal records check). The conditional offer of employment may be rescinded if the background

check reveals disqualifying information and/or it is discovered that the candidate knowingly withheld or falsified information. In determining the suitability of the candidate for the position, Cal Poly Pomona will give an individualized assessment of any information that the applicant submits for consideration regarding the criminal conviction history, such as the nature, gravity, and recency of the conviction, the candidate's conduct, performance or rehabilitation efforts since the conviction and the nature of the job applied for. For more information, go to <https://calstate.policystat.com/policy/13813878/latest/>.

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.

Cal Poly Pomona is committed to creating a community in which a diverse population can learn, live, and work in an atmosphere of tolerance, civility and respect for the rights and sensibilities of each individual, without regard to race, color, national origin, ancestry, religious creed, sex, gender identity, sexual orientation, marital status, disability, medical condition, age, Vietnam era veteran status, or any other veteran's status.



ABOUT ACADEMIC SEARCH

Academic Search is assisting Cal Poly Pomona 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.

