

Goucher Associate Vice President for the Library and Learning Commons

Position Profile

THE SEARCH

Goucher College, among the most innovative liberal arts colleges in the United States, seeks a visionary, strategic, and collaborative leader to become the College's next Associate Vice President for the Library and Learning Commons (hereafter, AVP). Reporting to the Provost and Senior Vice President for Academic Affairs, this AVP will join Goucher at a pivotal moment in the trajectory of the Library, when the College is preparing to re-envision the role of the Library in its academic life, and re-center the Library in its future.

In the next chapter of Goucher College, the AVP will have the opportunity to lead the Library's internal and external constituents in a collective visioning process for the Library's future. Building on the solid foundation currently in place, the AVP will bridge any gaps between the Library and the rest of the College. Working in partnership with the Provost, the President, the administrative leadership team, and academic leaders, the AVP will focus the Library as a repository of services and resources, and engage the entire College community in transforming the Library into a physical and intellectual hub of the academic life of the institution.

The ideal candidate for this position will be a visionary, strategic, and collaborative leader who is energized by the possibilities available to the 21st century library. Additionally, the ideal candidate will also be an adroit and empathic leader of people who is able to marshal the strengths of, and provide mentorship to the Library's team while also forging connections with stakeholders external to the Library both across the College, and throughout the community.

The College has retained Academic Search, Inc. to facilitate the search, and invites confidential applications, nominations, and expressions of interest, as directed at the end of this document.

About Goucher College

Goucher College is a small, private, residential liberal arts institution in the college town of Towson, Maryland, serving approximately 1,100 undergraduate students and 1,000 graduate students. Located eight miles north of downtown Baltimore and 50 miles from Washington, D.C., the campus sits on 287 acres of open and wooded land. The College offers an interdisciplinary core curriculum to anchor its undergraduate experience, along with selective graduate programs and professional certificates that are offered as low residency, hybrid, and fully online programs. In addition to undergraduate and graduate programs, Goucher offers professional certificates in several areas, as well as a renowned post-baccalaureate pre-medical program. Undergraduate students choose from over 30 majors, including interdisciplinary majors in Environmental Studies, Peace Studies, and Women, Gender, and Sexuality Studies. In addition, students have access to a diverse array of innovative minors and a robust study abroad program. At Goucher, the student-faculty ratio is 11:1, with an average class size of 16, and students enjoy close relationships and mentorship from their professors. The College competes in 20 NCAA Division III intercollegiate sports and is a member of the Landmark Conference. Goucher is accredited by the Middle States Commission on Higher Education. The College attracts students both nationally and internationally with the highest concentration of students coming from Maryland,

Pennsylvania, New York, New Jersey, and California. The class of 2024 included over 40% first-generation students, over 50% students of color, and much religious diversity.

Goucher provides a transformational educational experience for its students. It was among the first private liberal arts colleges in the country to introduce medical science classes for women, early admissions, independent study, and field work, accelerated college programs, and individualized majors. Taking advantage of its proximity to the nation's capital, Goucher also developed one of the original political science internship programs in the country and later expanded internships to all academic areas.

Additionally, Goucher was among the first colleges in the nation to require all undergraduate students pursuing a bachelor's degree to study abroad. The 2019 edition of *The Princeton Review* ranked Goucher as the #1 "Best college for study abroad in America." Goucher students choose from over 30 study abroad programs offered across six continents. Goucher is also one of forty institutions profiled in Loren Pope's *Colleges That Change Lives* because of its commitment to social justice. In 2019, *U.S. News & World Report* ranked Goucher the 11th "Most Innovative School," and one of the "best liberal arts colleges in the nation," and in 2018 *The Chronicle of Higher Education* recognized the College as a top producer of Fulbright fellows. Goucher has also been recognized for its commitment to sustainability and energy efficiency, and in 2018 was listed as one of the "Top 50 Green Colleges" by *The Princeton Review*.

In recent years, Goucher College has undergone significant changes, introducing new majors, and pioneering a general education curriculum based upon complex problem exploration (CPE), which not only reaffirms the value of an integrative, interdisciplinary approach in higher education, but emphasizes the critical role of project-based learning, collaboration, and real-world problem solving. These curricular innovations also place the concepts of justice, race, power, sustainability, people, and the environment front and center in the academic curriculum. This past year the college launched two distinctive new initiatives to further support all students in becoming effective problem-solvers in a complex world: individualized success teams as an advising model for each student and a four-year internship accelerator.

As an institution, Goucher attracts students that are driven by a deep curiosity, who possess a strong sense of self, and place a high premium on social justice. The same can be said of Goucher faculty and staff, exceptional scholars and professionals who play a critical role in student success. In addition to Goucher's commitment to innovation and social justice, the institution has long-standing roots in global education. Goucher remains among the few traditional liberal arts college in the nation that require an international study abroad experience of all its undergraduate students.

About the Library and Learning Commons

Located at the center of Goucher College's campus, the Library is housed in the award-winning, LEED-certified Athenaeum, which opened in 2009. Poised to serve as the hub of the College's academic life, the Library and Learning Commons comprises the Writing Center, the Quantitative Reasoning Center, Exhibits and Curation, and the Hallowed Ground Project in addition to its main collection of holdings.

The Library

The Library's resources include 96,000 electronic journals; 59,000 media materials and streaming files; 140 research databases; 199,000 print titles; and 240,000 eBooks. Most of these are accessible on the Library's website along with many research and subject guides and tools to support students. Additional

resources include the Digital Library and eScholarship@goucher, the college's institutional repository, which together have a combined total of over 10,000 digital items. Individual research assistance and information literacy instruction and programs are also part of the library's services.

The library awards various prizes and fellowships to support student research. Library events and activities include the bi-annual Applestein-Sweren Book Collecting Prize for personal collections of books and ephemera; the Athenaeum Library Speakers Series; the annual Julia Rogers Research Prize; Friends of the Goucher College Library programs; the annual Edible Book Fest; special exhibitions; and the Alberta and Henry Burke Jane Austen Scholar-in-Residence Program, a competition to bring senior scholars to campus for research in our world class Jane Austen collection.

Special Collections and Archives

Special Collections and Archives (SC&A) is a unique research center located within the Goucher College Library. The collection includes over 15,000 rare and unique books, 800 linear feet of manuscripts, and over 1,000 linear feet of college archives. These materials support primary research in many subjects including art history, dance, dance history, English, history, historic preservation, material culture, peace studies, theatre, and women's studies.

The collection is strong in early English print books especially English and European literature, Anglo-Saxon culture and history, and English philology. A world class collection on Jane Austen, including the English Georgian and Regency periods, features extensive translations, as well as, an outstanding collection of color-plate illustrated books. The Dance Sheet Music Collection features important 19th- and early 20th-century sheet music for social and theatrical dance that supports dance reconstruction and cultural studies.

The college archives also document the history of women's higher education, American Methodism, early physical education for women, and 19th- and 20th-century American architecture. Because the college campus is located on the grounds of a former 19th-century farm, it serves as a living classroom for students of history, historic preservation, material culture, and archaeology. Hundreds of historical objects have been excavated from the grounds and there are four extant structures dating back to the early 19th century.

The Writing Center

The Writing Center serves the Goucher community by offering one-on-one consultations on any issue related to writing, from brainstorming ideas to polishing drafts. The Center believes that all writers need readers; therefore, each tutoring session is a collaboration between the student and the tutor, individually designed to help meet the student's particular needs. In addition to writing support, the Center offers speaking sessions for English language learners, and can be a practice audience for oral and group presentations.

The Quantitative Reasoning Center

Goucher College's Quantitative Reasoning (QR) Center in the Center for Data, Mathematical, and Computational Sciences supports students in mathematics, science, social science, and other courses with a QR or Data Analytics (DA) emphasis. The QR Center provides programming for student development of quantitative literacy and applications of mathematics and math-based skills to real-life situations. The QR Center provides drop-in tutoring to students in STEM-based courses who need help with math-based skills or content involved in their coursework.

Exhibits and Curatorial Services for the Campus

There are three spaces managed by the Curator with multiple exhibits annually: Silber Gallery, Rosenberg and the Rosalie Bond Window Display. Artists' work and exhibition proposals from curators are reviewed on an ongoing basis. In addition, the curator is responsible for the care of sculptures on campus and the artifacts collection of the former Goucher Museum. For each exhibit curated there are related events for the public and classes, internal and external, are hosted to discuss the exhibition theme and work. Support for this work is through gift funds and grants received.

Hallowed Ground Project

Led by archeology and history faculty, the Hallowed Ground Project was created in 2019 to gain a deeper understanding of the legacies of slavery and racial injustice on the land that Goucher College now occupies. Students, faculty, staff, and alumni work together on this multi-year, interdisciplinary endeavor that incorporates the research methodologies of anthropology, history, archaeology, and genealogy. At its core, this project is intended to consider the narrative of the history and how the college will honor this new knowledge through education, memorialization, land preservation, and racial equity.

The Associate Vice President for the Library and Learning Commons

Goucher College seeks a dynamic AVP to provide leadership and strategic direction for all aspects of library services to the College, contributing to the Library's campus-wide focus on transformative teaching and learning. The successful candidate will provide the strategic vision and leadership needed to redefine the library to complement the classroom, where students develop a habit of mind through mastery of skills and confidence gleaned from applying disciplines to real-world problems; where they are inspired to learn independently, with and among others, guided to ideas through the exploration of knowledge and resources; and where they experience the joys of life-long learning and membership in a diverse, inclusive, and socially conscious community of critical thinkers.

The new AVP will join the College at an exciting time. In recent years Goucher has welcomed a new president, Kent Devereaux, and a new provost, Dr. Elaine Meyer-Lee. Together with the rest of the senior leadership team, they share a commitment to supporting the AVP in the collaborative work with faculty, staff and students to position the library as the heart of academic learning, a vibrant hub that integrates student learning and success with information and digital literacy.

Additionally, the College has recently completed a new strategic plan, which it is launching in July, 2021. Among the opportunities that the new AVP will enjoy is the chance to engage the Library's internal and external stakeholders in a visioning and goal-setting process that will align organization with the new strategic plan.

At the same time, the College engaged the campus planning firm Sasaki to lead a new campus master planning process in the coming academic year. This process will allow the new AVP to lead faculty, staff, and students in a collective discussion to transform the current physical layout into a space that can support the vision for the Library as an academic hub of the entire College.

Reporting to the Provost, the AVP has non-tenured faculty status and will work closely with other campus departments and offices.

The AVP will:

- Serve as a strategic leader on campus adept at responding to and managing a changing campus

- environment;
- Serve as chief advocate for the academic support provided by the Library and Learning Commons;
- Provide strategic vision for the continuing development and advancement of the Library and Learning Commons as a learning center, leverage existing strengths in the service of new initiatives;
- Lead strategic planning and assessment efforts to determine the needs of the Library and Learning Commons and document its effectiveness as demonstrated by evidence-based assessment methods;
- Collaborate and regularly consult with faculty and staff to provide significant student resources and support for academic programs, exhibitions, supplemental instruction, tutoring, scholarship, and student learning;
- Manage the operations of the Library and Learning Commons including the facilities, services, staff, and budgets;
- Oversee the Writing Center, the Quantitative Reasoning Center, Library Research Foundations, Exhibits and Curatorial Services, Hallowed Ground Project, supplemental instruction, and tutoring for other content areas or digital literacy, working collaboratively to enhance and integrate student learning;
- Engage in teaching, liaison, outreach activity and reference as appropriate;
- Provide energetic leadership in integrating new and emerging technologies with existing library resources and services;
- Oversee and provide guidance for the management of the Library's collections, including its online resources;
- Distribute various Library development funds, grants, prizes, etc.;
- Lead fundraising for the Library as the Library's liaison to College Advancement, including supporting the Goucher Friends of the Library organization;
- Develop, conceive, plan and implement with Library staff a variety of library programs, projects, policies and guidelines;
- Engage with library leaders and consortia at the local, state and national levels for collaboration opportunities and to promote the College and the Library.

Required Qualifications and Desired Characteristics

Qualified candidates will possess a master's degree in library science degree from an ALA accredited program. A second master's degree or doctorate is desirable. A record of progressive responsibility in libraries is required, including administrative experience.

Desired Characteristics

- Excellent organizational, oral, video and written communication skills to work collaboratively and collegially with students, faculty and staff;
- Creative visioning and problem-solving skills;
- Demonstrated supervisory experience in an academic library setting;
- Ability to identify and develop state-of-the-art information technologies integrated with traditional library collections and services;
- Knowledge of current issues in libraries, learning commons, teaching and learning, outreach, collections, access, and digital and special collections;
- Demonstrated commitment to a user-focused service orientation;
- Demonstrated commitment to shared governance;

- Demonstrated commitment to access, inclusion, diversity and social justice;
- Deep understanding of the issues facing higher education, liberal arts colleges and academic libraries.

Application and Nomination Process

Goucher College has retained Academic Search to assist with this search. Applications, nominations and expressions of interest can be submitted electronically, and in confidence, to GoucherAVPLibrary@academicsearch.org. The search is open until the position is filled, but only those applications received by August 2, 2021 can be assured full consideration. Applications should consist of a substantive cover letter, resume, and a list of five professional references with full contact information and a note explaining their relationship to the applicant. References will not be contacted without the explicit permission of the candidate. Confidential discussions about this position may be arranged by contacting Senior Consultant Eric Richtmyer at eric.richtmyer@academicsearch.org, or by phone at 202-332-4049.

Goucher College is an Equal Opportunity Employer.