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The University of South Carolina seeks a visionary, strategic, and collaborative leader to bring a forward-looking and innovative approach, informed by diversity, equity, and inclusion, as the next Dean of Libraries. The successful candidate for this role will be an experienced leader with a keen understanding of national and international trends in academic research libraries. The next Dean will have the opportunity to guide the University Libraries towards the University’s goal to join the Association of American Universities by working with the Libraries’ faculty and staff to collectively articulate a clear vision for the future and commit to a participative strategic planning process that will help transition the library to meet evolving research and student needs.
THE UNIVERSITY

Founded in 1801, the University of South Carolina (UofSC) is the flagship institution of the University of South Carolina System - the leading educator for the state, serving more than 52,000 students across eight campuses. It is located in the capital city of Columbia, SC, which boasts a community of approximately 800,000 residents, multiple Fortune 500 companies, and a thriving arts scene.

More than 35,300 students enrolled at UofSC Columbia in fall 2021, hailing from more than 90 nations. UofSC is one of the oldest public universities in the country and the first state university to be supported continuously by annual state appropriations. It is one of 56 public universities in the US to earn both the top research classification and the community engagement classification from the Carnegie Foundation for the Advancement of Teaching. In fall 2021, UofSC had a record-breaking number of applicants and welcomed its second largest class in the history of the institution.

Offering 314 degree programs, including 100 health science degree programs, UofSC operates two medical school campuses and is home to the state’s only public law school. Among several accolades earned by the university, UofSC’s undergraduate international business major and online nursing graduate program were ranked number one by the Carnegie Foundation for the Advancement of Teaching. In fall 2021, UofSC had a record-breaking number of applicants and welcomed its second largest class in the history of the institution.

More than 6,000 full- and part-time faculty and staff members are employed at UofSC Columbia. UofSC is a Carnegie Tier I Research Institution with research expenditures exceeding $200 million in 2020 and in 2021, researchers at the university secured 20 sponsored awards of $1 million or more each. Among the 114 research centers and institutes hosted by UofSC, there are five prestigious centers for research excellence that receive more than $96 million in federal funding.

UofSC was ranked in the top 3% in the nation for the number of African American graduates by *Diverse Issues in Higher Education* in 2014. Recognized as being exemplary, UofSC’s international MBA program, undergraduate international business major, and online nursing graduate program were all ranked number one by the *U.S. News and World Report*. It has been cited as providing the nation’s best first year experience among public universities (*U.S. News*) and for being rated a best value public college by *Kiplinger’s, Inc.* and *Forbes*. Ranked by the **U.S. Department of Education** in the top 10% for its public university graduation rates, UofSC boasts a six-year graduation rate (2013 cohort) of 77% and a FTFT retention rate of 89% (2018 cohort).

UNIVERSITY MISSION

The primary mission of the University of South Carolina is the education of the state’s citizens through teaching, research, creative activity, and community engagement. At the heart of its mission lies the university’s responsibility to state and society to promote the dissemination of knowledge, cultural enrichment, and an enhanced quality of life.
The University of South Carolina serves a diverse population of students with widely varying backgrounds, career goals, and levels of aspiration. The university offers over 320 degrees at the bachelor’s, master’s, doctoral, and professional program levels, affording students the most comprehensive array of educational programs in the state. Opportunities for personal and career development are provided to the citizens of South Carolina through outreach and continuing education activities. The university provides additional opportunities for associate degrees through Fort Jackson and through the oversight of regional Palmetto College campuses (Lancaster, Salkehatchie, Sumter, and Union).

Through classroom and laboratory instruction delivered in a variety of face-to-face and distance learning formats and modalities, degree programs are offered in the following areas: arts and sciences; business; education; engineering and computing; hospitality, retail, and sport management; information and communications; law; medicine; music; nursing; pharmacy; public health; and social work. The depth and breadth of its graduate programs distinguishes the University of South Carolina from all other institutions of higher learning in South Carolina.

Recognized by the Carnegie Foundation as a top research and community engaged institution, nationally ranked in start-up businesses, and conferring over 30% of all bachelor’s and graduate degrees awarded at public institutions in South Carolina, the university has a profound relevance, reach, and impact on the people of the state. The University of South Carolina works to provide all students with the highest-quality education, including the knowledge, skills, and values necessary for success and responsible citizenship in a complex and changing world through engagement in nationally and internationally ranked research, scholarship, community outreach, and artistic creation.

**STRATEGIC PLAN AND PRIORITIES**

The University of South Carolina is one of the fastest-growing flagship universities in the nation with cutting-edge research initiatives to highly personal student services, and top-ranked academic programs to top-ranked athletics teams. UofSC recognizes the value of being agile during times of change and is committed to properly serving its students, community and state well into the future. The current strategic plan was created to identify priorities that will propel the University of South Carolina to future successes.

[University of South Carolina Strategic Plan](#)
The University Libraries comprises 53 librarians of faculty status, 66 professional staff, and an additional cohort of student and temporary workers. The Dean’s leadership team is made up of six assistant and associate deans, including an assistant dean of diversity, equity and inclusion, an assistant dean and director of administrative services, an associate dean for collections, an associate dean for public services, an associate dean for special collections, and an associate dean for technology. Additionally, the Dean’s office includes both administrative and development staff.

MISSION
The University Libraries mission is to foster learning and discovery by connecting people with significant collections and expert support of research.

VISION
In support of the university’s mission, University Libraries will provide a center for learning and discovery on campus connecting students, faculty, and community in the exchange of ideas.

- Our collections will support research and teaching and be available anytime, anywhere and on any device.
- We will be responsive to changes in information acquisition and scholarly publishing.
- Our special collections will stimulate research locally and attract scholars from around the world.
- We will be an essential partner with teaching faculty to integrate information literacy skills across university curriculum.

VALUES
Service: We are committed to providing excellent service. We are responsive, respectful and accessible.

Continuous Improvement: We anticipate and are responsive to changes in user needs and the needs of our institution. We strive for excellence in all we do, creating and employing best practices.

Professional Development: We invest in the training and development of our employees and they approach their work with respect and skill.

Collaboration and Teamwork: We rely on our collective expertise in accomplishing our goals. We establish partnerships outside the library to further our mission.

Innovation: We are creative, adaptable, and amenable to intelligent risk-taking.

Discovery: Our collections, spaces, and services nurture scholarly exploration by our users.

Learning: We foster learning and work to advance the library’s role in the wider educational mission of the university.

DIVERSITY, EQUITY, & INCLUSION
University of South Carolina Libraries is committed to providing spaces and services that are accessible, safe, inclusive and culturally diverse. As an Association of College & Research Libraries (ACRL) member institution, the Libraries embrace their assertion that, “If libraries are to continue being indispensable organizations in their campus communities, they must reflect the communities they serve to provide quality services to their increasingly
diverse constituencies.” The Libraries understand that its place at the physical and intellectual center of campus obligates proactively meeting the needs of the University’s diverse faculty, staff, visitors and students.

- We are dedicated to improving the University Libraries’ culture. To better realize the principles of diversity, equity, inclusion and accessibility, we are committed to:
  - Providing library spaces that are physically safe and accessible.
  - Ensuring that our collections, seating and technologies are ADA compliant.
  - Offering collections, resources and programming that reflect diverse experiences and perspectives, including but not limited to Black, Indigenous and People of Color; LGBTQIA+ individuals; disabled persons; and low-income communities.
  - Building and supporting a diverse workforce.
  - Receiving and actively considering feedback and criticism from community members regarding how we can better serve and support community members.

LIBRARY FACILITIES

The resources, collections, and staff of University Libraries are located in buildings across and off campus, including:

- **Thomas Cooper Library** is the main library at UofSC, housing more than 8 million items. Additionally, this building houses seven levels of research materials, space for students to study, instructional classrooms, a technology lounge where members of the campus community can borrow devices and equipment, and campus partners like the Student Success Center and Career Center.

- **The Ernest F. Hollings Special Collections Library** is shared by the Irvin Department of Rare Books and Special Collections, South Carolina Political Collections, and Digital Collections, each of which is focused on preserving rare, unique, and fragile items to make them accessible to UofSC and the broader community of scholars.

- The **Moving Image Research Collections (MIRC)** preserves film and video produced outside of the American feature film industry. The MIRC’s digital repository is among the nation’s largest film and video archives, comprised of more than 8,000 hours of moving image material, including the Fox Movietone News Collection—11 million feet of silent and sound films documenting global events from the 1920s to the 1940s—and the United States Marine Corps Film Repository—10,000 reels of footage documenting 20th century war and peacetime activities. Many of these holdings are currently housed off-site. A campaign is underway to help fund the digitization of these two special collections.
• Located inside the School of Music, the UofSC’s Music Library is one of the largest in the Southeast. It features books, scores, print and electronic journals, audio and video recordings, and special collections. Private rooms are available for group video viewing, score-reading with an electric piano, dubbing recordings, and microform reading and printing. Additionally, audiovisual carrels are equipped for listening and viewing videos and laser discs.

• The South Caroliniana Library was the first freestanding academic library in the U.S. and remains one of the premier research archives and special collections repositories in South Carolina and the Southeast. The library’s collections encompass the entire history of the state of South Carolina and chronicle the development of the Southeastern region; the holdings are essential to the understanding of South Carolina and Southern culture over the past 300 years. Additionally, the library houses the archives of the University. Currently, this building is undergoing a $10M renovation that began in 2018 and is slated to be completed this year.

• The Library Annex and Conservation Facility is located off-campus in Northeast Columbia, near the South Carolina State Archives. Providing a solution to the overcrowding of the campus library spaces, the annex was designed to store and maintain materials of academic value in a controlled environment.

• While the Music Library is the only remaining branch library, the School of Business has an embedded librarian who helps connect faculty, staff and students with resources, collections and expert research services. In addition to the facilities described above, the UofSC campus maintains both a medical library and a law library that are separate from the University Libraries but maintain a collaborative relationship. For instance, the School of Medicine Library shares the cost of relevant journal and database subscriptions with University Libraries.
ABOUT THE POSITION

Reporting directly to the Provost and sitting on the Council of Academic Deans, the Dean of the University Libraries is the chief administrator over a complex organizational structure with multiple facilities, collections, and a large and diverse faculty and professional staff. The Dean will supervise the University Libraries’ budget; lead the recruitment and retention of excellent librarians and professional staff; advance diversity, equity, and inclusion; and serve as the chief advocate and fundraiser for the Libraries. The dean must understand and balance the needs of all areas with an overarching focus on how library culture and functions must shift with the needs and practices of students and research faculty. The ideal candidate for this role will be well-connected within the profession and active in professional associations for research libraries, with broad connections across the field. Additionally, this is an exciting time to join the UofSC, as the Dean of Libraries would be part of a large cohort of new senior leadership, including a new provost and several academic deans.

LEADERSHIP AGENDA

Key priorities for the new Dean of Libraries include:

Re-envision the role of the library within the context of student and faculty needs. A priority for the new Dean will be using a participative process—including librarians, professional staff, students, and partners throughout the university community—to develop a shared vision for the direction and function of the libraries and library spaces. Among the possibilities include the co-location of student services to further enhance the Libraries’ role as the academic hub of the University. The Dean will inherit a staff that is ready to help implement creative and innovative approaches to modernize the work of the libraries.

Apply assessment and evidence-based decision making to the development and advancement of a strategic vision for the University Libraries. While the University Libraries has recently adopted a “bridge” strategic plan intended to provide guidance during the administrative transition, there is an expectation that the existing plan will continually evolve and expand; the Dean will be instrumental in providing vision and guidance for this process.

Employ the administrative and financial acumen necessary to successfully navigate budget challenges. The incoming Dean must think creatively and derive novel solutions to the ways that common issues—resource shortages, declining budgets, reduced usage of circulation services and print materials—interact with the current needs of the South Carolina community. Among the issues facing the next Dean will be the consideration of the subscription materials and other collection costs.

Continue to secure gifts and acquisitions from donors and other sources. The University Libraries has enjoyed considerable success in securing external support from a variety of philanthropic sources in support of the collection, undergraduate programming, and the physical spaces. The next Dean will be expected to continue and enhance this progress in service of the University Libraries’ mission, with particular attention to the cultivation of unrestricted gifts.

Collaborate with the academic Deans, and other University leadership. As the chief executive for University Libraries, the Dean will be the representative of the Libraries to the rest of the University, and will spearhead collaborative relationships with academic leaders on the Libraries’ behalf. At the same time, the Dean will represent the needs and goals of the libraries within the leadership of the institution more generally.
Implement and maintain a structural approach to employee recruitment, retention, growth and development. The Dean will have the opportunity to enhance the University Libraries’ recruitment and retention of excellent librarians and professional staff, including the prioritization of key vacancies. Additionally, the University Libraries has historically supported employee travel and attendance at conferences, and library faculty and staff are eager for mentorship and home-grown approaches to professional development. Together they look forward to increased opportunities to collaborate between and among each other.

REQUIRED QUALIFICATIONS
The successful candidate for this position will have a strong understanding of the issues facing academic research libraries and a vision for how to lead such a library, as evidenced by an advanced degree in a discipline relevant to library leadership (examples include but are not limited to a master’s degree in library and information science).

DESIRED SKILLS AND ATTRIBUTES
The successful candidate will possess many of the following desired, skills, and attributes:

- A minimum of 5 years of administrative leadership experience in positions of increasing responsibility in higher education
- Experience working in a large, complex library
- Experience in a large, research university setting
- Experience with diversity, equity, and inclusion initiatives
- Active participation in the Association of Research Libraries (ARL)
- Demonstrated fundraising and/or donor relations experience
- Demonstrated experience with consortial partnerships
- Demonstrated budgetary management experience
- Demonstrated experience managing change in library space utilization
- Expertise in collections and subscription management
- Awareness of national and international trends in scholarly publications
- Awareness of special collections and their role in a leading public research university
- Record of data-driven decision-making
- Experience with, or understanding of, collaborating with other academic libraries on campus
- Awareness of the environmental impact of libraries
- Demonstrable record of implementing creative and dynamic programs and solutions
APPLICATION PROCEDURES

This search is assisted by Academic Search. Applications should consist of:

1. a detailed cover letter addressing the expectations of the position;
2. a current curriculum vitae (CV); and
3. a list of five professional references with contact information and a brief description explaining the working relationship of each to the applicant.

References will not be contacted without the explicit permission of the candidate. All documents should be submitted in PDF format.

Nominations and applications should be sent to SCLibraryDean@academicsearch.org. The position is open until filled but only applications received by April 4, 2022 can be assured full consideration. Assisting the University of South Carolina with this search are Eric Richtmyer (eric.richtmyer@academicsearch.org) and Mahauganee Shaw (mshaw@academicsearch.org). Nominators and prospective applicants may reach out directly to arrange a confidential discussion about this opportunity.

The University of South Carolina does not discriminate in educational or employment opportunities on the basis of race, sex, gender, gender identity, transgender status, age, color, religion, national origin, disability, sexual orientation, genetics, protected veteran status, pregnancy, childbirth or related medical conditions.
ABOUT ACADEMIC SEARCH

Academic Search is assisting the University of South Carolina 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.