

University of Oregon Libraries

Director of Collection Strategies

The University of Oregon Libraries seeks a new Director of Collection Strategies. The University has engaged Academic Search, Inc. to facilitate their search process. Interested candidates are encouraged to reach out to the consultants for a confidential conversation about the position, and the application process. Contact information for the consultants is available below.

About the University:

The University of Oregon is one of only two Pacific Northwest members of the Association of American Universities and holds the distinction of a “very high research activity” ranking in the Carnegie Classification of Institutions of Higher Education. The UO enrolls over 20,000 undergraduate and 3,600 graduate students representing all 50 states and nearly 100 countries. The University of Oregon is guided by a diversity framework that involves a commitment to diversity, equity, and inclusion for all students, faculty, staff, alumni, and community members. In recent years, the university has increased the diversity of its student body while raising average GPAs and test scores for incoming students. The UO’s 295-acre campus features state-of-the-art facilities in an arboretum-like setting within the traditional homelands of the Kalapuya people. The UO is located in Eugene, a vibrant city of 157,000 with a wide range of cultural and culinary offerings, a pleasant year-round climate, and a community engaged in environmental and social concerns. The campus is within easy driving distance of the Pacific Coast, the Cascade Mountains, and Portland.

About the UO Libraries:

The University of Oregon Libraries is an essential partner in the University’s educational, research, and public service mission. With five locations on the Eugene campus and branches at UO Portland and at the Oregon Institute of Marine Biology, the Libraries offer many flexible, service- and technology-rich environments for our users’ research and learning needs. The UO Libraries is committed to supporting and enhancing the diversity of the university community, providing a culturally inclusive environment where diversity of thought and expression is valued and respected, and disrupting systemic inequalities. With a focus on equity in service, we strive to create a powerful learning community, a welcoming space where faculty, students, and patrons of all ages and cultural and ethnic backgrounds can access the information necessary to achieve their personal and professional goals. Our mission is to actively support the student learning experience, enable the creation and stewardship of knowledge, and contribute to advancements in teaching, research, scholarship, and public service. We value intellectual freedom, user-centered service, evidence-based approaches, transparency, innovation, teamwork, diversity, and integrity.

The University of Oregon Libraries is the only Association of Research Libraries (ARL) member in Oregon. The library is a member of the Orbis Cascade Alliance, SPARC, Center for Research Libraries, DuraSpace, the Council on Library and Information Resources, Coalition for Networked

Information, EDUCAUSE, and other major organizations. For more information about the UO Libraries, go to <https://library.uoregon.edu/overview>.

About Collection Strategies:

Collection Strategies supports all types and formats of scholarly resources and creative outputs, integrating them into a healthy ecosystem that sustains the dynamic lifecycle of collections to advance the teaching, learning, and research of the University of Oregon community. The department encompasses collection planning and budgeting; acquisition and collaborative collection development of physical and electronic resources; management of and troubleshooting access to electronic resources; cataloging of online serials and management of serials cataloging in all formats; and liaising with other collection-related groups and initiatives, such as subject specialists, cataloging, Special Collections and University Archives (SCUA), Resource Sharing, open resources, and institutional/data repositories. The department builds strong partnerships within the UO campus and with external partners to lead advances in practice and to contribute to regional, national, and international resource collection and curation efforts. For the current organization chart, go to <https://library.uoregon.edu/general/about/orgchart>.

Position Summary

Reporting to the Associate Vice Provost & University Librarian for Collections & Discovery Services, the Director of Collection Strategies is a member of the UO Libraries' Leadership Team and has broad responsibilities for ensuring UO's educational mission, academic priorities, research agenda, and diverse campus community are supported at the highest level with scholarly resources. Working collaboratively with other UO Libraries leaders and stakeholders, this position is responsible for leading the effort to define and maintain an overall vision for library collections in all formats. The successful candidate will collaborate with stakeholders to plan, develop, interpret, and implement system-wide policies and procedures for scholarly resources.

The Director of Collection Strategies leads a department of 10 employees and directly supervises 3 Library Career Faculty. Key activities of the department include: collaborating with subject specialists and other stakeholders to develop holistic and cohesive collection strategies; acquiring content in all formats; managing access to electronic resources; cataloging electronic serials and managing the cataloging of serials in all formats; providing oversight of subject specialists' deselection projects; evaluating overlap of print and electronic collections; ensuring a healthy ecosystem of library materials; and managing consortia collection programs, collection assessment, and analysis.

The successful candidate will guide the effort to strategize the Libraries' collection development as a whole ecosystem that includes all types of owned, subscribed, and open resources, allocate funding to the greatest effect, and leverage external partnerships to build collection services. The successful candidate will play a role in the development of long-range and comprehensive plans around collection acquisition, management, exhibition, deselection, and growth of the Libraries as a resource and service center for scholars in all fields.

The most competitive candidates will have experience in library acquisitions or electronic resource management, and be able to discuss approaches to and experience with change management, communication, fostering innovation, the development of high-trust, high-performing teams, and commitment to organizational equity and inclusion. The new Director of Collection Strategies can look forward to working in a supportive and collaborative environment where new ideas are rewarded, growth is expected, and success is shared. Contributing to the University's goals regarding equity and inclusion, the successful candidate will work strategically with a diverse group of colleagues and facilitate a work environment that encourages knowledge of, respect for, and development of skills to engage with those of other cultures, abilities, or backgrounds.

The Director of Collection Strategies is a career faculty position and is expected to participate in appropriate professional development activities and organizations to stay current with trends and practices in the field and to meet the criteria for promotion and retention.

We are aware that some people are less likely to apply for jobs unless they meet every qualification in the job description including the preferred qualifications. We are most interested in finding the best candidate for the job and recognize that a successful candidate may come from a less traditional career trajectory, such as having skills and abilities gained outside a classroom context, or an equivalent skill set. We encourage you to apply, even if you don't believe you meet every one of our preferred qualifications.

Rank: Associate or Senior Librarian
Annual Basis: 12 Month
Salary: \$85,000 - \$110,000 per year

Minimum Requirements

Minimum qualifications for the rank of Associate Librarian:

- Master's degree in Library/Information Science from an ALA-accredited institution, or international equivalent; AND
- Six (6) years post-MLIS (or the international equivalent) of progressively responsible library leadership experience in an academic or research library, including supervisory experience.

Minimum qualifications for the rank of Senior Librarian:

- Master's degree in Library/Information Science from an ALA-accredited institution, or international equivalent; AND
- Twelve (12) years post-MLIS or the international equivalent of progressively responsible library leadership experience in an academic or research library, including supervisory experience.

Professional Competencies

- Experience in library acquisitions or electronic resource management.
- Ability to successfully manage and steward library collections budgets.

- Expertise in one or more areas of collection services including collection development, collection management, and collection assessment.
- Demonstrated success in personnel management including the ability to lead and engage employees through the process of organizational improvement and change; to foster team commitment and trust; to inspire team members; and to foster creativity and innovation.
- Strong diplomacy and negotiation skills; ability to bring key stakeholders together to achieve goals.
- Demonstrated ability to communicate effectively with individuals from different backgrounds, with diverse life experiences and communication styles.
- Demonstrated project management skills, problem-solving ability, organizational and analytical skills, with the ability to manage workload, priorities, and deadlines to achieve goals.
- Demonstrated commitment to promoting and enhancing equity, inclusion, and/or accessibility, including supporting and enhancing a diverse learning and working environment.

Preferred Qualifications

- Demonstrated knowledge of contemporary trends and key issues in higher education and research libraries.
- Demonstrated knowledge of open access and open educational resource trends and best practices.
- Experience with library and campus policy review, development, implementation, and training.
- Demonstrated record of scholarly contributions and professional service.
- Advanced education or training in leadership, management, higher education, or a related field.

Application Instructions

The University of Oregon Libraries has retained Academic Search, Inc. to assist in the search for the Director of Collection Strategies. For a confidential conversation, or to submit a nomination, please contact either Senior Consultant Eric Richtmyer at eric.richtmyer@academicsearch.org (or by phone at 202-263-7485) or Consultant Rebecca Lynch at Rebecca.lynch@academicsearch.org (or by phone at 202-263-7485).

To apply, please complete the online application available at: <https://careers.uoregon.edu/en-us/job/531416/director-of-collection-strategies>

To ensure consideration for the position, please include with your online application:

1. a cover letter stating your interest and qualifications for the position, and
2. current curriculum vitae or resume, which includes dates of employment.

The review of applications will begin on October 17, 2023, though the position is open until filled.

University of Oregon students and employees are required to be vaccinated against COVID-19. For additional information see: <https://hr.uoregon.edu/uo-covid-19-vaccination-requirement-employee-process>.

The University of Oregon is proud to offer a robust benefits package to eligible employees, including health insurance, retirement plans and paid time off. For more information about benefits, visit <http://hr.uoregon.edu/careers/about-benefits>.

The University of Oregon is an equal opportunity, affirmative action institution committed to cultural diversity and compliance with the ADA. The University encourages all qualified individuals to apply, and does not discriminate on the basis of any protected status, including veteran and disability status. The University is committed to providing reasonable accommodations to applicants and employees with disabilities. To request an accommodation in connection with the application process, please contact us at uocareers@uoregon.edu or 541-346-5112.

UO prohibits discrimination on the basis of race, color, sex, national or ethnic origin, age, religion, marital status, disability, veteran status, sexual orientation, gender identity, and gender expression in all programs, activities and employment practices as required by Title IX, other applicable laws, and policies. Retaliation is prohibited by UO policy. Questions may be referred to the Title IX Coordinator, Office of Civil Rights Compliance, or to the Office for Civil Rights. Contact information, related policies, and complaint procedures are listed on the statement of non-discrimination.

In compliance with federal law, the University of Oregon prepares an annual report on campus security and fire safety programs and services. The Annual Campus Security and Fire Safety Report is available online at <https://clery.uoregon.edu/annual-campus-security-and-fire-safety-report>.