Oakland University, a public doctoral research institution in southeastern Michigan, invites applications and nominations for the Dean of Libraries. This is a rare opportunity for a gifted and experienced library administrator to lead a dynamic community of scholars, faculty, and staff into a new era for the institution. Reporting to the Senior Vice President for Academic Affairs and Provost, the ideal candidate will play a crucial role in positioning the University Libraries as a model for faculty collaboration, student success, and innovative knowledge management.

Composed of both Kresge Library and the William Beaumont School of Medicine Library, the Oakland University Libraries offer library collections and services to help students, faculty, staff, and community researchers meet their academic goals and enrich their learning. The new Dean will join Oakland University at an exciting time, working with campus and community stakeholders to draft and execute a new strategic plan and vision for the enterprise. The Dean will inherit a dedicated and talented faculty and staff eager to generate impactful campus contributions. With a newly designated R2 Carnegie classification, Oakland University seeks a Dean that will chart an innovative course for enhanced scholarship and research opportunities. The Dean will serve as a visible advocate for the Libraries and will represent the unit on campus, in the local community, and beyond.

Founded as Michigan State University-Oakland in 1957 following the unique donation of the vast Matilda and Alfred Wilson estate to support higher education, Oakland University is a student-centered research institution with a global perspective. Operating independently since 1970, the University serves a diverse student population and the institution is woven deeply into its surrounding community. Over its history, the University has grown to accommodate more than 20,000 students and offers 143 bachelor’s degree programs and 135 doctoral, master’s degree and certificate programs.

The Dean of Libraries will be a central figure at the University, working closely with administration, other deans, faculty, students, staff, and community members to enhance knowledge access and management on campus. To be successful, the ideal candidate will address a set of key opportunities and challenges, listed below and detailed in this document. The Dean of Libraries will:
• Establish and execute a vision and strategic plan to raise the visibility and impact of the Libraries on campus;
• Leverage the individual and collective talents of faculty and staff;
• Ensure transparency and accountability in change management and resource allocation;
• Represent, advocate for, and advance the Libraries on campus, in the community, and in other professional settings.

A list of the desired qualifications and characteristics of the Dean of Libraries can be found at the conclusion of this document, which was prepared by the search committee with the assistance of Isaacson, Miller, a national executive search firm. This document provides background information and details the key opportunities and challenges related to the position. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

About Oakland University

As one of 15 public universities in the state of Michigan, Oakland University cultivates the full potential of a diverse and inclusive community. As a doctoral institution, the University is dedicated to impacting Michigan and the world through education, research, scholarship, and creative activity. Oakland University has grown tremendously since its founding just over 60 years ago and today offers a distinct educational experience with flexible class schedules, state-of-the-art facilities, comprehensive student services, and dynamic research and internship opportunities. Located in the heart of Oakland County’s Automation Alley, the University has forged hundreds of partnerships with hospitals, Fortune 500 companies, government agencies, and educational institutions.

The University is organized across seven academic units: College of Arts and Sciences, the School of Business Administration, the School of Education and Human Services, the School of Engineering and Computer Science, the School of Health Sciences, School of Nursing, and the Oakland University William Beaumont School of Medicine.

Enrollment has grown steadily in recent years and in Fall 2018 the University enrolled 15,799 undergraduate and 3,510 graduate students. The student population is broadly diverse and includes roughly 32% first-generation college students and 20% students of color. Nearly 30% of undergraduates are over the age of 23 and the campus enrolls nearly 1000 international students. 42% of full-time undergraduates received need-based financial aid in the 2016-17 academic year.

The University continues to gain prominence and recognition. Oakland’s business school is one of only 186 business schools worldwide to earn AACSB international accreditation for both business and accounting programs, and Oakland’s Nurse Anesthesia program is ranked 18th in the country according to U.S. News & World Report for 2019.

For more information on Oakland University, visit www.oakland.edu.
The Oakland University Beaumont School of Medicine

The Oakland University William Beaumont School of Medicine (OUWB) arose from a partnership between Oakland University and Beaumont Health. Driven by the vision to lead in promoting, maintaining, and restoring health to individuals and their communities, Oakland and Beaumont initiated the process to create a new allopathic medical school in 2007. The School’s mission is to maintain an interdisciplinary environment that facilitates creation and application of new knowledge for improved health through the integration of data from patients, providers, and communities. OUWB matriculated its first class in 2011 was granted full accreditation by the Liaison Committee on Medical Education (LCME) in February 2015.

Although Oakland University is a state enterprise, the School of Medicine is financed privately. Nearly 50% of students admitted in August 2017 (the class of 2021) were Michigan residents, and women accounted for 57% of students in this class. Students are drawn from nearly every state, and the diversity of the student body is remarkable: nearly 30% of OUWB students are first generation college graduates, and members of the student body speak more than 40 languages.

Located on the first floor of the main campus’ Kresge Library, the Medical Library seeks to be a highly effective member of the OUWB learning community. The Library provides leadership in information mastery, access to essential spaces, resources and services, and collaborates in the development and delivery of an innovative medical education.

For more information about OUWB, visit www.oakland.edu/medicine.

Oakland University Leadership

On July 1, 2017, Dr. Ora Pescovitz became Oakland University’s seventh president. Dr. Pescovitz has more than 30 years of experience leading change in academic health centers and universities, delivering innovations in bench-to-bedside discovery and facilitating collaborations between academic and community partners. Among other roles, Dr. Pescovitz has served as Senior Vice President and U.S. Medical Leader for Eli Lilly and Company, Executive Vice President for Medical Affairs at University of Michigan, and President and CEO of Riley Hospital for Children in Indianapolis, Indiana. A renowned pediatric endocrinologist and researcher who has published more than 190 papers and books, Dr. Pescovitz is a member of the National Academy of Medicine and is a sought-after speaker on a range of topics, including healthcare, leadership, diversity and women’s issues.

The Dean of Libraries will report to Dr. James Lentini, who has served as Senior Vice President for Academic Affairs and Provost at Oakland University since July 2013. As the University’s chief academic officer, he has leadership responsibility for the delivery and quality of all academic programs, research, personnel, resources, and supporting infrastructure of the university. Prior to his appointment at Oakland University, Dr. Lentini served as dean of the College of Creative Arts at Miami University (OH) from 2007-2013 and was the founding dean of the School of Art, Media, and Music at The College of New Jersey from 2003-2007. In addition to serving as Senior Vice President for Academic Affairs and Provost, Dr. Lentini holds an appointment on the faculty as Professor of Music and is an internationally recognized composer and classical guitarist.
About the Oakland University Libraries

The Libraries of Oakland University, Kresge Library and the OUWB Medical Library, work to integrate teaching, information, and technology to create dynamic and welcoming learning environments. Staff and faculty in the Libraries are committed to fostering academic excellence and promoting information literacy within the campus community and beyond.

Kresge Library has been at the heart of campus life for more than 60 years. It serves as a gathering place on campus and is a common thread that ties Oakland University students together. Kresge Library hosts over 50,000 e-books, more than 75,000 journal titles, and roughly 800,000 print volumes. Library users have access to more than 130 online databases as well as a unique MakerSpace on the main floor of the building. University Archives and Special Collections include the Bingham Historical Children’s Book Collection, the Gaylord GLBT Collection, and the Springer Collection of the Civil War and Lincolniana.

Home to 13 full-time and 5 part-time faculty as well as 26 staff, Kresge Library offers robust research services and educational opportunities for the campus community. The Library teaches a 4-credit course, Research in the Information Age, and offered nearly 800 information literacy sessions and presentations in 2018-19. In addition to robust and diverse collections, Kresge Library contains popular study spaces, the Libraries’ Technology Help Desk, meeting rooms, and a café. Reflecting the collaborative nature of the Library and the central place it occupies in campus life, the building is open 24/7 and is also home to the Writing Center, the OU Help Desk, and broader information literacy instruction.

Opened in 2011 with the Oakland University William Beaumont School of Medicine, the Medical Library is housed within Kresge Library but situated to serve primarily OUWB community members. The Medical Library is overseen by a dedicated Director and consists of a primarily electronic collection, comprising thousands of online books, journals and databases. The collection is tightly integrated with the curriculum and is selected in close collaboration with the school’s faculty. There is also a reserve collection of print textbooks and anatomical models, as well as dedicated individual and group study rooms. The Library has a robust “information Mastery” instructional program that is threaded throughout the curriculum.

Role of the Dean of Libraries

The Dean of Libraries serves as the senior leader for the Kresge and Medical Libraries, integrating the units into the intellectual life of the University. They are responsible for all operational areas and functions, including management of faculty, staff, budgets, and facilities; development and curation of collections; and coordination and delivery of services. The Dean also plays an important external role by engaging faculty, lecturers, students, and administration; working collaboratively across the region with other Library leaders and in various consortia; and cultivating fundraising opportunities with public and private sectors in support of the Libraries’ programs. The Dean will also bring leadership and partnership to the Library’s Board of Advocacy, supporting appropriate fundraising, advocacy, and overall direction.

The Dean reports to the Senior Vice President for Academic Affairs and Provost and serves on the Deans Council and other leadership teams. As Oakland University librarians have faculty status,
the successful candidate will have a record of academic and professional achievement that warrants tenure at a senior academic rank. Positions reporting directly to the Dean include the Associate Dean and the Assistant Dean/Business Manager.

Key Opportunities and Challenges for the Dean of Libraries

The Dean will be an organizational builder and campus connector with a strong desire to lead a dynamic and interconnected unit at a student-centered institution. They will work collaboratively to address a key set of opportunities and challenges, which are detailed below:

Establish and execute a vision and strategic plan to raise the visibility and impact of the Libraries on campus

The new Dean of Libraries will join a campus eager for innovative ideas. They will chart not only the future of the Libraries but also the Libraries’ relationship with and value to the campus and local community. In concert with a diverse group of faculty, staff, and campus leadership, the new Dean will be a key figure in developing the next strategic plan. In doing so, the Dean will work collaboratively across departments and disciplines to encourage a culture of broad transparency, open communication, and consultation. By leveraging the strengths of individual contributors and collective wisdom, the new Dean will organize and translate the collective excellence of the Libraries’ contribution to the future success of the campus as it evolves. As a scholar, educator, and library leader, the Dean will uphold the mission orientation of the Libraries as the academic heart of campus and will execute key objectives accordingly. In drafting and executing a series of collaborative themes and initiatives to deliver on this mission, the Dean will elevate the unit’s visibility and reputation, ensuring the Libraries remain a responsive, accessible and valuable resource on campus and in the community.

Leverage the individual and collective talents of faculty and staff

As an accessible and transparent administrator, the Dean will create a culture of consultation and inclusion that creates synergy, encourages innovation and advances the Libraries. The Dean will work to ensure faculty and staff contributions and buy-in on decisions about projects, initiatives, and services. With a keen sense of the Libraries’ orientation on campus, and its shared governance traditions, the new Dean will leverage the service and scholarship contributions of faculty and staff, enabling ideas, broader research, and knowledge to surface, solve library issues, and benefit the whole Oakland community. They will support ongoing research and scholarship efforts, as well as leadership development, through ongoing professional development opportunities inside and outside the Libraries, connecting to library initiatives and endeavors across the country.

Ensure transparency and accountability in change management and resource allocation

As the University evolves to meet the needs of a community with diversifying demographics and a dynamic economic landscape, the Dean will navigate administrative challenges through effective, transparent and inclusive change management. Working with faculty, staff, and students, the next Dean will assess resources, space, and a variety of library services that can best benefit diverse campus stakeholders, including the medical school community, while being sensitive to the needs and concerns of those providing services. The Dean will address critical issues facing
the Libraries, including accessibility, new infrastructure and technical needs, and space utilization, by leveraging creative and collaborative strategies for change. Moreover, the Dean will lead the Libraries as they adapt to the University’s recent R2 Carnegie reclassification, ensuring robust faculty and student resources are available for increased scholarship and research activity.

Represent, advocate for, and advance the Libraries on campus, in the community, and in other professional settings

The new Dean will be an outwardly facing leader who is a dynamic and determined advocate for the Libraries. This includes advocating for resources, involvement in and support of University initiatives and collaborations, and promotion of the Libraries and their services broadly to the campus community. As a leading representative of the Libraries at all levels, the Dean will enhance their reputation and visibility, clearly articulating their value in serving students, faculty and the region. The Dean will be an eager and active participant in fundraising activities and working with other leaders, contributing to efforts in the ongoing University comprehensive campaign. Drawing on experience from the broader landscape, the Dean will assess and grow involvement in a variety of state, national, and international consortia and organizations. The next Dean will ensure that as the University’s role in the region evolves, the Libraries are seen as a valuable resource and partner.

Qualifications and Characteristics

This position represents an outstanding opportunity for an experienced library leader with a history of transparent and innovative leadership, including managing human, financial, and physical resources. The successful candidate will have a Master of Library Science (MLS) degree from an ALA-accredited library school, or equivalent degree, and will possess most if not all of the following qualities and characteristics:

- Record of academic and professional achievement appropriate to appointment as a tenured professor;
- Proven ability to serve as an effective leader and manager of an academic research library;
- Outstanding interpersonal and communication skills;
- Experience with a collective bargaining environment and faculty status for librarians;
- Evidence of a strong commitment to equity, diversity, and professional development of Library staff;
- Familiarity with various standards and best practices used in academic libraries today;
- Ability to be an effective, outgoing spokesperson and advocate for the Libraries and the University;
- Excellent fiscal management skills;
- Ability to plan effectively;
- Experience working with a system or consortium of libraries;
- Experience in fundraising and developing research grant funding;
- Demonstrated commitment to diversity, inclusion, and social justice;
- Successful track record in promoting innovative and effective applications of technology to support, enhance, or replace traditional library services;
Commitment to digital experimentation and partnership that enables the creation, archiving, and delivery of information;

Experience in leading the renovation or development of one or more campus facilities;

Commitment to create a climate where a diverse constituency of faculty, undergraduate and graduate students are supported and served through the facilities and resources of the Libraries;

And a track record implementing and supporting programs that promote student retention and success.

Location

Oakland University is located in Oakland County, Michigan and is roughly 25 miles north of Detroit. The main campus straddles the cities of Auburn Hills and Rochester Hills though its official campus address is in nearby Rochester.

Southeast Michigan is a major center of economic activity. Metro Detroit is the world’s hub for automotive research and safety; domestic as well as Japanese, Chinese and Indian auto manufacturers have major R&D facilities in the region. The health care industry in the region has an overall economic impact of $38 billion annually, with more than 13,000 related businesses and over 350,000 jobs. In addition to Detroit’s historic and ongoing reputation as the Motor City, southeast Michigan is a rapidly developing innovation center.

Southeast Michigan also offers much in recreation and the arts. The region is one of the most ethnically diverse communities in America; many languages, cultures, and traditions have contributed to vibrant local businesses and restaurants. Metro Detroit has a nationally renowned art institute, symphony orchestra, and museums, as well as a wine region growing nationally in reputation. The nearby Great Lakes account for 20% of the world's fresh water and offer endless miles of coastline with beautiful beaches, serving as a major resort destination.

For more information on Oakland County, visit www.oakgov.com.

Applications, Inquiries, and Nominations

Isaacson, Miller, a national executive search firm, has been retained to assist in this search. Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: www.imsearch.com/7128. Electronic submission of materials is required.

Oakland University is especially interested in candidates who can contribute to the diversity and excellence of the academic community through their research, teaching, and/or service. Applicants are requested to include in their cover letter information about how they will further this goal.
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Oakland University is an Equal Opportunity/Affirmative Action Employer. Women and those from diverse racial, ethnic and cultural backgrounds are encouraged to apply.