



About This Role:

If you see opportunity where others see obstacles, if you seek to influence change while others follow the status quo, if you are looking for a once-in-a-lifetime, career-defining opportunity: We have a role for you at [K-State Libraries](#).

Following the May 22, 2018, [fire in Hale Library](#), the university's 550,000-square-foot main building, the administration, faculty and staff, who had been looking forward to the creation of a first-floor learning commons, will instead reimagine the institution from the ground up. In spearheading these changes and developing the Hale Library of the future, the associate dean will need proven change leadership experience and demonstrated resilience.

We seek an innovative, collaborative, and accomplished leader to join our administrative team as Associate Dean for Collections, Discovery, and Information Technology Services. Reporting to the Dean of Libraries, this position will provide strategic direction and support for the work of staff engaged in acquiring and making accessible research and teaching resources in all formats and will have administrative responsibility for three departments: Metadata, Preservation and Acquisitions; Content Development; and Information Technology Services. The associate dean collaborates closely with the Associate Dean for Research, Education, and Engagement and actively contributes to the shaping and advancing of library initiatives through service on the Libraries' Administrative Team and the Strategic Leadership Council.

This is a full-time [tenure-track](#) academic appointment carrying full faculty status and responsibilities. The associate dean is a senior faculty member and administrator who plays a key role in the appointment, reappointment, and promotion of library faculty and must qualify for tenure and promotion to associate professor on appointment. The successful candidate must demonstrate a record

of professional achievement through scholarly research relevant to academic librarianship, including publications, presentations, and participation and leadership in the work of relevant professional associations, particularly on the national level.

To be successful in this position, the incumbent must demonstrate excellent interpersonal, communication, and organizational skills to establish and maintain productive working relationships with colleagues in an environment where flexibility and collaboration are essential. The ideal candidate will possess a strong commitment to providing excellent user service, a demonstrated ability to develop productive partnerships within and across organizations, and an ability to use technology in creative ways to solve problems and create efficiencies.

Areas of emphasis and main responsibilities:

- Provide leadership through shared decision-making for library-wide planning, personnel decisions, budget allocation, resource management, organizational effectiveness, and program and policy development through active participation and collaboration with the senior Administrative Team and the Strategic Leadership Council.
- Oversee the development of holistic collection strategies in the context of emerging trends and new definitions of collections that ensure the Libraries' collection budget aligns with university priorities for teaching and research.
- Collaborate in the strategic and comprehensive development and planning for the renovated Libraries' IT architecture and services and the Libraries' new Innovation Center, a maker and emerging technologies lab.
- Analyze and plan for allocation of new resources or reallocation of existing human and financial resources to meet current needs and anticipate future priorities.
- Assist the dean with overall library administration, assist as requested with fundraising and donor relations, represent the libraries at professional organization membership meetings, and act in the dean's absence.
- Foster professional growth and provide mentoring, guidance and empowerment to Libraries' faculty and staff with evolving work roles.
- Serve as the Libraries' representative on university councils as needed.
- Contribute to the profession through scholarly research, publications, presentations, and participation and leadership in relevant professional associations.

**We Support
Diversity and
Inclusion:**

Kansas State University embraces diversity and promotes inclusion in every sector of the institution. The university actively seeks individuals whose commitments and contributions will advance the University's dedication to the [Principles of Community](#).

**What You'll Need
to Succeed:**

Minimum Requirements:

- Master's degree in library or information sciences from an accredited American Library Association program.
- Minimum of five years' progressively more responsible supervisory, managerial, and administrative duties with demonstrated ability to support, mentor and develop faculty and staff, and work effectively with others in an academic or research library.
- Demonstrated leadership capability and extensive experience in one or more of the following areas: collections/acquisitions, preservation, metadata, information technology, and digital libraries.
- Strong evidence of effective fiscal management within a complex structure of public and private resources.
- Demonstrated project management and organizational skills, including flexibility in meeting objectives and implementing creative solutions.
- A strong commitment to diversity and inclusion in supporting a diverse workforce and serving the needs of a diverse population.
- Deep knowledge of current issues and best practices for managing research collections and awareness of major trends in higher education, scholarship, and research libraries.
- Demonstrated management style that is flexible, inclusive, user service-oriented, and committed to staff development.
- Capacity to thrive in an environment of change and to foster that capacity in others.
- A record of scholarly and professional achievement that qualifies for tenure and promotion to associate professor on appointment.

Preferred Qualifications:

- Experience in acquiring, participating in and/or managing grant-funded projects.
- Ten years of progressively responsible experience, five of which should be in a leadership role in an academic or research library or an equivalent combination of education and experience.
- Familiarity with software development methodologies and technologies.

How to Apply:

See <http://careers.k-state.edu/cw/en-us/job/504323/associate-dean-for-collections-discovery-and-information-technology->

[services-kstate-libraries](#) for the full position announcement including instructions for applying.

Screening of Applications Begins:

Screening begins by August 31, 2018

Salary Range/ Pay Rate:

The Libraries aim to attract exceptional talent, and we offer competitive salary in recognition of responsibilities and experience. This appointment carries a percentage increase for the assignment of administrative responsibilities.

Equal Employment Opportunity:

Kansas State University is an Equal Opportunity Employer of individuals with disabilities and protected veterans and actively seeks diversity among its employees.

Background Screening Statement:

In connection with your application for employment, Kansas State University will procure a Background Screen on you as part of the process of considering your candidacy as an employee.

K-STATE.EDU/HCS/CAREERS

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