



**Associate University Librarian for Scholarly Resources  
Library of the University of California, Davis**

**Position Overview**

The Library of the University of California, Davis, invites nominations and applications for the new senior leadership position of Associate University Librarian (AUL) for Scholarly Resources. One of the library's core functions is to identify, acquire, manage, assess, and deliver the full spectrum of scholarly information resources supporting research, education, healthcare, and global service for UC Davis, one of the world's leading research institutions. The AUL provides strong and inspirational leadership, strategic and entrepreneurial vision, expert policy and program development, and relevant deep expertise as the library reimagines how to achieve these responsibilities in the 21<sup>st</sup> century. *Scholarly resources* is defined broadly and in contexts of emerging trends in scholarly communication, interdisciplinary academic communities, changing information formats and access models, shared and distributed collections, and new conceptions of research library collections and their management. The definition embraces all information resources the library manages for the university -- library, archival, and special collections; shared and distributed physical and digital collections; licensed and curated digital resources; and institutional information, data, and other research and teaching assets.

The AUL for Scholarly Resources is the leader most directly responsible for the complete spectrum of activities supporting provision of these scholarly resources to researchers, faculty, and students. The incumbent is central to leadership of innovative programs in scholarly content development and management in support of the university's mission, including through direct supervision of four department heads responsible for strategic, evidence-based scholarly resource development and evaluation, acquisition and management, delivery and access, and data and digital scholarship. In particular, the AUL advocates for and advances progressive and innovative conceptions of library scholarly resources, data (including linked data), and digital institutional assets, as well as reframing of library information management and infrastructure, including metadata creation and data management.

The AUL for Scholarly Resources is a member of Executive Council, the library's senior leadership group, along with the University Librarian, the Deputy University Librarian, the Associate University Librarian for Research and Learning, the Associate University Librarian for Administrative Services, and the Director of Online Strategy and Discovery. Reporting to the Deputy University Librarian, the AUL for Scholarly Resources works closely with the University Librarian and the rest of the library's senior leadership team, represents the library in areas of strategic importance, contributes in the library's fundraising program, and, most important, is expected to play a leadership role in defining and executing the library's innovative vision of scholarly resources and their management. The AUL works closely with their personnel and the Associate University Librarian for Administrative Services in monitoring the scholarly resources budget.

The library emphasizes cross-unit work. As a senior leader in the library, the AUL builds and sustains successful collaborations with creative approaches to mentoring and empowering employees, fostering and leading cross-unit teams, and solving organizational problems and issues, while emphasizing user-centered service. The AUL works in close collaboration with library colleagues and faculty and researchers across both UC Davis and the entire University of California system.

## The Environment: UC Davis and the Library

Fundamental to the library's vision is the active and innovative role it has in activating the research, education, healthcare, and service missions of the university. UC Davis is a global community of faculty, students, and staff united to better humanity and the natural world while seeking solutions to some of their most pressing challenges. Exceptionally strong commitments to diversity, inclusion, and principles of community are central to the university's identity, and applications are sought from those who share these values and will actively foster their application. California is one the most diverse states in the nation, has the nation's largest minority population, and is known for its innovative and progressive culture and strong support for social justice.

Located near Sacramento, California's capital, UC Davis has more than 37,000 students, the full-time equivalent of 4,100 faculty and other academics and researchers, and 17,400 staff. The university has an annual research budget of over \$785M, includes a major academic health system, and over two dozen specialized research centers. Recognized as one of the top ten public universities in the US and the number one university in the world for agricultural research and veterinary medicine, UC Davis offers interdisciplinary graduate study and more than 100 undergraduate majors in four colleges -- Agricultural and Environmental Sciences, Biological Sciences, Engineering, and Letters and Science. It also houses six professional schools -- Education, Law, Management, Medicine, Nursing, and Veterinary Medicine -- more than any other single UC campus.

The UC Davis Library is among the premiere research libraries in North America, and belongs to the Association of Research Libraries and numerous other organizations that together position it to collaborate with other top institutions. The library's scholarly resources budget has an outsized effect due to the advantage of the combined purchasing power of the ten University of California campus libraries and the support of the California Digital Library. The library has approximately 130 FTE regular employees and comprises four libraries, including the flagship Peter J. Shields Library.

The library is a leader in multiple areas of scholarly communication, open access publishing, data science and data management, and digital innovation. It has a vigorous research program and is committed to advancing knowledge and solving problems related to all aspects of the future of scholarly communication and information science. For example, with significant funding from the Institute of Museum and Library Services, the library led the "Reinventing Cataloging: Models for the Future of Library Operations" project (<https://bibflow.library.ucdavis.edu/>). This two-year effort investigated the future of library technical services (i.e., cataloging and related workflows) in light of modern technological infrastructures, such as the web and linked data, and new data models and formats, including Resource Description and Access (RDA) and BIBFRAME, the new encoding and exchange format in development by the Library of Congress. The AUL for Scholarly Resources will be central to the library's plan to realize the project's vision for a transformation of library technical services through leveraging the benefits and efficiencies the web has afforded other industries. The incumbent will guide the library in the adoption of practices, workflows, software systems, and partnerships that support evolution to new standards and technologies, and transform currently complex workflows and interdependencies on large ecosystems of data, software, and services.

Another relevant example of the library's leadership is "Pay It Forward: Investigating a Sustainable Model of Open Access Article Processing Charges for Large North American Research Institutions" ([http://icis.ucdavis.edu/?page\\_id=286](http://icis.ucdavis.edu/?page_id=286)). Funded by the Andrew W. Mellon Foundation, it examined the institutional costs of converting scholarly communications, particularly scholarly journals, to an entirely article processing charge-based business model (often referred to as "Gold Open Access"). Researchers affiliated with the University of California originate a significant proportion of the scholarly literature and are strong supporters of open access, but the implications of converting the cost of scholarly communications to an "author pays" model are significant for large research institutions and require thorough and careful investigation. The project led to UC Davis being among the first US research institutions to sign on to the international OA2020 initiative, with strong support from the faculty and administration.

### **Summary of Position Responsibilities**

- Reporting to the Deputy University Librarian, working closely with the University Librarian, and functioning as a member of the library's senior leadership team, provides direct and collaborative leadership for a broad range of scholarly resource decisions in a variety of contexts, including changing user needs; emerging information formats, access models, and transformations to scholarly publishing; heightened focus on data management and institutional assets; continuing transition to a primarily digital environment; limited financial resources; and the opportunities and economies of scale that come from working with partners on networked and collaborative initiatives.
- Oversees the library's Collection Strategies, Content Support Services, Access and Delivery Services, and Data and Digital Scholarship departments (comprising in total 66.5 FTE regular employees), and effectively supports the four department heads. Promotes and engages actively in matrix management in order to foster, lead, and support relevant cross-unit initiatives and programs, as well as a variety of committees, working groups, and task forces. Actively mentors and advances the full engagement of personnel in the reporting units.
- Draws upon the expertise of and collaborates with library personnel, colleagues at other University of California libraries and the California Digital Library, and the broader research library community to establish priorities, coordinate policies, and develop programs and processes concerning scholarly resource identification, acquisition, management, assessment, and delivery.
- Leads the library's efforts to transform technical services, including through application of modern technological infrastructures and new data models and formats. Guides the adoption of practices, workflows, software systems, and partnerships that support evolution to new standards and technologies and transform current workflows and interdependencies of data, software, and services.
- Oversees Collection Strategies' work to set priorities for and manage the library's scholarly resources budget, establishes criteria for success in all aspects of providing access to scholarly resources, and coordinates and leads relevant assessment activities.
- Leads strategic collection licensing programs and development of new models of providing access to scholarly resources, data, and institutional assets.
- Informed and inspired by keen awareness of new forms of and models for scholarship and publishing, the AUL actively works to identify promising trends and entrepreneurially launch initiatives that encourage these new directions. Works closely with researchers and faculty to identify, acquire and develop, and promote the use of both common and novel scholarly resources.
- Works with external organizations to develop coalitions and strategic partnerships that ensure enduring access to scholarly resources, data, and institutional assets.
- Works collaboratively with colleagues to seek philanthropic support of library services and initiatives and ensure responsible stewardship of donors' investments in scholarly resources and associated programs and initiatives.
- Demonstrates and advocates for creative approaches to ongoing personnel development, mentoring, and empowerment of employees, fostering and leading teams, and solving organizational problems and addressing issues.
- Works with colleagues to communicate the library's scholarly resource strategy, vision, and programs and initiatives to the community, and forges partnerships with UC Davis academic and administrative departments and programs to do so.
- Represents the library in appropriate UC Davis, University of California, and regional, national, and international organizations and initiatives. Serves on appropriate library, university, and UC-wide committees and other groups.
- Develop grant-funded projects in support of the library's mission, particularly as they relate to scholarly resources, data management, and institutional assets, and in partnership with other university units and external organizations, as appropriate.
- Contributes to the profession and advances the library's mission through research, publication, formal presentation, and participation in relevant professional and scholarly organizations.
- Leads strategic and other reviews of assigned areas of responsibility.
- Pursues a program of personal professional development that serves as a role model for others and helps to promote the UC Davis Library.

- Works successfully in a collegial environment; fosters and advances diversity, inclusion, and the Principles of Community (<http://occr.ucdavis.edu/poc/>); and serves as a role model for others in same.
- Other duties as assigned.

#### **Required Minimum Qualifications**

- MLS or PhD or equivalent advanced degree.
- Increasingly responsible administrative roles in an academic or research library or similar relevant setting.
- Demonstrated deep understanding of the role of the library and scholarly information resources, data, and institutional assets in supporting research, education, and healthcare in research and higher education.
- Experience leading scholarly resource identification, licensing and acquisition, management, and delivery in support of research, education, and healthcare.
- Demonstrated capability to develop new models of providing access to scholarly resources, data, and institutional assets.
- Experience with assessment of resources and related services; capacity for evidence-based collection development and management.
- Robust knowledge of issues and trends in scholarly communication and publishing across disciplines and globally.
- Deep expertise in one or more areas of the position's general responsibility: scholarly resource development and evaluation, acquisition and management, delivery and access, and data and digital scholarship.
- Demonstrated leadership experience and evidence of flexibility and initiative in a collaborative and rapidly changing environment.
- Effective personnel and matrix management skills, including goal setting, mentoring and personnel development, change management, and performance evaluation.
- Demonstrated ability to work both independently and collaboratively with multiple constituencies in a complex environment utilizing a variety of skills, such as managing change, setting goals, managing time, promoting teamwork, and meeting deadlines.
- Demonstrated ability to build and maintain deep collaborative partnerships to serve shared goals.
- Strong and demonstrated record of effective priority setting, policy coordination, and program and process development, and use of analytical, problem solving, organizational, interpersonal, and communication skills.
- Effective budget management and analysis skills.
- Capability to represent the library in UC Davis, University of California, and multiple regional, national, and international organizations and initiatives.
- Ability to work successfully in a collegial environment, foster and advance diversity, inclusion, and the UC Davis Principles of Community, and service as a role model for others.

#### **Preferred Additional Qualifications**

- Experience with initiating grant opportunities and working on grant-funded projects.
- Experience and success with fundraising.
- Record of research, publication, formal presentation, and participation in relevant professional or scholarly organizations that demonstrates experience, leadership, and vision.
- Familiarity with research data management and curation.
- Demonstrated project management skills.

#### **Salary and Benefits**

Salary range: \$125,000-\$175,000 DOE

Position classification: Manager (Functional Area), MSP 5

This position is not covered by a collective bargaining agreement.

**Benefits:** The University of California is one of the largest employers in California, and offers outstanding health and retirement benefits to its employees and their families. This position earns from 18-24 days of vacation (based on years of service) and 12 days of sick leave per year. In addition, there are 13 university holidays.

<http://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>

### **Application Information**

Applications must be submitted via the UC Davis Career Opportunities website:

<https://www.employment.ucdavis.edu/applicants/Central?quickFind=76870>.

Please include a letter of interest addressing qualifications and experience related to the position, a Curriculum Vitae, and names and contact information for at least five references. Candidates applying by September 15, 2017, will receive first consideration. The position will remain open until filled.

This position is designated as sensitive and employment is contingent on successful completion of a Criminal Background Check.

*The University of California is an affirmative action/equal opportunity employer.*

*UC Davis is smoke- and tobacco-free effective January 1, 2014.*