



**Associate University Librarian for Research and Learning
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 Research and Learning. One of the library's core functions is to develop, provide, and evaluate integrated information services advancing 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 21st century. *Information services* is defined broadly and embraces education, student academic success, and information literacy and skill in information analysis and management; scholarly communication; and activities that help users examine research problems and identify, interpret, and manage relevant information resources. Important contexts include changing theories and practice of education, increased accountability for student academic success and career preparation, along with changing natures of incoming student preparation, needs, and expectations. Other contexts include institutional collaborations to support students, diversifying information channels and media, dramatic growth in (and pressures to secure) funded research, interdisciplinary academic communities, and emerging trends in scholarly communication.

The AUL for Research and Learning is the leader most directly responsible for these information services to enhance research within and across disciplines and promote student learning and academic success in and beyond the classroom. Strategic focuses include 1) advancing students' academic success and accomplishment by developing their high capacity in learning, information analysis and management, research and scholarship, and other activities in the general domain of information literacy, and 2) library support of research and scholarship as carried out by faculty, researchers, and graduate students, including department-based and interdisciplinary activities, and grounded in knowledge of both UC-Davis-specific and overall trends in subjects and disciplines. The AUL directly supervises four department heads and one program lead responsible in toto for library-oriented undergraduate and professional student learning and academic success; research-support services for faculty, researchers, and graduate students; scholarly communication; the medical library; and special collections. The successful candidate will lead user-focused information services in support of the university's mission and its evolving academic and research programs, and have a vision for ongoing development of library personnel as educators and research partners.

The AUL for Research and Learning 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 Scholarly Resources, the Associate University Librarian for Administrative Services, and the Director of Online Strategy and Discovery. Reporting to the Deputy University Librarian, the AUL for Learning and Research 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 articulating and executing an innovative and forward-looking vision of library support of learning and research.

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.

UC Davis is dramatically heightening its focus on undergraduates and student academic success. The campus student headcount has increased by about 10,000 in the last decade, with significant emphasis on first-generation, minority, and international students, and the university plans to continue growing with commensurate increases in faculty and researchers, staff, and facilities. Notwithstanding enrolling nearly 30,000 undergraduates, UC Davis maintains a 19:1 student:faculty ratio. There are currently 104 undergraduate student majors and ninety-nine graduate programs; thirty-eight percent of undergraduates conduct research. A rich student life includes more than 800 recognized clubs, academic groups, and ethnic and multicultural organizations. A significant university commitment to student academic success includes programs and offices focused on disciplinary tutoring, writing, general study and research skills, and pre-graduate and –professional advising. The library is connected to and embedded in several of these efforts, and maintains an active program of library-based instruction. Subject specialist librarians and other experts partner with faculty to contribute to curricula, and library educators teach in first-year seminars.

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. Planning is underway for renovation and reconfiguration of libraries (particularly Shields) and has as a central theme transformation of library space to better function as an effective learning and study environment for undergraduate students.

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. A relevant example of the library's leadership was "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). 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 information services and programs directed to researchers, faculty, and students. Relevant contexts include growth in funded research; heightened focus on undergraduate education and academic success; campus partnerships in support of students; changing natures of incoming student preparation, needs, and expectations; changing information tools and formats; transformation of scholarly publishing and continuing transition to digital environments; limited financial resources; and the opportunities, complexities, and economies of scale that come from working with partners on networked and collaborative initiatives.
- Oversees the Undergraduate Services, Graduate and Faculty Services, Blaisdell Medical Library, and Special Collections departments and the Scholarly Communications program (comprising in total thirty-two FTE regular employees), and effectively supports the corresponding department heads and program lead. 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 and other UC Davis colleagues, 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 all aspects of library support of research and learning.
- Leads the library’s overall strategy to advance students’ academic success and accomplishment by developing their high capacity in learning, information analysis and management, research and scholarship, and other activities in the general domain of information literacy. Oversees work to set priorities for and manage the library’s research and learning initiatives and programs, establishes criteria for success in all aspects of providing services, and coordinates and leads relevant assessment activities. Inspires development, promotion, application, and evaluation of services and programs for library support of and integration with formal and informal curricula and other initiatives originating from the University’s colleges, schools, centers, and other entities, as well as complementary library-based programs of instruction to advance faculty, researcher, and student skill and proficiency in information management. Guides the library’s application of best pedagogical theory and practice to promote undergraduate and professional student education, and leads library personnel responsible for instruction, supporting faculty with instruction, and working with partners to implement better teaching strategies.
- Leads library support of research and scholarship as carried out by faculty, researchers, and graduate students, including department-based and interdisciplinary activities, and grounded in knowledge of both UC-Davis-specific and overall trends in subjects and disciplines. Leads strategic initiatives concerning research and learning support and development of new models of supporting researchers, faculty, and students. Leads the development, promotion, execution, and assessment of a variety of progressive and innovative activities directly supporting faculty, researchers, and graduate students, including in-person, digital, and other modalities to deliver expert library-researcher consultation; reference information analysis; research topic review; search strategies; database search strategy optimization, retrieval, and citation management; and outreach and communication.
- Informed and inspired by keen awareness of new conceptions of library support of research and learning, 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, design, implement, and evaluate new models of library support of research and learning.
- Works with external organizations to develop coalitions and strategic partnerships that ensure effective support of research and enduring contributions to student academic success.

- Works collaboratively with colleagues to seek philanthropic support of library services and initiatives and ensure responsible stewardship of donors' investments in research and learning support 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 research and learning support 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 student academic success and support of faculty, graduate students, and research, 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 its role in supporting undergraduate education and academic success, and in developing, providing, and evaluating services and programs for researchers, faculty, and students concerning identification, use, interpretation, and management of information and data in higher education and research.
- Experience in undergraduate-oriented library education programs and in faculty and graduate student research support services.
- Demonstrated capability to develop new models of supporting student learning and academic success and of researcher, faculty, and graduate student support.
- Experience with assessment of relevant services and programs.
- Robust knowledge of issues and trends in library support of research and scholarship, faculty and graduate student support, and undergraduate learning and student academic success.
- Deep expertise in one or more areas of the position's primary responsibilities: teaching and learning in higher education; undergraduate academic success; scholarly communication; and developing, providing, and evaluating integrated services and programs for researchers, faculty, and students concerning identification, use, interpretation, and management of information and data.
- 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 library services to and support of human and animal healthcare practice, research, and education.
- 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=76871>.

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 August 14, 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.*