



Idaho State University

Position Profile

October 2019

Dean of the University Libraries

In partnership with Summit Search Solutions, Inc.



ABOUT IDAHO STATE UNIVERSITY

Idaho State University (ISU) combines exceptional academics amidst the grand natural beauty of the West. ISU faculty and students are leading the way in cutting-edge research and innovative solutions in the areas of energy, health professions, nuclear research, teaching, humanities, engineering, performing and visual arts, technology, biological sciences, pharmacy, and business. Named President in 2018, Kevin Satterlee has brought vision and excitement to ISU. His administration is one of passion, communication, and transparency for the benefit of not only the university but also its surrounding community. To read more, visit <https://www.isu.edu/>.

ISU, a Carnegie-classified doctoral research and teaching institution founded in 1901, has a low student to teacher ratio of 14:1. As a state leader in the health sciences, ISU offers widespread health services to the community, as well as multiple

Idaho State University, founded in 1901, attracts students and faculty from around the world to its four Idaho campuses. At the main campus in Pocatello, and at locations in Meridian, Idaho Falls, and Twin Falls, ISU offers access to high-quality education in more than 250 programs. Over 12,800 students attend ISU. ISU is the state's designated lead institution in health professions.

degrees in more than 50 health-related areas, including nursing, pharmacy, physical therapy, speech pathology, and physician assistant studies. In addition to significant offerings in health sciences, ISU offers a wide array of graduate programs through colleges in business, education, technology, arts and letters, and science and engineering. The education at ISU is filled with real-world experience; the \$2.3 million Career Path Internship program helps aid hundreds of students' career goals by pairing students with paid on- and off-campus internships. In their spare time, students can choose from more than 70 student organizations, enjoy nature through the Outdoor Adventure Center, or drive to Craters of the Moon nature preserve or Yellowstone National Park. The Stephens Performing Arts Center on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State Civic Symphony and is also host to numerous plays, concerts, recitals, and art performances.

As an NCAA Division I school, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf, and soccer. Read more: <https://isubengals.com/>



UNIVERSITY STRATEGIC GOALS

GOAL 1 GROW ENROLLMENT

Increase new degree-seeking students by 20% (+497) over the next five years.*

* Full-time certificate and undergraduate students and full and part-time graduate students.

Operational Strategies

- Emphasize relationships with high school faculty and advisors within ISU's service regions
- Provide opportunities for faculty/potential student interaction to encourage enrollment
- Communicate with managers and employees at local/regional public and private organizations to identify educational programs that would increase the potential for advancement and support professional development

GOAL 2 STRENGTHEN RETENTION

Improve undergraduate student retention rates by 5% by 2022.

Operational Strategies

- Increase faculty awareness of their students' academic progress by alerting them when a student is failing so they can work with the students to create strategies for student success
- Increase and market student support services that measurably increase retention
- Develop programs that encourage students to identify potential career paths

GOAL 3 PROMOTE ISU'S IDENTITY

Over the next five years, promote ISU's unique identity as Idaho's only institution delivering technical certificates through undergraduate, graduate and professional degrees.

Operational Strategies

- Educate internal and external communities of the scope and benefits of ISU's offerings and research

- Promote ISU as providing an affordable, high-quality education that results in a high return on investment
- Demonstrate to communities the cost-benefits that emphasize what ISU brings to each community through education and research

GOAL 4 STRENGTHEN COMMUNICATION, TRANSPARENCY, AND INCLUSION

Over the next three years, ISU will continue building relationships within the university, which is fundamental to the accomplishment of all other objectives.

Operational Strategies

- Continue creating consistent opportunities to share ideas and reach mutual understanding
- Where identified, eliminate duplication of effort in business processes, programs, and services
- Use the Institutional Effectiveness and Assessment Council planning and advisory structure to continue increasing inclusiveness, providing information, and obtaining input and feedback from students, faculty, staff, and the community members

GOAL 5 ENHANCE COMMUNITY PARTNERSHIPS

By 2022, ISU will establish new partnerships within its service regions and statewide program responsibilities to support the resolution of community-oriented, real-world concerns.

Operational Strategies

- Partnerships will encompass a broad variety of relationships including academic to academic, ISU to business, and ISU to non-profit
- Identify and design educational programs that provide a service to the communities that ISU doesn't currently partner with
- Work with communities that have limited services and develop opportunities to create new partnerships



University Place Library, Idaho Falls



Eli M. Oboler Library, Pocatello



ISU Meridian Health Science Center, Meridian

ABOUT THE UNIVERSITY LIBRARIES

The [Idaho State University Libraries](#) serve the university community by providing collections and services in support of the university's teaching and research missions. As the largest state-supported libraries in eastern Idaho, the libraries also play a role in the development of university cooperative programs and in the provision of library services to the citizens of Idaho.

The University Libraries have facilities in three locations. The **Pocatello** location (main campus) houses the Eli M. Oboler Library, the Idaho Health Sciences Library, and the Oliver Law Library; the **Idaho Falls** location houses the University Place Library (serving the Idaho Falls campus and distance students); and the **Meridian** location (serving the Meridian campus and distance students).

The library administration encourages outreach to students, instruction, research, fundraising, and other creative endeavors. Every semester the University Libraries offers five to seven sections of Introduction to Information Research, a three-credit course, as part of the general education university requirements.

Noteworthy:

- There is an active Outreach Committee dedicated to promoting the libraries through campus events, library events, and social media.
- Recently the libraries hosted an Escape Room event during the *University's Week of Welcome Celebration*. It was a big hit, every timeslot was filled and, in some cases, over-filled.
- There is a small makerspace in the Oboler Library providing 3d printing, 3d scanning, and virtual reality technology.
- Several library faculty/staff are involved in research and publication.
- Outstanding Special Collections and Archives department actively engages with departments on campus as well as with the local community. This department seeks and acquires grant funding and growing collections which include the Japanese American Citizens League Records of the Pocatello and Blackfoot, Idaho chapters.

FACTS

About the collections:

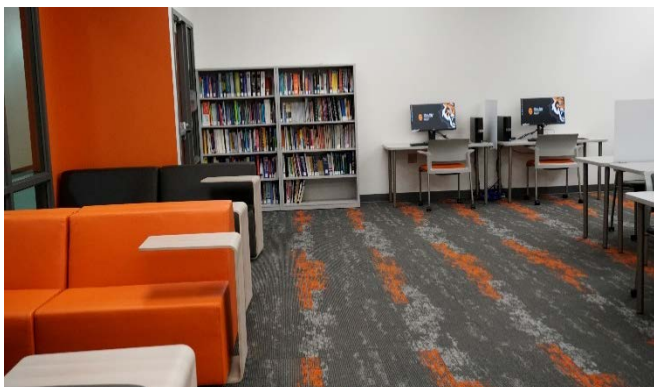
- 620,925 physical books
- Million+ microform items
- 44,000 maps
- 211,589 eBooks
- 276 databases

About online access:

- 701,252 visits to the website
- 500,000+ information searches using OneSearch

About the employees:

- 15 Faculty (6 tenured, 9 non-tenure track)
- 18 Classified staff
- 2 Professionals
- 2 Part-time temporaries
- 1 Adjunct
- 15+ Student employees





THE OPPORTUNITY

Dean of the University Libraries

Primary Purpose:

The **Dean of the University Libraries** is responsible for the leadership, and administration of the Idaho State University Libraries. The Dean will be responsible for developing and implementing a long-term strategy for how the Libraries will position themselves as an innovative leader both locally and nationally in knowledge technology and informatics, emphasizing and being inclusive of health sciences, data sciences, outreach, information literacy, research communication and analytics, and current trends in research and student success. The Dean contributes to development and fundraising initiatives. The Dean of University Libraries reports to the Executive Vice President and Provost and is a member of both the President's Leadership Council and the Dean's Council.

Key Roles and Responsibilities:

- Engage with a wide range of stakeholders on and off-campus as a champion for the Libraries as well as the University community.
- Lead collaborative discussions and innovation about the role of the Libraries within the University and the community. Guide the University and community stakeholders in understanding the evolving roles of those who work in libraries in order to translate ideas into actions, set achievable goals, and maintain accountability for reaching or revising them.
- Partner with the University Foundation to increase philanthropic support from foundations and individual donors. Support and/or lead grant proposals that expand the library's ability to support curricular development, programming, resources, services, and new initiatives.
- Formulate and implement effective service strategies that enhance the Libraries' ability to further integrate into ISU's research, education and healthcare missions. Enhance partnerships with academic departments, research centers, institutes, and learning communities.
- Cultivate an environment conducive to recruiting, retaining, and supporting the professional advancement of high-quality faculty and staff. Continue to build a culture of openness, integrity, and accountability among those who work in the Libraries and cultivate an environment in which joy and meaning are evident.
- Recommend budget allocations and ensure the responsible application of fiscal resources given to the Libraries.
- Assist ISU leadership in setting policies, operating priorities, and rules in support of library activities.
- Incorporate the skills and experiences of ISU Libraries faculty and staff into the planning and decision-making process.

Qualifications:

Required:

- An ALA accredited MLIS degree or equivalent.
- Minimum of five years of demonstrated experience in a library leadership role in higher education including experience in managing people, budgets, and planning.
- Demonstrated experience with complex issues, problem-solving, and project leadership.
- Ability to foster healthy communication practices and collaboration across departments and units.
- Demonstrated commitment to creating and sustaining a diverse and inclusive work and learning environment.

Preferred:

- Demonstrated interest in or engagement with social justice, equity, diversity, and inclusion issues, through professional or community experience.
- Knowledgeable of evolving scholarly communications practices and issues: open access, open educational resources, open scholarly infrastructure, and other opportunities and threats on the horizon.
- Experience working with external communities and/or governmental bodies.
- Demonstrated understanding of the requirements that support both traditional higher education disciplines as well as professional programs.
- Understanding the needs of online/distance learning students.
- Understanding the needs of multiple campus libraries.
- Familiarity with trends in library budget management; for example, relating to institutional support, technology, purchasing and licensing, or library programming.
- Record of success in developing and/or implementing technological and/or educational innovation and in securing external funds through grants and/or private fund-raising.

WHY CONSIDER THE OPPORTUNITY

- **ISU is on the rise.** The University community is enjoying renewed excitement under president Kevin Satterlee with many new leaders (vice presidents, deans, and more) bringing fresh ideas and diversity of experiences to the table.
- **Leadership opportunity.** As the leader of the libraries, you will drive the vision and operational plans for modernizing and enhancing the visibility and impact of the libraries.
- **State-level involvement and impact.** You will be at the table as the State looks to enhance coordination among the various library operations throughout the state.
- **High quality of life.** Residents of Southeast Idaho enjoy a healthy regional economy, low cost of living, incredible outdoor activities, excellent schools, and the lowest state-wide crime rate in the western US.



PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; **parties who apply by December 2, 2019, will be given first consideration.** Please submit a PDF version of your complete curriculum vitae/resume and a cover letter highlighting your interest in and qualifications for the position. To apply online, go to <https://theapplicantmanager.com/jobs?pos=su175>

For more information or to offer recommendations or nominations:

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Idaho State University is committed to continually supporting, promoting and building an inclusive and culturally diverse campus environment and strongly encourages applications from female and minority candidates.



[Summit Search Solutions, Inc.](http://www.summitsearchsolutions.com) is a boutique executive search firm dedicated to serving education and nonprofit communities nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Kansas, New York, North Carolina, and Oregon.



POCATELLO AND SOUTHEAST IDAHO

Southeast Idaho is centrally located between Salt Lake City, Utah, and the popular vacation destinations of Yellowstone National Park, Grand Teton National Park, and Jackson, Wyoming. Southeast Idaho is often thought of as an outdoor lover's paradise with something for everyone. The hills and the spectacular northern Rockies around Pocatello are covered with mountain bike trails and provide access to outdoor activities such as camping, fishing, hiking, hunting, skiing, kayaking, and rock climbing.

Interesting facts about Pocatello and Idaho: (information taken from <https://visitidaho.org/about-idaho/>)

- The city of Pocatello is located in Southeast Idaho and nestled at 4,448 feet in the western foothills of the Rocky Mountains along the Oregon Trail.
- Pocatello has an unusually desirable four-season climate where clear, sunny, and dry is the norm.
- Residents of Pocatello enjoy the city's 32 parks, the Idaho Museum of Natural History, the Fort Hall Replica, golf courses, a swimming complex, bike and hiking trails, Pocatello Junction, a skate park, and Zoo Idaho.
- Bannock County has a population of 82,539 and the county seat is located in Pocatello which is populated by nearly 55,000 residents.
- Based on average housing costs, utilities, healthcare, transportation, groceries, and other services, Idaho's cost of living is the second lowest of the 11 western states.
- Idaho has a strong and diversified economy. Manufacturing and agriculture remain top industries while high-tech, tourism, retail, healthcare, business, and information services are growth sectors.
- According to FBI statistics, Idaho's crime rate is the lowest in the West. The rate of serious crime is 21.3 percent less than the national average.
- Idaho has more river miles than any other state, 3,100 miles.

For additional information on Pocatello and Southeast Idaho, please visit:

City of Pocatello Idaho: www.pocatello.us

Visit Pocatello.com: www.visitpocatello.com

Greater Pocatello Chamber of Commerce: www.pocatelloidaho.com