



SMITH COLLEGE



POSITION PROFILE

Dean of Libraries

January 2025



Smith College invites applications for the Dean of Libraries. The Smith College Libraries advance teaching, learning, research and discovery for Smith students, faculty, and staff by offering collections in multiple formats, providing access to information worldwide and establishing services and learning environments responsive to users' needs. Serving as one of the largest women's colleges in the country, Smith College is known for its dedication to excellence in teaching and research across the liberal arts.



ABOUT SMITH COLLEGE

A college of and for the world, Smith empowers students, faculty, and staff to work together to enact positive change locally and around the globe.

Founded in 1871, Smith College (Smith) is among the largest women's colleges in the United States, with students from 46 states and 78 countries. An independent, nondenominational college, Smith remains strongly committed to the education of women at the undergraduate level but admits both men and women as graduate students.

Smith has changed much since its founding but throughout its history there have been certain enduring constants: an uncompromising defense of academic and intellectual freedom, an attention to the relation between college education and the larger public issues of world order and human dignity, and a concern for the rights of women.

As part of the [Five College](#) consortium, today the College continues to benefit from a dynamic relationship between innovation and tradition. While Smith's basic curriculum of the humanities, arts and sciences still flourishes, the College continues to respond to the new intellectual needs of today's students — offering majors or interdepartmental programs in engineering, the study of women and gender, neuroscience, film and media studies, Middle East studies, statistical and data sciences and other cutting-edge fields. Under their guidance, a world-class faculty of scholars are fully engaged with students' intellectual development, and an open curriculum encourages them to explore many fields of knowledge. Mentors for scholarship, leadership and service help students observe different models of achievement so they can set their own course with conviction and confidence. To learn more about Smith College, visit <http://smith.edu>.

SMITH AT A GLANCE

Enrollment: 2,500 undergraduate students; 350 graduate students

Faculty: 296 professors in 50 academic departments and programs; Student-faculty ratio of 8:1

Courses of Study: 1,000 courses in more than 80 areas of study

International Study: Each year 35% of Smith juniors study abroad in Smith programs in Florence, Geneva, Hamburg and Paris, or in programs in Europe, Africa, Asia, Latin America and English-speaking countries in both hemispheres

Athletics: 11 varsity sports and extensive intramural and club sport programs

MISSION

Smith College educates women of promise for lives of distinction and purpose. A college of and for the world, Smith links the power of the liberal arts to excellence in research and scholarship, thereby developing engaged global citizens and leaders to address society's challenges.

VALUES

- Smith is a community dedicated to learning, teaching, scholarship, discovery, creativity and critical thought.
- Smith is committed to creating an inclusive, equitable and accessible educational community founded on the free and open exchange of ideas.
- Smith educates women to understand the complexity of human experience and world cultures through engagement with humanistic, social and scientific ideas.
- Smith creates global citizens, committed to participating in the communities in which they live and to stewarding the resources that sustain them.

LEADERSHIP



Sarah Willie-LeBreton

Sarah Willie-LeBreton is the 12th president of Smith College. She earned a bachelor of arts degree from Haverford College in 1986, and an M.A. (1988) and Ph.D. (1995) from Northwestern University, all in sociology. After having taught at Colby College (1991–1995) and Bard College (1995–1997) in tenure-track appointments, she was tenured at Swarthmore, where she served as coordinator of the Black Studies Program and chair of the Department of Sociology and Anthropology for a total of 17 years. She was appointed as provost and dean of the faculty at Swarthmore in 2018 and served in that role until 2023. She currently serves on the boards of the Grand Canyon Conservancy, the Association of Independent Colleges and Universities in Massachusetts, and the Consortium On Financing Higher Education.

An accomplished administrator, scholar, and sociologist who studies social inequality and race and ethnicity, Willie-LeBreton is known for her commitment to the liberal arts, strengthening community, and energizing the work of equity and inclusion. She is the author of several dozen articles, essays, reviews, and op-ed columns. Her first book, *Acting Black: College, Identity, and the Performance of Race*, examines how the experiences of Black college alumni of a predominantly white institution (PWI) were distinct from those who attended a comparative HBCU from the waning days of the Civil Rights Movement through the country's political turn to the right under the Reagan presidency. Her second book, *Transforming the Academy: Faculty Perspectives on Diversity and Pedagogy*, is a collection of essays to which she has contributed and which she edited. It focuses on the challenges faced by faculty who were previously underrepresented on campuses, including people of color, queer people, neurodivergent people, and people who immigrated to the United States. It explores their experiences as they become participants in dominant spaces within the American Academy.

Willie-LeBreton considers herself an applied sociologist, and she has worked with a broad range of groups and organizations to understand social dynamics and develop strategies to move toward organizational self-awareness, transformation, compassion, and inclusivity. She is a member of and has been active in the Eastern Sociological Society, Sociologists for Women in Society, the Association of Black Sociologists, and the American Sociological Association (ASA). For several years, she reviewed sociology and affiliated departments as a member of the ASA's Departmental Resources Group. Her board service has included the Executive Office and Budget of the ASA, Pendle Hill Quaker Center, Haverford College, Benchmark School, the Shalem Institute for Spiritual Formation, and she sits on the advisory board of IIG (Integrated Impact Group) which offers consulting for the educational sector.



Daphne Lamothe

Daphne Lamothe is Smith's chief academic officer, responsible for curriculum and for faculty teaching and research support. She plays a pivotal role in achieving Smith's institutional goals through stewardship of the College's academic mission. Academic and co-curricular units within the provost's portfolio include all academic departments as well as the libraries; the museum of art; the botanic garden; Institutional Research; the Jill Ker Conway Innovation and Entrepreneurship Center; the Center for the Environment, Ecological Design, and Sustainability; the Office of the Registrar; and the Office for the Arts. Lamothe also chairs the Committee on Academic Priorities and oversees the long-term composition of the faculty. She has been at Smith since 2004 and has served as chair of the Department of Africana Studies, co-chair of the Admission Policy Study Group, and served on the Academic Priorities and Faculty Compensation

and Development committees. In 2023, she received the Honored Professor Award for her achievements in teaching and scholarship and her contributions to the academic community. Lamothe holds a bachelor's degree in English literature from Yale University and a doctorate in English from the University of California, Berkeley.

ACCREDITATION

Smith College is accredited by the New England Commission of Higher Education.





ABOUT THE SMITH COLLEGE LIBRARIES

MISSION

The Smith College Libraries advance teaching, learning, research and discovery for Smith students, faculty, and staff by offering collections in multiple formats, providing access to information worldwide and establishing services and learning environments responsive to users' needs. The Libraries further support women's education through an internationally recognized repository of archives and manuscripts documenting the history of women.

VISION

The Smith College Libraries are the intellectual crossroads for the Smith College community. We promote research and discourse by leading the campus in acquiring, organizing and making scholarly resources accessible. We create inspiring spaces for study, collaboration and discovery. We engage the communities we serve through our diverse collections, services, and staff.

FUNDAMENTAL COMMITMENTS

- As **partners** in the education of women for the 21st century, we actively collaborate in teaching and learning across campus.
- As **service providers**, we offer innovative and responsive services - directly and behind-the-scenes - to facilitate research, inquiry, and exploration.
- As **collectors**, we anticipate evolving curricular and research needs and cultivate the broad liberal arts tradition by ensuring access to rich and diverse resources.
- As **curators** of outstanding archives and manuscript collections on women's experience, we enrich the Smith curriculum, promote broad access to the international scholarly community and preserve these unique records for future generations.
- As a **locus** for intellectual reflection, exploration and engagement, the Libraries provide comfortable and inviting facilities for individuals and groups.
- As a **virtual space**, the Libraries marshal current and emerging technologies to provide state-of-the-art resources and services.
- As an **organization**, the Libraries develop and deploy staff to embrace the best of tradition and change.

SMITH COLLEGE SPECIAL COLLECTIONS

Smith College maintains three impressive repositories: the [Sophia Smith Collection of Women's History](#), the [Mortimer Rare Book Collection](#), and the [College Archives](#). These world-renowned special collections attract scholars from all over the world and provide Smith students with exceptional experiential learning opportunities not often available to undergraduates. Smith students also have access to unique digital collections held by Hampshire College and Mount Holyoke College.

FIVE COLLEGE COLLEGE CONSORTIUM

Established as an academic library consortium in 1965, the [Five College Libraries](#) operate as a shared ecosystem, collectively providing approximately ten million items (and counting) to the faculty, students, staff, and local communities of Amherst, Mount Holyoke, Smith, and Hampshire Colleges and the University of Massachusetts Amherst. Each campus' local collection has historically been developed to support the ever-evolving research and curricular needs of its constituents; a significant percentage of the materials on each campus are unique within the Five Colleges. The consortium is therefore able to provide a much wider range of materials than is often available through a single academic library.

DISTINCTIVE SPACES

[Neilson Library](#), named for Smith's third president, William Allan Neilson, is the intellectual heart of the Smith College campus. Redesigned by renowned artist and architect Maya Lin, the library celebrates learning, connection, discovery and beauty. The [new library](#) opened in 2021. [Lin reimagined the building](#) as a place of beauty, harmony, connection and community. Illuminating down through five stories, the atrium's oculus is a beacon of light, while glass windows throughout bring the natural landscape outside in. Download a floor-by-floor guide to Neilson Library [here](#).

The [Hillyer Art Library's](#) collection covers the history, theory, criticism, and practice of the visual arts. The Library has a strong focus on art and architecture of the Middle Ages and Renaissance, the ancient Mediterranean, East and South Asia, but strives to provide an expansive and comprehensive collection to support Smith's studio art, art history and architecture community. Hillyer maintains a collection of beautiful art books, journals, oversize folios, zines and artist's books, and also provides carrel reservations for students to have a reliable space to study and research.

The [Werner Josten Performing Arts Library](#) serves the life, culture and mission of Smith College by curating collections and services in music, theatre, dance and allied interdisciplinary areas that meet the needs of students and faculty for discovery, in-depth research, performance and enjoyment.

The newly renovated [Alumnae Gymnasium](#) is an extension of the Neilson Library, housing additional staff, technology, spaces and services. The building provides a dynamic environment in which students, faculty and visiting scholars can work individually and collaboratively, sharpen their skills in digital media labs and employ the latest technology to preserve and create digital exhibits of their work.





THE POSITION

Dean of Libraries

The Dean of Libraries leads the Libraries' rich learning and research ecosystem, welcoming varied modes of knowledge-making by an increasingly diverse community of users. The Smith College Libraries include Neilson Library, Hillyer Art Library, Josten Performing Arts Library, Alumnae Gym and three Special Collections: the Mortimer Rare Book Room, the College Archives, and the Sophia Smith Collection – the oldest collection of archives devoted to women's history in the U.S.

The person in this role oversees the planning, administration, personnel, fundraising and development efforts that advance the Libraries' mission and operations. They are responsible for strategic planning including space planning and utilization, advances in digital information services, teaching & learning programs, collection development & preservation, archives & special collections, evolving technology in libraries, and effective professional and organizational development for staff. The Dean of Libraries directly manages a team of divisional directors who collectively oversee a staff of over 50 people, and is responsible for programs and operations within the main and subject libraries.

The Dean cultivates and leads a strong culture of collaboration within the Libraries organization and fosters strong partnerships with faculty and collaborations with departments across campus.

ESSENTIAL FUNCTIONS:

Strategic Leadership (30%)

- Refine and implement a comprehensive vision for the Library that aligns with the mission and values of a liberal arts education. Lead strategic planning, assessment, and continuous improvement of Library services.
- Align Library collections, spaces, and services with Smith's core mission of teaching, learning, and research.
- Foreground the College's distinctive Special Collections and rare books along with robust print and digital resources to lead evidence-based decisions about future services and collections.

Administration and Management (30%)

- Oversee the day-to-day operations of the Library, including budget management with the goal of promoting fiscal resilience and institutional sustainability, staff supervision, and space utilization. Ensure that Library resources meet the evolving needs of students, faculty, and staff.
- Preside over the annual operating budget and financial planning process.
- Lead efforts to incorporate emerging technologies, digital tools, and data management services into the Library's offerings. Oversee the development and implementation of new digital platforms and resources.
- Ensure the continued growth and diversification of physical and digital collections, maintaining a balance between traditional academic resources and innovative technologies that support teaching, learning, and research.

Campus Collaboration (20%)

- Work closely with faculty, academic departments, and other campus units such as Finance, Human Resources, College Relations, Facilities and other departments to support student learning and faculty scholarship. Promote the integration of information literacy and research skills into the curriculum.
- Foster partnership between faculty and Library staff as teaching & learning collaborators, research instructors and subject-matter experts. Ex-officio member of the Committee on the Library.
- Develop and support partnerships with campus departments and programs – including Information Technology Services, academic programs, the Smith Museum and Botanic Gardens – as key collaborators.

Community Engagement and External Relations (10%)

- Foster a welcoming and inclusive environment for a diverse campus community. Engage with students, faculty, and staff to promote Library services and resources as essential elements of the academic experience.
- Represent Smith College Libraries on the Five College Librarians Council regarding collaborative systems, staffing and committees as well as other consortial and professional organizations in the global educational community.
- Represent the Library in broader academic and professional communities, including consortia, associations, and external partnerships. Advocate for the Library within the College and in national and regional conversations about the future of libraries and higher education.
- Collaborate with the Five College staff on collection storage as a member of the Five College Librarians Council and liaison to the Five College Library Committee.
- Represent Smith College Libraries in national professional associations and consortial memberships including the Oberlin Group of liberal arts colleges, EAST Libraries, HathiTrust, Center for Research Libraries, etc.

Fundraising and Grants (10%)

- Work with the Committee on the Libraries to devise strategies for Library support and fundraising among alumnae and other interested parties.
- Communicate with benefactors in multiple formats including presentations, travel to visits with donors, tours of the libraries and correspondence.
- Provides stewardship of donors in coordination with the Library development officer and colleagues in Development & Alumnae Affairs.



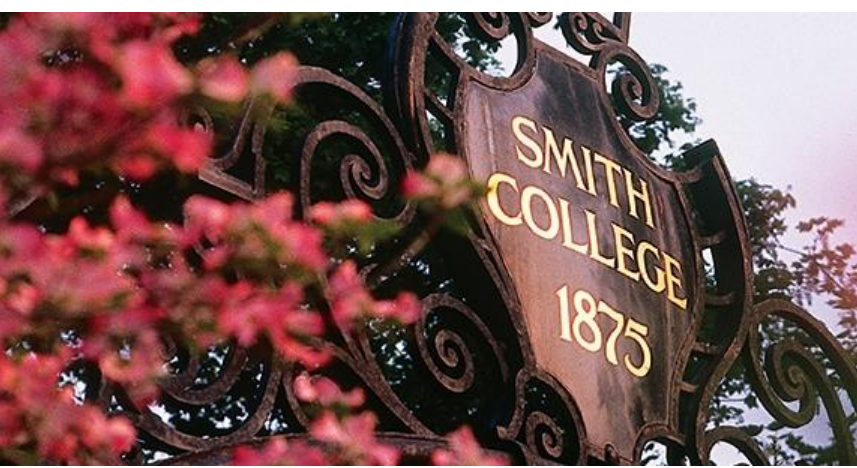
QUALIFICATIONS:

- **Education:** A Master's degree in Library and Information Science (MLIS) from an ALA-accredited program or equivalent is required.
- **Experience:** A minimum of 15 years of relevant professional experience in an academic, library and/or academic library setting with at least 8 years of progressive leadership responsibilities. Prior experience in a liberal arts college and/or university is highly desirable.
- **Skills:**
 - A lively intellect and comfort working in a fast paced environment; a record of innovation and creativity achieved by working collaboratively with others.
 - Proven leadership, organizational, and management skills.
 - Strong interpersonal and communication abilities to work effectively with a diverse community.
 - Familiarity with emerging trends in academic libraries, including digital scholarship, open access, and information technology.
 - Demonstrated success in collaborative leadership and partnership building.
 - Commitment to promoting equity, diversity, and inclusion in Library services and programs.
 - An engaging and thoughtful spokesperson for the future of libraries and Smith College's key role in shaping this future with national and international partners.
 - Resilience and stamina for the tasks at hand, a bias for action and high tolerance for change; personal equanimity in dealing with a broad spectrum of personalities; a positive outlook and a good sense of humor.

Preferred Qualifications:

- Proven operational leadership in a complex organizational setting, including the effective management of fiscal, human, and physical resources; ability to continually assess Library programming to enhance Library support for teaching and learning at the College.
- Experience with fundraising, grant writing, and securing external funding for Library initiatives.
- Experience in library consortia and collaborative initiatives at the regional or national level.
- A successful history of staff recruitment, development, and team building, including a demonstrated commitment to building and supporting a diverse staff.
- An ability to write and communicate elegantly for a variety of audiences, in person, print, and on social media.





TO APPLY

Confidential review of applications will begin immediately and will continue until the position is filled; parties are encouraged to apply by February 21, 2025. Please submit a PDF version of your resume and a cover letter explaining your interest in and suitability for this position.

To apply online, go to <https://theapplicantmanager.com/jobs?pos=su441>

For more information or to offer recommendations or nominations:

Lyndi Hewitt, PhD

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Smith College is an equal-opportunity employer. Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status. Please review the [EEO Policy Statement](#). If you'd like more information on your EEO rights under the law, you can review the details on the [EEO is the Law poster](#), as well as the supplemental [EEO is the Law document](#). The successful candidate must have a driver's license and the ability to obtain a U.S. passport and must be immunized against COVID-19 on or before their first day of employment. Proof of vaccination status will be required. Individuals may seek medical or religious exemption with HR but must do so prior to their arrival.

Smith College is an EO/AA/Vet/Disability Employer. Women, underrepresented racial groups, veterans, and individuals with disabilities are encouraged to apply.





To learn more about Northampton and its surrounding area, visit:

[Visit Northampton](#)

[Visit Hampshire County](#)

[Springfield Chamber of Commerce](#)

ABOUT NORTHAMPTON, MA

It is no surprise that the *Boston Globe* reported, “This small city offers more restaurants and shops, certainly more galleries, theaters and performance venues than most urban centers dozens of times its size. Add two rivers, mountain views, landscaped parks and meadow walks, and you begin to see why people call it paradise.”

Not far from the wrought-iron gates of Smith College are the busy sidewalk cafés, shops and eateries of Northampton, also known as Paradise City. The heart of a vibrant set of college towns in the Pioneer Valley, Northampton is a lively town of 30,000 residents and combines small-town ambiance with big-city offerings.

With its clubs, galleries, shops, and great food and coffee, Northampton provides perfect places for gathering. Entertainment is close by at one of several downtown clubs or you can catch a show at the Calvin Theatre. You can browse through the town’s many craft and fine art galleries or stop to listen as street musicians deliver their sidewalk music. There are bookstores galore. And shoppers enjoy Thornes Marketplace, a 100-year-old department store which has morphed into a three-story indoor shopping arcade with a variety of boutiques.

With walkable streets and access to public transportation, more and more people are deciding to call Northampton home.

- More affordable than nearby urban centers such as Boston and New York.
- Known for its bohemian feel and vibrant LGBTQ2+ community.
- Features numerous family-friendly parks that feature trails, playgrounds, and dog parks.