



## Two Associate Dean Positions, Grand Valley State University, Michigan

Grand Valley State University (GVSU) Libraries is seeking nominations and applications for two Associate Deans (ADs) to provide leadership to a thriving and risk-taking organization. GVSU Libraries embarked on an exciting path of evolution and continued exploration with the arrival of a new Dean. Serving as a nexus for quality education and with a visionary focus on student experience, the libraries play a critical role in advancing a liberal education through intellectual partnership with faculty and students throughout the university.

**LEAD**--The two ADs along with the Dean and Department Heads will provide vision and leadership in a shared governance model with faculty members, staff and student employees, which includes five locations across two campuses. The ADs provide strategic oversight within the Libraries, working collaboratively across campus, with the local community, and with national and international partners to create and support traditional and cutting edge services designed to meet the current and emergent needs of students, faculty, and staff, with a strong student experience focus in line with liberal education.

As key members of the Grand Valley State University Libraries' senior management team, the ADs ensure organizational effectiveness and efficiency and share in responsibility for decision-making, resource management, and development of policies for operations and services as well as library-wide planning, assessment and programming. While each AD position has individual areas of responsibility, both ADs should adopt a holistic, library-wide view in terms of strategic planning, communication, and fostering an environment of innovation. The ADs are also expected to play a leadership role in promoting teamwork, diversity, and inclusiveness within GVSU University Libraries and the campus. In addition, ADs participate in relevant campus, consortia, or multi-institutional groups.

**COLLABORATE**--We invite applicants who have innovative and creative approaches to empowering and mentoring faculty and staff, leading collaborative projects, seeing the opportunities offered in problems, and transforming services to meet user needs. Candidates must understand the broad landscape of current trends in academic libraries and higher education as well as have a commitment to student experience, inclusion and accessibility. As faculty members in the Libraries, they maintain an agenda in research, scholarly publications and professional service activities in line with expectations at the Grand Valley State University Libraries.

**GROW**--After the previous ADs placed externally as Deans and the Dean retired, the Dean collaboratively re-envisioned the AD positions with faculty and staff, creating a connected strategic portfolio model. The ADs will need strengths in multiple areas, the ability and interest to grow in other areas, and the flexibility to work towards library-wide goals. By being growth-focused, the ADs will be able to shift responsibilities as needed to support an effective and agile organization that changes and adapts to needs over time.

**EVOLVE**--As the Libraries evolve, the portfolios of responsibility are likely to shift and change as areas of focus are re-imagined. GVSU Libraries has been using Appreciative Inquiry and participatory methodology to discover its next evolution. We hope to have the ADs deeply engaged in developing the dream stage of the next evolution and defining their own roles further, as such a comfort with creative ambiguity is an ingredient for success.

By making explicit our values explicit and taking informed risks through an entrepreneurial culture, GVSU Libraries are a critical partner recognized across campus. Collaborations are a critical part of our success at GVSU. Here is a sampling of partnerships involving campus and other key stakeholders:

- Division of Inclusion and Equity: <http://www.gvsu.edu/inclusion/>
- Division of Student Services: <http://www.gvsu.edu/student-services/>
- Faculty Teaching and Learning Center: <https://www.gvsu.edu/ftlc/>
- Instructional Design for eLearning and the Technology Showcase: <http://www.gvsu.edu/elearn>
- Instructional Design for eLearning (IDeL): <http://www.gvsu.edu/idel/>
- Knowledge Market: <https://www.gvsu.edu/library/km/>
- Open Education Resources: <http://scholarworks.gvsu.edu/oer/>
- Office of Undergraduate Research: <https://www.gvsu.edu/ours/>
- Publishing Services: <http://scholarworks.gvsu.edu/journals.html>
- Steelcase: <https://www.steelcase.com/>
- Scholar Works: <http://scholarworks.gvsu.edu/>
- Van Andel Research Institute: <https://www.vai.org/>

Discover the compensation package by reading the Compensation FAQ (<https://gvsu.edu/library/adsearch>) visiting the GVSU Wellness website (<https://www.gvsu.edu/bewellgv>) or the GVSU HR site (<https://gvsu.edu/hro>).

Learn more about the positions by reading the position descriptions for the AD Curriculum, Research & User Services (CRUS) (<https://gvsu.edu/library/adcurriculum>) and AD Curation, Publishing & Preservation Services (CPPS) (<https://gvsu.edu/library/adcuration>);

To apply for the position <http://jobs.gvsu.edu/cw/en-us/job/492722> (CRUS) or <http://jobs.gvsu.edu/cw/en-us/job/492723> (CPPS) or feel free to contact Annie Bélanger ([annie.belanger@gvsu.edu](mailto:annie.belanger@gvsu.edu); 616-331-2621; @annie\_belanger), search committee co-chair and Dean.

## Qualifications

### **Required:**

- Master's Degree from a program accredited by the American Library Association (ALA) or from a program in a country with a formal accreditation process as identified by ALA;
- Demonstrated progression of increasingly responsible, relevant, and professional work experience, with a particular expertise and passion for the delivery of user-centered services and/or infrastructure;
- Strong leadership skills, including keen analytical and conceptual abilities and demonstrated ability to lead collaborative organizational change, inspire innovation, and delegate responsibility appropriately;
- Strong interpersonal and public communication skills including ability to serve as an advocate and spokesperson for the Libraries;

- Demonstrated engagement in areas associated with portfolios;
- Strong record of collaboratively working with all levels of library personnel, as well as stakeholders and students,
- Experience with personnel development and management (faculty, staff, student and graduate student assistants, staff development, coaching, mentoring, supervision, hiring, etc.);
- Strong commitment to user experience, with the ability to view issues from Libraries and university wide perspectives;
- Evidence of partnership development and project initiation;
- Evidence of implementation of emerging trends in higher education in the areas of focus;
- Evidence of working creatively, collaboratively, and effectively in a leadership role in promoting teamwork, diversity, equality, and inclusiveness;
- Strong comfort with creative ambiguity;
- Evidence of research, publication, and service consonant with university standards for tenure.

***Preferred:***

- Experience in developing and implementing strategic plans, operational plans and large projects;
- Experience with budget management;
- Demonstrated facility with data analysis;
- Demonstrated project management skills;
- Experience in consortia and multi-institutional program development;
- Experience in an academic library or research environment;
- Experience in publisher and vendor negotiations and collaborations.