



## DEAN OF LIBRARIES

### POSITION PROSPECTUS



TEXAS TECH  
UNIVERSITY.

# The Opportunity

Texas Tech University (TTU) is now accepting inquiries, nominations, and applications for a visionary, strategic, and innovative leader to serve as its next Dean of Libraries.

As the chief academic and administrative officer for the Texas Tech University Libraries, the dean reports to the provost and senior vice president and is responsible for providing overall leadership for the faculty members, staff, and operations of the Texas Tech University Libraries.

The dean plays a critical role in enhancing student learning and in advancing the research enterprise as TTU moves to solidify its position as a premier public research university. As such, the dean will provide a clear vision of the Libraries' evolving role to directly support and advance the university's strategic goals and initiatives. The dean also will lead in outreach and engagement by defining and communicating the role of the Libraries within the broader academic community and by advocating, both inside and outside the university, for resources necessary to achieve the library's mission and goals, enhance existing resources, and support the functions and growth of library services. As the libraries are primarily funded by a combination of central funding and fees, the dean will be responsible for fiscal policies of the libraries and will participate in development and grant activities to bring in additional funds. Day-to-day operations of the Texas Tech University Libraries, such as providing policy for collection development, public and technical services, and facilities planning, also fall within the dean's responsibilities.

The chosen candidate will work collaboratively across campus to fulfill the educational and research mission of the university through the provision of both traditional and innovative library resources and services. The successful candidate will be creative and passionate, committed to enhancing student success and development, and to the collaboration and support of research, teaching, and learning within the university and community.

Through forward-thinking leadership, the dean will position the library to respond successfully to the challenges and opportunities facing contemporary higher education. The dean will lead the library faculty through focused collaboration on a shared vision of progressing the Libraries into a facility that students, staff, and community come to view as a valued and irreplaceable source vital to their educational needs.



# The Texas Tech University System

Formed in 1996, The Texas Tech University System is recognized as one of the top university systems in the nation. It is comprised of four component institutions, including Texas Tech University and the Texas Tech University Health Sciences Center (TTUHSC), which are located together on 1,843 acres in Lubbock, a city of over 250,000. Angelo State University in San Angelo and the TTUHSC at El Paso are the two additional components of the System.

As the primary research institution in the western two-thirds of the state, Texas Tech University is home to 10 colleges, the Graduate School, the School of Law, and the School of Veterinary Medicine. The university also operates higher education teaching sites in El Paso, Amarillo, Abilene, Fredericksburg, Highland Lakes, and TTU Center at Junction as well as in San Jose, Costa Rica and Seville, Spain. The TTUHSC has Schools of Medicine, Biomedical Sciences, Nursing, Allied Health, and Pharmacy. In addition to the campuses in Lubbock and El Paso, TTUHSC has campuses in Abilene, Amarillo, Dallas, and the Permian Basin.

The Texas Tech University System provides leadership, support, and resources for its component institutions in their attainment of their individual university mission. The TTU System is governed and directed by a ten-member Board of Regents who appoint a Chancellor (currently Dr. Tedd L. Mitchell). The Chancellor then appoints a President for each university, who serves as the Chief Executive Officer and is responsible for the strategic operation of their specific university.



# Texas Tech University

Texas Tech University, founded in 1923, is a public, comprehensive research university that takes pride in providing an environment conducive to student accomplishment above all else. Of the 131 Carnegie-classified doctoral-granting universities with very high research activity (R1), Texas Tech is one of just 15 to also be designated a Hispanic-serving institution. Texas Tech is large enough to provide the best in facilities and academics, but small enough to focus on each student individually, with a commitment to enhancing the cultural and economic development of the community, state, nation, and world. Texas Tech students come from almost every county in Texas, all 50 states, and more than 100 foreign countries. Still, with an enrollment of over 38,000, TTU prides itself on retaining the feel of a smaller liberal arts institution where students boast of one-on-one interaction with top faculty. Students perform at a high academic level, as demonstrated by the presence of Phi Beta Kappa and Phi Kappa Phi chapters, as well as other disciplinary honor societies. Graduate and undergraduate students also win prestigious, nationally competitive scholarships such as the William J. Fulbright and Barry M. Goldwater Scholarships.

Texas Tech has a program for everyone, offering more than 100 undergraduate, over 100 master's, and some 60 doctoral degree programs. The Carnegie Foundation for the Advancement of Teaching describes the Texas Tech undergraduate profile as full-time, four-year, selective, higher transfer-in, while labeling the undergraduate program as "professions plus arts and sciences with high graduate coexistence." The graduate program is defined as comprehensive with doctoral programs. TTU is the first institution in Texas to be recognized by the Carnegie Foundation through its Community Engagement Classification, which acknowledges the university's historic commitment to research and services that address the needs of the community, state, nation, and world.



## TEXAS TECH RANKINGS

**#1** [Best Online Colleges in Texas](#), 2020.

**#2** [Best College for the Money \(with aid\) in the Southwest](#), 2020.

**#2** Ranking among Big 12 institutions in terms of return on investment, per Payscale.com, 2019.

**#4** [Top public universities in Texas](#), 2020.

**#6** [Best College for the Money in the Southwest](#), 2020.

Research and outreach are supported by over 80 organized institutes and centers. The Museum of TTU has one of the largest collections in the United States and includes the nearby Lubbock Lake National Historic Landmark, an active archeological site and natural history preserve. The museum hosts programs and community-wide events throughout the year.

Lubbock's agricultural and ranching history is celebrated by the National Ranching Heritage Center, a museum and historical park that features authentic early Texas ranch buildings dating back to the early 19th Century. "Candlelight at the Ranch" is an annual holiday event offering visitors a glimpse of the quaint magic of pioneer yuletide celebrations from a century ago.

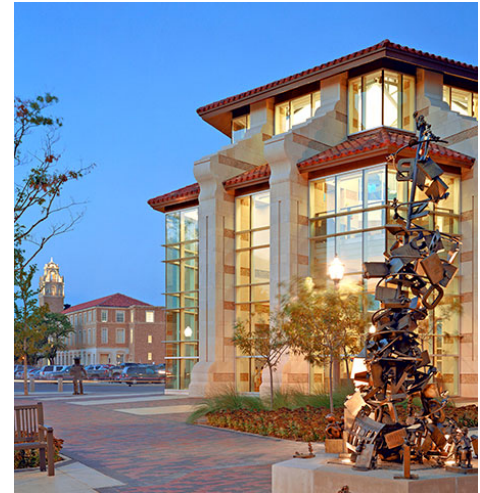


Texas Tech makes getting a quality education an attainable goal for any potential student, no matter their background or financial situation. More than 70 percent of the university's students receive financial aid, including scholarships, grants, federal work-study, and loans, with approximately \$200 million disbursed annually. Additionally, as of Spring 2020, over 25% of undergraduates are first generation and over 28% of undergraduates identify and Hispanic or Latino.



Texas Tech is also consistently recognized as a top institution for military veterans and their families. TTU boasts numerous other accolades, such as being recognized as the first Purple Heart University in Texas and being named a Best 4-Year College for Vets by the Military Times every year since 2013.

The campus is a rich cultural asset featuring Spanish Renaissance architecture, one of the nation's leading sites of public art, and a vital array of great musical and theatrical offerings. Events like the Presidential Lecture and Performance Series bring local, national, and international talent to campus. Concerts, movies, and much more bring students to the Allen Theatre and Student Union Building throughout the year. Students can choose from over 460 organizations in which to participate, ranging from community service clubs to religious groups to Greek organizations. Intramurals and intercollegiate athletics are active pastimes of Texas Tech students, who benefit from top-notch facilities such as the Student Recreation Center that includes a leisure pool, a favorite of students.



## MISSION

As a public research university, Texas Tech advances knowledge through innovative and creative teaching, research, and scholarship. The University is dedicated to student success by preparing learners to be ethical leaders for a diverse and globally competitive workforce. The University is committed to enhancing the cultural and economic development of the state, nation, and world.

## TEXAS TECH ACADEMIC ACCOLADES

- Texas Tech conferred more than 8,000 degrees for the second year in a row during the 2018-19 academic year.
- In the most recent Center for Measuring University Performance rankings, Texas Tech is listed No. 60 overall and No. 43 among public research institutions with 323 doctoral degrees conferred in 2016. The number was 340 in 2019.
- Texas Tech is ranked in the top 10 percent nationally in full-time graduate student enrollment and in the top 14% percent nationally in research doctorates awarded
- Texas Tech students have won numerous national academic championships, including more than 100 in the College of Agriculture Sciences and Natural Resources.
- Law students have picked up 34 national championships in the last six years.
- In the last 10 years, 40 faculty members have received Fulbright Scholar recognition.
- Students in Texas Tech's rigorous Creative Writing program work alongside award-winning faculty, who mentor and guide students through the creative process. Students in the program have had their works featured in The New Yorker, Southern Review, Paris Review, Carolina Quarterly, and Indiana Review, among others.



## VISION

We strive to be nationally and internationally recognized for producing well-prepared graduates, developing visible research programs, and advancing knowledge through public outreach and professional service.

## STRATEGIC PLAN - A PATHWAY TO 2025

To support efforts to solidify its position as a premier public research university in the country, Texas Tech has developed a strategic plan called [The Foundation of The Next Century](#) which focuses on three primary comprehensive areas:

1. Educate and empower a diverse student body
2. Enable innovative research and creative activities
3. Transform lives and communities through strategic outreach and engaged scholarship

## THE LIBRARIES

The Texas Tech University Libraries ranks among the top academic research libraries in the nation and is a member of Association of Research Libraries. It is the state's third largest library with over 3.72 million physical volumes, electronic resources, special collections, and archives. An essential resource for students and faculty in pursuing their education, The Texas Tech University Libraries system is comprised of the University Library, the Southwest Collection/Special Collections Library, and the Architecture Library. The University Library is also a patent and trademark depository, as well as one of two regional depositories for U.S. government documents in Texas.



### LIBRARY POINTS OF PRIDE

- Annual foot traffic in the Main Library exceeds 1 million visitors
- Top 15 interlibrary loan lending library in the OCLC system
- Recipient of the American Library Association's John Cotton Dana Award and the Texas Library Association's Branding Iron Award
- The Main Library possess a sound recording studio and a Makerspace with a 3-D printer

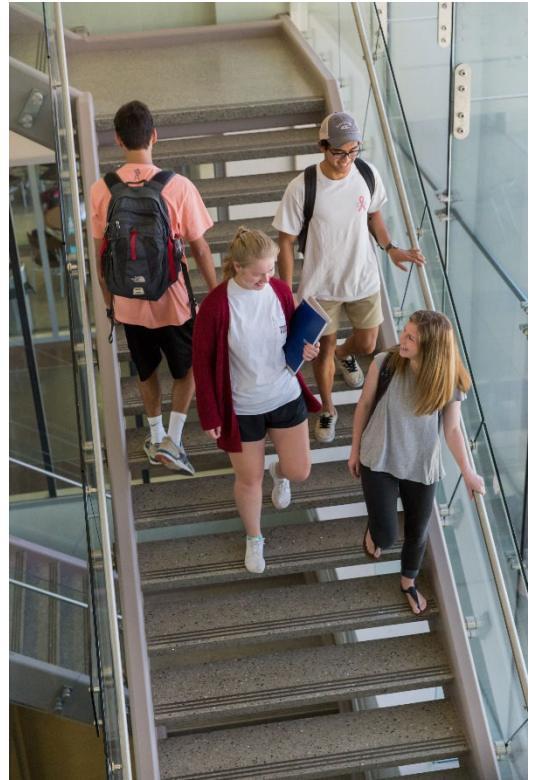
## LIBRARIES' VISION

Texas Tech University Libraries will have the resources necessary to offer uncompromising service; be a research library of international stature; magnify the reputation of the university and the value of education; be a key component in the intellectual life of the University.

In addition to providing access to a vast array of digital and physical resources as the center of intellectual development on campus, librarians offer personalized assistance for research and reference needs. In fact, each major has its own [Personal Librarian](#) to offer even more specific assistance. Faculty-ranked librarians and archivists also conduct research in their areas of expertise and collaborate with faculty across campus on various educational and research projects.

The library's award-winning document delivery service easily obtains materials not owned by the Libraries for hold or delivery as needed by students and faculty.

The Libraries provide the absolute best in modern technology to give students and faculty unparalleled access to anything they need to fulfill their educational endeavors. The library is home to the most computer clusters (PC and Mac) on campus, all fully equipped with the latest versions of Adobe Creative Suite, Microsoft Office Suite, AutoCAD, and a variety of other publishing tools. The Library Makerspace features 3D printing and scanning, as well as a Virtual Reality Lab. In the Library basement, students and faculty have free access to the state-of-the-art Crossroads Recording Studio, a designated space for practice, podcasts, music, theater, and oral presentations.



## LIBRARIES' MISSION

Through individualized service, the Texas Tech University Libraries connect users with resources that advance intellectual inquiry and discovery.

**TEXAS TECH TODAY, OCT 9, 2019**

### [Inaugural Textbook in Libraries' Open-Publishing Platform is For Students, By Students](#)

BY GLENYS YOUNG

RAIDER Publishing has its first book under contract; "Vanguard: Exercises for the Creative Writing Classroom" is written and edited by three doctoral students in the Texas Tech University Department of English.





# Lubbock, Texas

Recently named by *Zumper* as one of the top 10 places to raise a family, Lubbock is a city rich in culture with attractions for all ages and interests. Lubbock has a population of over 250,000 and the vitality and variety of a significant metropolis, yet its hard-working residents are known for their hospitality and friendliness.



Located at an elevation of 3,200 ft. in an area known as the Llano Estacado in the south plains of the Texas Panhandle, Lubbock boasts an inviting mild and sunny climate year-round (with an average of 265 days of sunshine annually), making it an excellent location for enjoying the outdoors in any capacity.

Lubbock is home to several top-flight golf courses, approximately seventy-five city parks, and three nearby recreational lakes, supporting an avid running, biking, and hiking community. Mackenzie Park, the largest park in the city system, serves as the home to the Joyland Amusement Park, Prairie Dog Town (a protected prairie dog habitat), and a disc golf course. Caprock Canyon State Park and Palo Duro Canyon State Park, located between Lubbock and Amarillo, feature the scenic Caprock mesa formation. Beautiful ski resorts in New Mexico are just a quick jaunt away.



In addition to its rich agricultural heritage as the largest contiguous cotton-growing region in the world, Lubbock has also become a major retail and medical center for the Texas South Plains and Eastern New Mexico. Lubbock has one regional mall and numerous open-air shopping centers that offer a unique blend of local and national retailers as well as numerous upscale shops, restaurants, and day spas.



The American Wind Power Center showcases over 100 historic windmills on 28 acres, while the Silent Wings Museum features photos and artifacts from World War II glider pilots. The Science Spectrum and IMAX Dome Theater have permanent and rotating exhibits across a wide array of themes.

Of course, any visit to the birthplace of Rock 'n' Roll legend Buddy Holly is not complete without a stop at the Buddy Holly Center, which has preserved artifacts celebrating the Lubbock

legend. The center also features exhibitions and programs showcasing the cultural diversity in the region, encouraging interaction between artists and the community. Music and art collide at the center but are widely celebrated throughout the entire city.

As the first designated cultural district in the state of Texas, Lubbock has a wide variety of music and cultural venues. The Lubbock Symphony Orchestra recently celebrated its 50th anniversary, while Ballet Lubbock and the Lubbock Chorale also thrive. All types of live music flourish in Lubbock, in locations from restaurants to the Depot nightclub district to the Texas Tech United Supermarkets Arena, which hosts major national performances. The Underwood Center for the Arts, a First Fridays Art Trail, and numerous small galleries and community theatre groups anchor an active arts and theatre scene, and the annual Arts Festival brings visitors to Lubbock from across the region.

Lubbock is also the heart of Texas wine country; 90% of Texas wine grapes are grown in the High Plains region. In addition to the many wineries located in the area, Lubbock hosts five annual wine festivals and has numerous food and wine pairing events throughout the year. From Thai and Tapas to seafood and Texas barbeque, Lubbock has a restaurant to satisfy any foodie.

Several independent primary school districts serve the city of Lubbock, including Lubbock, Frenship, and Lubbock-Cooper. Lubbock High School has been recognized for three consecutive years by *Newsweek* as one of the top high schools in the U.S., with the only international baccalaureate program in the region. There are also a variety of private and charter schools. The cost of living in Lubbock is affordable, with a wide variety of single-family homes and apartment options available. The Preston Smith International Airport supports travel in and out of Lubbock on airlines such as United, Southwest, and American. Additional information about the City and County of Lubbock may be found at <http://www.visitlubbock.org>.



# The Position

## DEAN OF LIBRARIES

### THE ROLE

- Serve as chief academic and administrative officer of the TTU libraries
- Develop and implement a strategic vision for the libraries and how they support and advance student learning, research and creative activity, and engagement
- Understand and advocate for necessary infrastructure and resources
- Create a culture of collaboration within the university and external constituencies
- Support and advance scholarly activity among faculty-ranked librarians and archivists
- Foster an environment committed to diversity, equity, and inclusion
- Collaborate with the community in innovative ways to encourage mutual interaction and engagement in the pursuit of lifelong learning
- Generate new resources, particularly through grants and fundraising
- Cultivate a culture of openness, cohesiveness, integrity, and accountability

### REQUIRED QUALIFICATIONS

- Earned MLS or equivalent from an ALA-accredited university is required; in addition, a doctoral degree in library/information science or other discipline is preferred
- Five to eight years of progressive experience in university library with a least five years of successful library administrative experience, including personnel management and management of complex budgets
- Demonstrated knowledge and/or experience with library and archival operations, including collection development and management, library technologies, library instructional services, and data management
- Demonstrated knowledge and/or experience with emerging technologies and/or innovative initiatives that promote creative use of technology and electronic resources
- A record of scholarly achievement commensurate with appointment to the rank of professor



## DESIRED QUALITIES

- Experience in an ARL library and at a R1 university
- Demonstrated ability to develop and implement strategic plans that reflect a shared vision
- Demonstrated ability to develop innovative and evolving systems, technologies, services, and spaces in support of a R1 academic library
- Demonstrated experience in the development and management of special collections, research services, digital services, makerspaces, and computer labs; experience optimizing space while managing growth
- A record of commitment to student learning and engagement
- Demonstrated commitment to shared governance and transparency; experience involving faculty, staff, and students in decision making
- Demonstrated experience supporting and advancing the professional development of library faculty and staff; experience developing and advancing the scholarly activity of faculty-ranked librarians and archivists; experience with faculty evaluation, promotion and tenure.
- Evidence of ability to form collaborative relationships across disciplines
- Experience developing and maintaining successful relationships with campus library committees, community organizations, Friends of the Library, and other partners
- Demonstrated ability to secure external funds, including grants; proven track record of fundraising
- Demonstrated commitment to diversity, equity, and inclusion
- Effective communication, interpersonal, and relationship-building skills; ability to inspire and foster collegiality, cohesion and trust; ability to unite constituents with different perspectives



## UNIQUE OPPORTUNITIES

- Excellent opportunity to leave a legacy and make a lasting impact at a premier research and nationally-prominent higher education institution.
- Work in an environment with the most recent technology and extensive resources (both physical and digital) at your disposal. Influence the future of academic research libraries through the role of Dean of Libraries at a Carnegie R1 institution.
- Take advantage of a tremendous opportunity to shape and guide a strong, cohesive team focused on achieving university goals. Enjoy the support and loyalty of the executive administration in a family-oriented campus atmosphere.
- Join a university culture with strong values at its center. The Library collective has its own set of values focused on lifelong learning, effective service, accountability, collaboration, mutual respect, and initiative.
- Enjoy an environment where professional satisfaction and career achievement coincide with an optimal quality of life. The thriving Lubbock community offers excellent economic conditions, educational opportunities, and health care options. The area's temperate climate encourages year-round outdoor recreation. This family-focused community salutes tradition while celebrating diversity, economic growth, and new cultural opportunities.

# Nominations and Applications

LeadExec is assisting Texas Tech University in this national search. For inquiries, nominations, and applications, please contact:

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LeadExec is a respected expert in retained executive search and organizational development. We identify and engage leaders who make an impact and transform organizations.



ENGAGING. IMPACTFUL. LEADERS.

Please provide a cover letter and CV.



*In compliance with state and federal law and OP 40.01 and OP40.04, Texas Tech University will not discriminate against any applicant for employment because of race, ethnicity, color, religion, sex, national origin, age, physical or mental disability, sexual orientation, or covered veterans' status.*