

Jack I. and Dorothy G. Bender Library



AMERICAN UNIVERSITY
WASHINGTON, DC

University Librarian

American University (AU) invites applications and nominations for the position of University Librarian. Reporting to the Provost and Chief Academic Officer, the University Librarian is a critical partner in, and facilitator of, the intensive intellectual engagement that characterizes relationships between students and faculty at AU. As the University is known for its passion for public engagement, with an equally strong commitment to liberal education, the new University Librarian will have a tremendous opportunity to build even further upon the Library's exceptionally service-oriented culture. In collaboration with a team of approximately 110 talented and dedicated Library faculty and staff, the new University Librarian will be asked to lead the process of developing and implementing a comprehensive strategic vision for the future of the AU Library, both in terms of its role on campus and its relationship to the fast-changing world of information management. As championing diversity, equity, and inclusion in all of its forms is a key value for AU and the AU Library, the new University Librarian should bring a thoughtful and inclusive spirit to the challenge of making a beloved and admired library even more central to AU's mission.

ABOUT THE UNIVERSITY

Chartered by Congress in 1893 and located in Washington, DC, American University is a student-centered research institution with highly-ranked schools and colleges, internationally-renowned faculty, and an emphasis on creating meaningful change in the world. AU's students distinguish themselves for their service, leadership, and ability to rethink global and domestic challenges and opportunities.

With [eight schools and colleges](#) and more than 170 programs including bachelor's, master's and doctoral degrees, American University students choose a personalized curriculum of theoretical study and experiential learning, taught by internationally-recognized faculty in courses that take them from the classroom, to the opportunities offered by the nation's capital, and all around the globe.

In fall 2019, AU's enrollment was approximately 14,318, with 7,627 degree-seeking undergraduates, 4,198 degree-seeking graduate students, 1,406 law students, and 1,097 students in non-degree certificate programs, the Washington Semester program, or AU Abroad. AU offers 79 bachelor's degrees, 98 master's degrees, 11 doctoral degrees, JD, LLM, SJD, MLS, certificates, and associate degrees. Online, AU offers more than 20 master's degrees and graduate certificates. In the 2019–20 academic year, AU enrolled 7,146 in online courses (not accounting for every section in spring 2020 that changed course delivery modality due to the pandemic), of which 49 percent were graduate students, 36 percent undergraduate, and 14 percent non-degree.

In response to changing COVID-19 health and safety conditions and guidance, fall 2020 classes are being held online. Typically, face-to-face courses run on a 15-week semester basis in fall and spring, with shorter summer-term classes. In addition, AU offers study-abroad programs and alternative breaks. Ninety-one percent of undergraduates participate in at least one internship during their time at AU, and 54 percent of students participate in study abroad. AU's undergraduate freshman retention rate is 87 percent, and 80 percent of freshmen graduate from AU within six years.

AU's campus-based student body is cosmopolitan and globally diverse, with all 50 states, the District of Columbia, and more than 130 countries represented. Sixteen percent of undergraduates and 13 percent of graduate students are international.

The university's mission is carried out by 936 full-time faculty and over 1,700 full-time staff. Ninety-three percent of full-time faculty hold the highest degree in their field. Among AU's more than 700 adjunct faculty are policy makers, diplomats, journalists, artists, writers, scientists, and business leaders.

AU's recent accolades and recognition include the following:

- No. 76 Best National University, and No. 25 for Best Undergraduate Teaching (U.S. News & World Report 2020);
- No. 6 Best College (Princeton Review Best 384 Colleges 2019);
- No. 51 Best Private College Value (Kiplinger 2018 Best College Value);
- In 2017, AU was a top-producer of Boren Scholars and Fellows (No. 1), Presidential Management Fellows (No. 4), and Udall Scholars (No. 2);
- No. 2 Most Peace Corps Volunteers (for medium-sized schools in 2019);
- No. 5 Most Politically Active Students (Princeton Review);
- No. 7 Most Active Student Government (Princeton Review);
- First university in the U.S. to be carbon neutral (announced in April 2018);
- Among the first universities in the U.S. to create an [Antiracist Research and Policy Center](#), with the ambition of generating scholarly research, educational tools, and policy analysis geared towards dismantling racism in its many forms;

- In 2018, the Higher Education Research Institute survey of incoming freshmen indicated that AU students are far more likely to vote and to engage in other political activities, to value influencing the political structure and social values, and to select their college based on making a difference in the world; and,
- Has an A1 Moody's rating and an A+ S&P rating.

AU's students find success after graduation:

- 93 percent of all reporting graduates showed positive employment or graduate school outcomes six months after graduation;
- Outcomes for those with master's degrees are similarly positive, with 93 percent overall having positive employment or graduate school outcomes; and,
- 95 percent of the AU Career Center population reported a positive outcome, with a response rate of 80 percent for recipients of master's degrees.

At AU passion becomes action; students actively engage in the world around them; and the leaders of today train the leaders of tomorrow.

MISSION, VISION, AND VALUES

American University's mission is to advance knowledge, foster intellectual curiosity, build community, and empower lives of purpose, service, and leadership.

American University is a leading student-centered research university where passionate learners, bold leaders, engaged scholars, innovators, and active citizens unleash the power of collaborative discovery. AU partners with key organizations in the Washington, DC, region, and around the globe to better the human condition, learn from a vast array of experiences and internships, create meaningful change, and address society's current and emerging challenges.

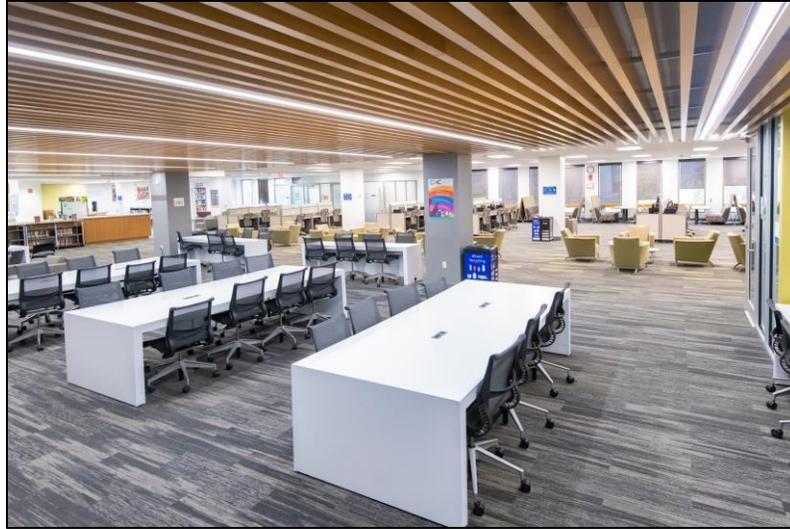
The core values that underpin the university's mission and vision: integrity; excellence; human dignity; community; diversity, equity, accessibility, and inclusive excellence; free inquiry and seeking truth; and impact.

HISTORY

American University was founded by John Fletcher Hurst who dreamed of creating a university that trained public servants for the future. Chartered by Congress in 1893, AU has always been defined by its groundbreaking spirit. Before women could vote, they attended American University. The law school was the first coeducational institution founded by women for the professional study of law. When Washington, DC was still segregated, 400 African Americans called American University home. As AU continues to grow in reputation and stature, it remains grounded in the ideals of its founders as it continues to be a leader for a changing world.

To read more about AU's history and its legacy of leadership, please visit:

<https://www.american.edu/about/history.cfm>.



LEADERSHIP

[Sylvia M. Burwell](#) took office as American University's 15th president on June 1, 2017. A visionary leader with public and private sector experience, she is the first woman to serve as AU's president. She brings to American University a commitment to education and research, the ability to manage large and complex organizations, and experience helping to advance solutions to some of the world's most pressing challenges. Burwell served as the 22nd secretary of the U.S. Department of Health and Human Services from 2014 to 2017. During her tenure, she managed a trillion-dollar department that includes the National Institutes of Health, Centers for Disease Control and Prevention, Food and Drug Administration, and the Medicaid and Medicare programs; oversaw the successful implementation of the Affordable Care Act; and led the department's responses to the Ebola and Zika outbreaks. Before that, she served as the director of the Office of Management and Budget, working with Congress to negotiate a two-year budget deal following the 2013 government shutdown. In both roles, she was known as a leader who worked successfully across the aisle and focused on delivering results for the American people. Her extensive government experience includes former roles as deputy director of the Office of Management and Budget, deputy chief of staff to the president, chief of staff to the secretary of the Treasury, and special assistant to the director of the National Economic Council. Burwell has held leadership positions at two of the largest foundations in the world. She served 11 years at the Bill and Melinda Gates Foundation, including as chief operating officer and president of the Global Development Program. She later served as president of the Walmart Foundation and ran its global Women's Economic Empowerment efforts. Her private sector experience includes service on the board of directors of MetLife. She earned a bachelor's degree in government from Harvard University and a BA in philosophy, politics and economics from the University of Oxford as a Rhodes Scholar.

[Peter Starr](#) is acting provost and chief academic officer at American University and a professor of literature. Prior to assuming this role, Dr. Starr served as dean of AU's College of Arts and Sciences for 11 years. As the College's dean, Dr. Starr co-led the development of the AU Core curriculum, the first substantive revision of the university's general education offerings in 27 years. He also made significant contributions to the path-breaking Reinventing the Student Experience (RiSE) project and raised nearly \$100M to further the College's goals. In his time at AU, Dr. Starr has helped to increase external funding of faculty scholarship and overseen the establishment of such highly

productive research entities as the Antiracist Research and Policy Center; the Center for Behavioral Neuroscience; the Center on Health, Risk and Society; the Institute for Integrated Space Science and Technology (with NASA); and the AU Game Lab. Throughout his AU career, Dr. Starr has demonstrated a commitment to recruiting and retaining a diverse faculty, to supporting and enhancing shared governance structures, and to building bridges to partner organizations in the DC community and around the globe. Prior to joining the Eagle family, Dr. Starr was a professor of French and comparative literature at the University of Southern California, where—except for a fellowship year at Harvard University—he had taught since 1985. He served as interim dean of USC's College of Letters, Arts, and Sciences from 2006-2007. Dr. Starr holds a BA with distinction from Stanford University, as well as an MA in French and PhD in comparative literature from The Johns Hopkins University.

STRATEGIC PLANNING AND STRATEGIC CHANGES

American University's five-year strategic plan, "Changemakers for a Changing World," builds on the University's legacy of leadership, scholarship, and service, and focuses on the challenges facing its community and higher education, such as:

- Preparing graduates whose education, experience, and commitment empower them to lead change and navigate the future of work;
- Enhancing opportunities for research and scholarship, deepening understanding, and elevating the discovery of knowledge to benefit its community and impact society;
- Cultivating partnerships that create additional opportunities for dynamic learning and cutting-edge research;
- Leading in the development of transformative approaches to inclusivity;
- Engaging and partnering with communities in DC and throughout the region; and,
- Changing the culture and improving how AU works to better support its goals.

To learn more about the plan, its strategic themes, and how success will be measured, please visit: <https://www.american.edu/about/strategic-plan/>.

DIVERSITY, EQUITY, AND INCLUSION

American University values open and honest inquiry, servant leadership, and the affirmation of the human dignity of all. American University envisions a thriving community where individuals of all identities and experiences are understood, appreciated, and fully included, and where equitable treatment, opportunities, and outcomes prevail.

AU's Plan for Inclusive Excellence, adopted in January 2018, reflects the University's commitment to diversity, equity, and inclusion – the cornerstone for achieving institutional and educational excellence.

To learn more about how AU is infusing diversity, equity, and inclusion at a strategic, tactical, and operational level, please visit:

<https://www.american.edu/president/diversity/inclusive-excellence/index.cfm>.

AU Library Diversity Statement

The AU Library is committed to diversity and inclusion by providing an inclusive, welcoming, and adaptable environment for the community. The Library recognizes that this is an ongoing process and aims to engage in diversity and inclusion as more than just numeric representation. The Library will continue to work on intentionally diversifying its personnel, services, and collections in meaningful ways.

Specific diversity and inclusion efforts include:

- The Internal Diversity & Inclusion Committee supports and engages personnel in promoting diversity and building an inclusive environment at the AU Library, including sharing resources and hosting workshops for Library personnel to develop cultural competencies;
- [Exploring Social Justice](#) is a lecture series that brings together campus leaders from diverse backgrounds who have advocated for human rights and social justice;
- The Library has purchased all of the textbooks for AU Core courses and many of the most expensive textbooks (\$150+) to reduce financial barriers;
- The Library works with the [Academic Support & Access Center](#) to provide assistive technology, including: two adaptive technology rooms, loanable laptops with assistive technology software installed, and several wheelchair accessible scanners;
- The Library's Student Success Collection includes resources for undergraduates to learn and build skills on transitioning to academic life;
- The Library hosts one of the [lactation rooms](#) available on campus;
- As a founding member of the ACRL Diversity Alliance, AU has:
 - Established a residency program for at least one individual for a minimum of two years (three years preferred);
 - Committed to designing experiences at the local level to expand the residents' interests and skills, e.g., mentorships, rotation through other library units, etc.;
 - Agreed to serve as a resource, i.e., advisors and guides, to those institutions participating in the ACRL Diversity Alliance;
 - Provided at a minimum the same level of professional development support provided other library faculty/staff/employees; and
 - Provided a salary for the resident commensurate with the salaries of equivalent entry-level library professionals.

To learn more about the ACRL Diversity Alliance, please visit: [Additional Information](#); and [ACRL Diversity Standards](#).



CAMPUS

Nestled in a residential district of Washington, DC, American University's 90-acre, [carbon neutral](#) campus (100 percent of its electricity comes from renewable sources) provides students with the advantages of a traditional college setting combined with access to the energy, culture, and opportunities of our nation's capital. According to *Best Choice Schools*, AU has the fourth most beautiful urban campus in the country,

AU is an intimate community within an urban city, where the stunning sights of the city are never far from view. Community members can relax on AU's beautiful grounds ([arboretum and gardens](#)) one moment, take an impromptu trip to the National Mall the next.

Whether learning in AU's state-of-the-art facilities, experiencing the arts in its museum and theatres, or venturing out into the city, American University offers dynamic experiences for its students, faculty, and staff.

For more information about experiencing AU's campus or to view its campus plan, please visit the following links:

<https://www.american.edu/about/visiting-campus.cfm>

<https://www.american.edu/communityrelations/campus-plan/>

<https://www.american.edu/admissions/experience-au/tour-au.cfm>

For additional information about Washington, DC, please visit:

<https://www.washingtonpost.com/goingoutguide/>

<https://washington.org/>

https://travel.usnews.com/Washington_DC/



THE AMERICAN UNIVERSITY LIBRARY

The American University Library, also known as the Jack I. and Dorothy G. Bender Library, plays a vital role in connecting students, faculty, and scholars across the academy with information, ideas, and one another. While the Library continues to support traditional modes of scholarship through its print collections, primary source material, research consultations, and an extensive library instruction program, the Library increasingly supports emerging trends in learning and scholarship, such as digital information formats, multimedia production, data set utilization and management, and sustaining key partnerships to better enable student success.

The AU Library possesses a collection of more than 1.7 million print and electronic book titles, 600 research databases, and 180,000 media and sound recordings. Notable collections include a branch music library, a strong visual media collection, special collections and university archives, a K-12 curriculum materials center, and partner collections in the university's Career Center, Center for Language Exploration, Acquisition, and Research, and Visual Resource Center. The Library has affiliate collections at the Washington College of Law and at the Wesley Theological Seminary. Its collections include over 184,000 journal subscriptions in all subjects.

The AU Library collection spans primary source material, key foundational texts, and cutting-edge scholarship. Its participation and partnership in the Washington Research Library Consortium, a non-profit organization that supports and enhances the library and information services of universities in the Washington, DC metropolitan area, provides AU students and faculty with access to more than 12 million volumes. The Library's location within Washington also affords a rich array of governmental, academic, and intellectual institutions to provide access to a greater quantity of cutting-edge resources.

History of Bender Library

In 1979, a new library was built on campus, officially named the Jack I. & Dorothy G. Bender Library and Learning Resources Center. It is named for the parents of Washington business leader, Howard Bender. His spouse, Sondra D. Bender, was a member of the American University Board of Trustees, 1982-2002.

In 2017, the first two floors of the Library were renovated, maximizing natural light and creating spaces more conducive to learning, studying, research, and collaboration. The renovation increased seating on the Library's first floor by 31 percent, and expanded study-room space by 17 percent. The Library also streamlined its desk services on the first and second floors to provide easier access for patrons.

Research Services

In addition to providing research consultations with librarians who are experts in the disciplines, the AU Library developed the Research Commons initiative with its partners across campus to connect students with research assistance at the point of need. Students can now receive on-site training on statistical software and in-depth consultations on statistical methodology for their research projects, in-person writing assistance, on-site tech help, and access to the scholarly resources needed for in-depth research.

Initiatives

Through its emphasis on collections, service, and collaboration, the AU Library is developing innovative approaches to contemporary research, such as data set utilization, management, and preservation; expertise in alternative scholarly metrics (alt-metrics) and scholarly communication; digital resources; and virtual library services. The Library is partnering with new programs to offer materials for faculty instruction and student use in emerging fields.



THE ROLE OF THE UNIVERSITY LIBRARIAN

The new University Librarian will be a collaborative and communicative community builder, responsible for the leadership and overall management of Library services and collections, including academic technology. They will oversee planning, budget, and staffing of the Library in support of the academic, instructional, and information needs of faculty, students, and staff across the University.

Reporting to the Provost and Chief Academic Officer, the University Librarian oversees 20 library faculty, 88 full-time staff and other professionals, and approximately 125 student assistants. Direct and dotted-line reports to the University Librarian currently include:

- Director of Access Services
- Director of Administrative Services
- Director of Archives and Special Collections
- Director of Development (dotted-line report)
- Co-Directors of Library Technical Services
- Director of Research, Teaching, and Learning
- Senior Director of Academic Technology
- Director of Strategy and Communications
- Administrative Assistant to the University Librarian

The Library's total annual operating budget for 2020-2021 stands at approximately \$18 million, including salaries.

The University Librarian is a contributor to a number of academic and governance committees, and attends meetings of academic deans, department chairs and division directors, among others, as a valued member of the Provost's staff. As a member of the Deans' Council, the University Librarian is a valued participant in academic planning across the university.

OPPORTUNITIES AND CHALLENGES

The next University Librarian will follow the current University Librarian who is retiring after nearly a decade in the position. The new University Librarian will inherit a creative and devoted team of faculty and staff who have built within the Library an impressive ethos of service. The new University Librarian will be asked to further enhance the Library and its services by addressing several compelling opportunities and challenges:

- **Collaboratively leading the development and implementation of a new strategic and shared vision for the Library:** In concert with AU's five-year strategic plan, [Changemakers for a Changing World - 2019-2023](#), the new University Librarian will work together with library faculty and staff and other key constituents to identify key priorities that take into account existing strengths as well as the changing nature of patron needs. Drawing upon a strong sense of national best practices and emerging trends in knowledge management, the University Librarian will foster innovation while ensuring that both AU students and faculty view the Library as an essential and supportive partner in their intellectual and creative work.
- **Championing the recruitment, inclusion, support, retention, and promotion of individuals from underrepresented backgrounds:** AU is proud to be home to an ever-diversifying student body, faculty, and staff; that important work must continue on campus and within the Library. However diversity is defined, the promise of a diverse community will be fulfilled only within a community that is inclusive, welcoming, and, even more, cohesive. The new University Librarian will be actively antiracist and will reaffirm AU's and the Library's commitments to, and on-going training around, diversity, equity, and

inclusion, continuing the work of creating and sustaining an intercultural community that respects differences and welcomes and empowers all of its members.

- **Championing the Library and its critical role in the University's educational mission, both internally and externally:** The new University Librarian will be a passionate and thoughtful advocate for the Library across campus and beyond. As a creative, flexible, and intellectually generous leader, the University Librarian will inspire engagement and collaboration and be a partner in a wide range of constituencies, including the [Washington Research Library Consortium](#). The University Librarian will also work to ensure that the Library continues to have the resources needed to do its innovative work by seeking grant opportunities, and working closely with the Library's Chief Development Officer during the University's comprehensive campaign to build relationships with alumni, corporations, foundations, and others who share the Library's mission.
- **Anticipating, planning, and advocating for the evolving needs of faculty and students in ways informed by best practices for the future of academic libraries:** The Library is a leader in adapting to the changing requirements of learning, study, and research in the twenty-first century. The new University Librarian will help to create and implement a comprehensive forward-looking plan for making the most strategic use of its resources, which include space, funds, and personnel, in service of its mission. The University Librarian will bring a deep and nuanced understanding of current issues and trends in order to meet the research and information needs of today's faculty and students, as well as those of the future.
- **Supporting the Library's dedicated community of faculty and staff:** The new University Librarian must bolster the community within the Library through listening and consensus-building focused on shared purpose and transparent communication. The new University Librarian should solicit, consider, and genuinely value the views and contributions of library faculty and staff. Modeling and encouraging transparent decision-making, robust library faculty governance, and meaningful staff participation.
- **Assessing the Library's current organizational structure and operating guidelines so as to more effectively support the Library's mission:** Library faculty and staff would welcome an inclusive and transparent process of self-study in order to develop a new organizational structure that will better support interdepartmental collaboration, increase the speed of decision-making, and avoid duplication of resources. Such a review would also take into consideration the professional development pathways for individual faculty and staff. In addition, a comprehensive review of the Library's personnel policies and procedures would affirm that the standards are clear and equitable and that the Library provides an inclusive and welcoming climate in which all can thrive, in keeping with the University's values.
- **Collaborating closely with the Office of Information Technology (IT), the Vice Provost and Chief Online Officer, the Vice Provost for Research, and other campus partners to ensure innovative and thoughtful use of instructional and library technology:** Working closely with Academic Technology, a unit within the Library, the new University Librarian will partner with the Office of Information Technology, the Chief

Online Officer, the Vice Provost for Research, among others, to ensure that faculty and students are able to access information and create knowledge in ways that are convenient and conducive to research and learning. The new University Librarian, in partnership with library departments, OIT, and other campus partners, will help lead the complex conversation around pedagogical and scholarly uses of technology as well as emerging trends in digital knowledge management and open access.

- **Mentoring and supporting the continued professional development of library faculty and staff:** The Library is fortunate to have a talented, motivated, loyal, and enthusiastic group of faculty and staff who cares deeply about their work. The University Librarian will support library faculty and staff in reaching their fullest potential and empower them to take advantage of leadership, career, and professional development opportunities locally, regionally, and nationally.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate to become the University Librarian will hold an ALA-accredited degree or an international equivalent, or an advanced degree in a relevant field, as well as demonstrate effective leadership and management experience within an academic library setting. In addition, the ideal candidate will possess many of the following:

- A deeply nuanced understanding of the mission, values, and goals of the intellectual enterprise in higher education and a generous interpretation of how an academic library can enthusiastically and creatively partner with faculty, staff, and students in pursuit of same;
- A passionate and visible personal and professional commitment to diversity and inclusion and to maintaining a professional climate in which all are welcome and can thrive;
- Experience leading an organization through a transparent, inclusive, and collaborative strategic visioning process;
- A proactive, inclusive, transparent, and open-minded approach to leadership;
- Exceptionally strong and empathetic interpersonal and communication skills, both one-on-one and with larger groups;
- A deep understanding of current issues and trends facing the future of academic libraries nationally and globally;
- Knowledge of emerging technologies and trends and the ability to partner effectively and creatively with Academic Technology, a unit within the Library, and the Office of Information Technology, among others;
- The ability to view issues from an institution-wide perspective, foster teamwork across departments and divisions, and stimulate cross-functional collaboration within the Library and across the University;
- A welcoming nature, leading to an easy rapport with faculty members and a nuanced understanding of, and respect for, faculty governance and the ways in which it connects library faculty to the campus;
- A nuanced understanding of, and respect for, the ways in which the Library can support and enhance scholarship and pedagogy across a wide array of academic disciplines;
- Experience managing complex budgets and allocating resources strategically;

- A talent for building and leveraging consortial relationships to increase access to resources, improve efficiency of operations, and reduce costs;
- A willingness and inclination to attract additional friends and resources to the Library through effective grant-writing and cultivation of relationships, specifically with individuals, foundations, and corporations;
- A genuine eagerness to engage in the life of the University as an amicable and approachable representative of the Library and its service mission; and
- A passion for thinking creatively, boldly, and flexibly about the future of academic libraries.

For best consideration, please send all nominations and applications to:



Sue May, Partner
Matthew Bunting, Managing Associate
Alyssa Perez, Senior Associate
Storbeck Search
AmericanULibrarian@storbecksearch.com

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