



Rita DiGiallonardo Holloway University Librarian & Vice Provost for Library Affairs

Duke University seeks a creative, innovative, and strategic leader to serve as the next Rita DiGiallonardo Holloway University Librarian and Vice Provost for Library Affairs (University Librarian and Vice Provost). The search is being launched as University Librarian Deborah Jakubs will [retire in the summer of 2022](#) following nearly four decades of service at Duke, and 16-plus years in this role. Under her leadership, the Duke University Libraries (DUL) have grown in scope and in the use of innovation, emerging as one of the top private research library systems, recognized nationally for addressing pressing issues in scholarly communication, for collaborative collection building, assessment and user experience, and for diversity and equity in services and recruitment, among other dimensions.

Reporting to the Provost, the University Librarian and Vice Provost is a critical partner in, and facilitator of, intensive student and faculty intellectual engagement. The University is known for its superior liberal arts undergraduate education, as well as graduate and professional education, and the new University Librarian and Vice Provost will have a tremendous opportunity to work across the entire institution, building upon the Libraries' exceptional future-forward and service-oriented culture in order to further the academic goals of the University. Collaborating with a team of approximately 265 talented and dedicated library staff, the new University Librarian and Vice Provost will lead the process of developing and implementing a comprehensive strategic vision for the future of the Duke University Libraries, in terms of both its role within the University ecosystem and its relationship to the fast-changing world of information management. Championing diversity, equity, and inclusion in all of its forms, the new University Librarian and Vice Provost will bring a thoughtful and innovative spirit to the challenge of enabling a beloved and admired library to become even more central to Duke's mission.

ABOUT THE UNIVERSITY

Duke University, one of the nation's premier research universities, was created in 1924 by James Buchanan Duke through a gift to expand Trinity College into Duke University. Trinity College, which traces its roots to 1838 in nearby Randolph County when local Methodist and Quaker communities opened Union Institute, moved to Durham, North Carolina, in 1892, where Duke is located. The original Durham campus became known as East Campus, and West Campus opened in 1930, dominated by the soaring 210-foot tower of Duke Chapel. East Campus served as home of the Woman's College of Duke University until 1972, when the men's and women's undergraduate colleges merged. In 1995, East Campus became the home for all first-year students.

Over the past 50 years, Duke has experienced a remarkable rise to prominence in the top echelon of research universities, fueled by the recruitment and support of outstanding faculty and students, by an innovative undergraduate curriculum and experiential opportunities, by dynamic graduate and professional schools, and through the increasing diversity of students, faculty and staff that creates a vibrant intellectual community.



Perkins and Bostock Libraries

Duke University currently serves approximately 6,500 undergraduate students and 9,000 graduate and professional students in 10 schools and colleges (Trinity College of Arts & Sciences, Fuqua School of Business, Divinity School, Pratt School of Engineering, Nicholas School of the Environment, Graduate School, School of Law, Sanford School of Public Policy, and the Schools of Medicine and Nursing). Undergraduate students are admitted into the Trinity College of Arts & Sciences or Pratt School of Engineering. Students of color and women make up more than half of the student body. International students represent about 10 percent of the undergraduate student body, and around one-quarter of graduate and professional students. More than half of all students receive financial aid, and Duke is committed to meeting 100 percent of students' demonstrated financial need. Duke alumni now count close to 180,000 around the world.

In addition to the main campus in Durham, NC, the world-class Duke University Health System, and the Duke University Marine Lab in Beaufort, NC, the university is a partner in Duke Kunshan University (with Wuhan University and the city of Kunshan), and the Duke-NUS Medical School (with National University of Singapore).

MISSION STATEMENT

Approved by the Duke University Board of Trustees October 1, 1994, and revised February 23, 2001, the Mission Statement for Duke University reads as follows:

"James B. Duke's founding Indenture of Duke University directed the members of the University to 'provide real leadership in the educational world' by choosing individuals of 'outstanding character, ability, and vision' to serve as its officers, trustees and faculty; by carefully selecting students of 'character, determination and application;' and by pursuing those areas of teaching and scholarship that would 'most help to develop our resources, increase our wisdom, and promote human happiness.'

“To these ends, the mission of Duke University is to provide a superior liberal education to undergraduate students, attending not only to their intellectual growth but also to their development as adults committed to high ethical standards and full participation as leaders in their communities; to prepare future members of the learned professions for lives of skilled and ethical service by providing excellent graduate and professional education; to advance the frontiers of knowledge and contribute boldly to the international community of scholarship; to promote an intellectual environment built on a commitment to free and open inquiry; to help those who suffer, cure disease, and promote health, through sophisticated medical research and thoughtful patient care; to provide wide ranging educational opportunities, on and beyond our campuses, for traditional students, active professionals and life-long learners using the power of information technologies; and to promote a deep appreciation for the range of human difference and potential, a sense of the obligations and rewards of citizenship, and a commitment to learning, freedom and truth.

“By pursuing these objectives with vision and integrity, Duke University seeks to engage the mind, elevate the spirit, and stimulate the best effort of all who are associated with the University; to contribute in diverse ways to the local community, the state, the nation and the world; and to attain and maintain a place of real leadership in all that we do.”

STRATEGIC PLAN

Together Duke: Advancing Excellence through Community establishes Duke’s intellectual and community priorities for the coming years. The plan is a collection of voices that results from input provided by hundreds of people across campus. The planning process began in earnest in January 2015 and provided an opportunity to engage faculty, students, staff, and alumni in conversations on how to build a community where all can contribute, learn, and thrive. The Academic Council and Board of Trustees approved the plan in May 2017, endorsing the vision and goals set forth.

The vision: “to grow, connect, and empower diverse and inclusive communities of excellence to enhance the creation, delivery, and translation of knowledge for a rapidly changing world.”

To learn more about the plan and its goals, please visit: <https://strategicplan.duke.edu/>.

The university is likewise guided by *Toward our Second Century*, a strategic framework developed by President Price in 2019. The framework is focused on five core principles: empowering people, transforming education, building community, forging partnerships, and engaging a global network. To learn more about the framework, please visit: <https://president.duke.edu/strategic-framework/>.

LEADERSHIP

Vincent Price is the 10th President of Duke University, where he is also Walter Hines Page Professor of Public Policy and Political Science in the Sanford School of Public Policy and Trinity College of Arts and Sciences. A leading global expert on public opinion, social influence, and political communication and former editor-in-chief of *Public Opinion Quarterly*, President Price came to Duke in 2017. Since arriving on campus, he has developed a strategic framework to guide the future of the university (see Strategic Plan section, above) and overseen a series of major new initiatives at Duke — including a comprehensive commitment to anti-racism, continued strategic advancement of the arts, implementing next-generation residential programs, investing in Duke science and technology, and broadening and deepening

engagement with Durham and the surrounding region. Prior to coming to Duke, Price served as Provost of the University of Pennsylvania and was the Steven H. Chaffee Professor in the Annenberg School for Communication and Professor of Political Science in the School of Arts and Sciences. A member of the American Academy of Arts & Sciences, he earned his PhD (1987) and MA (1985) in Communication from Stanford University and a BA magna cum laude (1979) in English from the University Honors Program at Santa Clara University.

Sally Kornbluth was appointed Duke University Provost on July 1, 2014, and [reappointed](#) to a second five-year term in 2019. As Provost, she has guided the development of a new academic strategic plan (see Strategic Plan section, above), advanced new programs and opportunities for faculty excellence and diversity (e.g., Quantitative Initiative, Office for Faculty Advancement), managed important leadership transitions in the schools, institutes and centers, and elevated the university's commitment to the student experience, through programs like Spring Breakthrough and the Rubenstein Scholars.

Kornbluth, the Jo Rae Wright University Professor, previously served as Vice Dean for Basic Science at Duke University School of Medicine from 2006 to 2014. Kornbluth received a BA in Political Science from Williams College (1982) and a BS in Genetics from Cambridge University (1984), where she was a Herchel Smith Scholar at Emmanuel College. She received her PhD from The Rockefeller University (1989) in Molecular Oncology and went on to postdoctoral training at the University of California, San Diego. She joined the Duke faculty in 1994.

Kornbluth's research interests include the study of cell proliferation and programmed cell death, areas of central importance for understanding both carcinogenesis and degenerative disorders. She is a member of the National Academy of Medicine, the National Academy of Inventors, and the American Academy of Arts & Sciences.

THE DUKE UNIVERSITY LIBRARIES

The Duke University Libraries (DUL), one of the nation's top 10 private research library systems, includes the Perkins, Bostock, and Rubenstein Libraries on West Campus, the Lilly and Music Libraries on East Campus, the Pearse Memorial Library at the Duke Marine Lab, and the separately administered libraries serving the schools of business, divinity, law, and medicine.

To learn more about the history of the Duke University Libraries, please visit: <https://library.duke.edu/rubenstein/uarchives/history/articles/library-history/>.

To learn more about DUL's Advisory Boards, please visit: <https://library.duke.edu/about/advisory-boards/>.

To learn more about fundraising priorities for the DUL, please visit: <https://library.duke.edu/support>.

MISSION AND STAFF VALUES

In active support of the mission of Duke University, the Libraries:

- acquire and organize new materials; sustain and preserve existing resources; foster easy access to them; facilitate communities in using them effectively;

- promote scholarship and good citizenship through information literacy and library training;
- provide a physical place and virtual space for learning, teaching, research.

Guided by this mission and the goals in the strategic plan, the DUL actively seek to improve collections, programs, and services through assessment and evaluation.

The DUL staff is committed to the following values:

- service to Duke University and the wider academic community;
- a balance of tradition and innovation as we seek the best ways to deliver information to users;
- collaboration and communication in meeting the challenges of the DUL mission;
- integrity and mutual respect in all interactions, recognizing the importance of honesty, trust, tolerance, diversity and humor

The DUL are committed to the following workplace behaviors:

- open communication
- flexibility
- integrity and trustworthiness
- acknowledgement of individual contributions
- recognition and valuing of differences

DIVERSITY, EQUITY, AND INCLUSION (DEI)

The Duke University Libraries' statement on DEI reads as follows: "Diversity strengthens us: We rely on diverse opinions, backgrounds, and experiences to make better decisions and to invigorate our organization. We are inclusive, supportive, and respectful, ensuring that multiple points of view are heard and understood. We seek to reflect the diversity of our patron communities in our services, collections, staff, and spaces. We build, maintain, and provide access to an international and multilingual collection, representing the broadest possible spectrum of cultures, ideas, and information."

To read the DUL's public statement about its commitment to combatting racism and racial injustice, please visit: <https://blogs.library.duke.edu/blog/2020/06/08/a-statement-of-our-commitment/>.

To learn more about the DUL's Anti-Racist Roadmap, please visit: <https://library.duke.edu/sites/default/files/dul/libraries/dulracialjusticeroadmap.pdf>.

To learn more about the Diversity, Equity, and Inclusion Council (DivE-In), please visit: <https://library.duke.edu/about/dive-in>.

To learn more about DEI initiatives within the DUL, please visit: <https://library.duke.edu/about/dei-initiatives>.

To read the DUL's resource guide on anti-racism and Black liberation, please visit: <https://guides.library.duke.edu/antiracism/getting-started>.

STRATEGIC PLAN, 2016-2021

The Duke University Libraries' strategic plan – *Engage, Discover, Transform: the Duke University Libraries, 2016-2021* – identified five directions for the Libraries:

- Create Platforms for Scholarly Engagement
- Teach and Support Emerging Literacies
- Advance Discovery
- Partner in Research
- Transform the Information Ecosystem

The strategic directions, goals, and guiding principles were informed by many rich resources and conversations available to the DUL Strategic Planning Steering Committee, including the draft framework for Duke

University's strategic plan. The committee also had access to thoughtful and creative pre-strategic planning documents prepared by more than 20 library department heads in early 2015, as well as assessments such as the Ithaka S+R Faculty Survey. Members of the committee met face-to-face with student and faculty advisory boards to solicit their projections for the future of research, teaching, and libraries.



First-year seminar course, David M. Rubenstein Rare Book and Manuscript Library

Crucially, the committee also convened gatherings of nearly a hundred library staff members, and from the notes to those meetings they created the plan's several goals.

To learn more about the strategic plan, 2016-2021, please visit:

<https://library.duke.edu/sites/default/files/dul/pdf/DUL-Strategic-Plan-2016.pdf>.

QUICK FACTS, DUKE UNIVERSITY LIBRARIES, FY2020*

Collections

Total Volume Count:	7,990,426
Manuscripts and Archives (Rubenstein Library):	67,850 linear feet (20,680 linear meters)

Expenditures (US dollars)

Total Operating Budget:	\$36,531,832
Materials Expenditures:	\$17,058,565
Salaries and Wages:	\$16,450,855
Average Expenditure Per Student (undergrad and grad):	\$2,317

Circulation and Staff

Electronic Book, Media, and Serials Usage:	3,261,977
Analog Book, Media, and Serials Usage:	229,459
ILL: Loans from Other Libraries:	12,676
ILL: Loans to Other Libraries:	19,191
Full-Time Staff:	267

Public Services

Reservations of Library Group Study Rooms:	25,109 (FY19)
Research Consultations**:	8,666
Weekly Opening Hours:	149 (89 percent of hours in a week!)

*Statistics include Lilly, Marine Lab, Music, Rubenstein, and Perkins and Bostock Libraries

** Includes only research-related assistance to patrons



Gothic Reading Room, Rubenstein Library

THE ROLE OF THE RITA DIGIALLONARDO HOLLOWAY UNIVERSITY LIBRARIAN AND VICE PROVOST FOR LIBRARY AFFAIRS

The new University Librarian and Vice Provost will be a strong, effective advocate for the Libraries, as well as a collaborative, communicative, and inclusive community builder, responsible for the leadership and overall management of DUL services and collections. The University Librarian and Vice Provost will oversee planning, budget, and staffing of the Libraries in support of the academic, instructional, and information needs of faculty, students, and staff across the University.

Reporting to the Provost, the University Librarian and Vice Provost oversees 265 full- and part-time staff and 160 part-time students. Direct and dotted-line reports to the University Librarian and Vice Provost currently include:

- Associate University Librarian, Administrative Services
- Associate University Librarian, Development
- Associate University Librarian, Digital Strategies and Technology
- Associate University Librarian, Research, Collections, and Scholarly Communication
- Associate University Librarian, Technical Services
- Associate University Librarian and Director, Rubenstein Library
- DKU University Librarian and Associate University Librarian, DKU Library Services (dotted line)
- Executive Assistant to the University Librarian and Vice Provost

The Libraries' total annual operating budget for 2021–2022 stands at approximately \$37.3 million, including salaries.

The University Librarian and Vice Provost is a contributor to a number of university-wide academic and governance committees, and a valued participant in academic planning across the university. The University Librarian and Vice Provost is a key member of the Provost's leadership team, along with five other Vice Provosts, ten school deans, and five other direct leadership reports to the Provost.

OPPORTUNITIES AND CHALLENGES

Duke University Libraries has experienced more than 16 years of growth and success under the leadership of Deborah Jakubs. During Jakubs' tenure, she led the DUL through significant changes in the scholarly publishing environment, building projects, new trends in teaching and research, Duke's increased emphasis on global engagement, and a broadening of the DUL's roles and partnerships across campus. These achievements pave the way for a new University Librarian and Vice Provost to champion and continue to shape a vision for the future of the DUL. With enthusiasm as well as inspirational and inclusive leadership, the next University Librarian and Vice Provost will embrace the following opportunities and challenges:

- **Collaboratively develop, articulate, and implement a distinctive and equitable vision for the future of the DUL:** It is essential that the next University Librarian and Vice Provost prepare the DUL to meet the changes and challenges facing academic libraries and higher education with a bold yet responsible vision. In concert with Duke's academic strategic plan, the new University Librarian and Vice Provost will work with library 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 and Vice Provost will foster innovation while working to ensure that both Duke students and faculty view the DUL as an essential and supportive partner in their intellectual and creative work. The University Librarian and Vice Provost will lead a transparent and inclusive process to identify an emerging set of priorities for the DUL that both stays true to its unique traditions and values and also embraces a more equitable future for Duke's broad and diverse community.

- **Champion the recruitment, inclusion, support, and retention of individuals from underrepresented backgrounds:** Duke is proud to be a campus that is home to an ever-diversifying student body, faculty, and staff; that important work must continue on campus and within the DUL. Regardless of how diversity is defined, the promise of a diverse community will be fulfilled only within a community that is inclusive, welcoming, and cohesive. Duke and the DUL affirm that a cohesive community values the contributions of each of its members and does not accept or perpetuate unnecessary institutional or societal distinctions. The next University Librarian and Vice Provost must have a passion for and demonstrated record of commitment to DEI. The next University Librarian and Vice Provost will reaffirm the Libraries' commitments to and on-going training around DEI, continuing the work of creating and sustaining an intercultural community that welcomes and empowers all of its members.
- **Championing the DUL and its critical role in the University's educational mission, both internally and externally:** The new University Librarian and Vice Provost will be a thoughtful, passionate champion for the Libraries on a campus that already holds the Libraries in high esteem. The next University Librarian and Vice Provost will be an engaged partner within the University community, forming and sustaining relationships with the Directors of Duke's independent libraries (business, divinity, law, medicine) and across Duke's 10 schools and colleges to ensure the Libraries' work is meaningfully integrated into the research, teaching, and intellectual life of the University. The University Librarian and Vice Provost will also represent and promote the interests of library staff at the level of university academic administration.

Additionally, as a creative, flexible, and intellectually generous leader, the University Librarian and Vice Provost will inspire engagement and collaboration and be a partner in a wide range of consortia, including the [Ivy Plus Libraries Confederation](#), and the [Triangle Research Libraries Network](#), among others.

- **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 DUL is a future-forward leader in adapting to the changing requirements of learning, study, and research in the twenty-first century. The next University Librarian and Vice Provost 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 DUL has long been at the forefront of innovation through engagement in a number of national and global initiatives. Duke is a founding partner in [The Andrew W. Mellon Foundation Open Library Environment \(OLE\)](#) and was one of the first universities in the nation to implement the open-source, community-based library management system. Portions of the DUL are currently working through the newest iterations of [The Future of Libraries is Open \(FOLIO\)](#)

[initiative](#), an open-source library ecosystem. The next University Librarian and Vice Provost 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, which, to name one, includes knowledge of open access publishing programs.



Lilly Library

- **Identifying and attracting additional resources for the Libraries through effective advocacy, strategic partnerships, and effective long-term planning:** Working with the Provost and Duke Alumni Engagement and Development, the next University Librarian and Vice Provost will set development goals to further the DUL's strategic aims and initiatives. The University Librarian and Vice Provost will lead all elements of the DUL's fundraising efforts at the local, regional, and national levels by developing a distinct and compelling case for gifts and other forms of support for the Libraries, including grant funding, stewarding individual and institutional donors, and actively building the pipeline of future major and principal gift donors. The University Librarian and Vice Provost will collaborate with development officers at the DUL and around Duke University to enhance funding for the Libraries.
- **Supporting the Libraries' dedicated community of library staff:** The next University Librarian and Vice Provost must bolster the community within the DUL through listening and consensus-building focused on shared purpose and transparent communication. The next University Librarian and Vice Provost should solicit, consider, and genuinely value the views and contributions of all library staff.
- **Mentoring and supporting the continued professional development of library staff:** The DUL is fortunate to have a talented, motivated, loyal, and enthusiastic group of library staff who care deeply about their work. The next University Librarian and Vice Provost will support library staff

in reaching their fullest potential and empower them to take advantage of leadership, career, and professional development opportunities locally, regionally, and nationally.

- Collaborating closely with the Office of Information Technology (OIT), the Office for Research and Innovation (ORI), Duke Learning Innovation, and other campus partners such as Duke University Press (DUP) to ensure innovative and thoughtful use of instructional and library technology and the rapidly evolving world of copyright and scholarly communication:** Working closely with the DUL IT staff, the new University Librarian and Vice Provost will partner with OIT, Duke Learning Innovation, and ORI, 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 next University Librarian and Vice Provost, in partnership with departments within the DUL, OIT, and DUP, 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.



Von der Heyden Pavilion, Perkins Library

DESIRED QUALITIES AND QUALIFICATIONS

The Duke University Libraries seeks a bold, inspired leader whose professional experiences and personal values align with the Libraries' community-oriented ethos. Candidates for the University Librarian and Vice Provost role must be prepared to lead and manage the DUL's services and collections, as well as shepherd a number of future-forward projects, including the [Lilly Library Expansion and Renovation](#), which, when all is said and done, should be a point of pride for the campus. The ideal candidate will hold an ALA-accredited degree (or international equivalent) or an advanced degree in a relevant field. In addition, the ideal candidate will possess many of the following skills, personal characteristics, and qualifications:

- A 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 the same;

- Experience leading through a transparent, inclusive, and collaborative strategic visioning process within a library setting;
- A deep understanding of the modern research library;
- An inclusive, proactive, collaborative, self-reflective, and open-minded approach to leadership;
- A strong and visible personal and professional commitment to diversity and inclusion, and experience applying these values with library collections, services, and programs, with a commitment to continually building a professional climate for library patrons and staff in which all are welcome and can thrive;
- A willingness and inclination to attract additional friends and resources to the Libraries through effective grant-writing and cultivation of relationships, specifically with individuals, foundations, and corporations;
- Exceptionally strong interpersonal and communication skills, both one-on-one and with larger groups;
- A deep understanding of current issues and trends facing academic libraries nationally and globally;
- A well-informed, prescient vision for the future for academic libraries and the ability and courage to bring innovative and relevant programming and partnerships to life;
- A broad understanding of the work of library staff;
- Knowledge of emerging technologies and trends and the ability to partner effectively and creatively with the DUL IT staff and the Office of Information Technology;
- The ability to view issues from an institution-wide perspective, foster teamwork across departments and divisions, and stimulate cross-functional collaborations within the Libraries and across the University;
- Experience managing complex budgets and allocating resources strategically;
- A genuine eagerness to engage in the life of the University as a collegial and approachable representative of the Libraries and its user-focused mission; and,
- A passion for thinking creatively, collectively, and flexibly about the future of academic research libraries.

CONTACT

Please send nominations, applications, and queries in confidence and electronically to:



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www.hr.duke.edu/eeo.