



America's Premier College for Mentored Undergraduate Research

Librarian of the College

The College of Wooster, a nationally recognized leader in liberal arts education and home to one of *Princeton Review's* Top 20 "Best College Libraries," announces a national search for the Librarian of the College. The Librarian of the College will be an innovative leader, able to develop and implement a strategic vision for a modern library that supports the College's distinctive curriculum.

The College of Wooster is a community of independent minds, working together to prepare students to become leaders of character and influence in an interdependent global community. Mentored by a faculty nationally recognized for excellence in teaching, Wooster graduates are creative and independent thinkers with exceptional abilities to ask important questions, research complex issues, solve problems, and communicate new knowledge and insight.

Loren Pope, founder of **Colleges That Change Lives**, called The College of Wooster "my original best-kept secret in higher education. . . . I can testify that there is [no better college in the country.](#)"

Core Values of the College of Wooster:

- Education in the Liberal Arts Tradition
- A Focus on Research and Collaboration
- A Community of Learners
- Independence of Thought
- Social and Intellectual Responsibility
- Diversity and Inclusivity

Background on the Institution

The College of Wooster is the nation's premier college for mentored undergraduate research and the most internationalized campus in Ohio.

Located an hour from Cleveland, Wooster offers an excellent, comprehensive liberal arts education in a spirited residential setting, culminating in every student creating new knowledge through a rigorous, in-depth project of inquiry or creative expression. Working in partnership with a faculty mentor to conceive, organize, and complete a significant project on a topic of the student's own choosing, every Wooster graduate develops abilities valued by employers and graduate schools alike: initiative, collaboration, self-confidence, independent judgment, creative problem solving, and strong written and oral communication skills.

Wooster is a vibrant, diverse, unpretentious community of learners with a strong commitment to diversity, equity, and inclusion. Students can be themselves at Wooster, discover and pursue their passions, connect learning in the classroom to the real world through paid internships, research fellowships, and other experiential opportunities, and forge lifelong bonds with faculty, coaches, and staff.

New York Times columnist Ron Lieber praises Wooster for its exceptional combination of quality faculty, affordability, and undergraduate research in his new book, *The Price You Pay for College*. Lieber devotes an entire chapter to answering “How the College of Wooster Puts It All Together,” highlighting Wooster’s up-front attitude in helping prospective students understand the financial package they will receive and the satisfaction students get from faculty mentorship.

Founded by Presbyterians in 1866, it opened its doors as the University of Wooster on September 8, 1870, with a faculty of five and a student body of thirty men and four women. By 1915, the university had several graduate divisions, including a medical school. Ultimately, the board of trustees and a majority of the faculty voted against further expansion and in favor of closing down the existing graduate programs, in order to focus solely on undergraduate education in the liberal arts and sciences. With that sharpening of strategic focus came a new name, The College of Wooster, and an educational program framed in a residential setting where students learn in many venues and in many ways. In 1969, the Presbyterian Synod of Ohio relinquished its ownership of the College, and Wooster became an independent, private liberal arts college.

The City of Wooster, located approximately 50 miles from Cleveland and 35 miles from Akron, is a vibrant community of 26,000 with a strong, diversified economy, a downtown full of great restaurants and shops, and easy access to outdoor recreation opportunities. It’s a short drive to Ohio State’s Secret Arboretum, the mountain biking trails at Vulture’s Knob, and the 1,000-acre Mohican State Park. [Money magazine ranked Wooster #37 out of 100 in its 2017 Best Places to Live.](#)

In 2018, the College concluded the most successful comprehensive fund-raising campaign in its history. *Wooster’s Promise: The Campaign for Our Future* raised just over \$190 million in cash and commitments to support five major priorities: student financial aid, academic strength, experiential education, the life sciences, and the Wooster Fund. Overall, the campaign exceeded its goal by \$25 million.

More than 42 percent of Wooster’s alumni participated, including 5,790 first-time donors and 9,335 who gave in at least two of the campaign’s five years. In all, 1,471 individual donors gave more than \$55 million to support student financial aid, including the creation of 71 new endowed scholarships. More than \$19 million was raised to endow three new professorships and 34 new funds to support faculty scholarship, student Independent Study research, and individual academic department initiatives. Another 10 endowed funds were created to support [APEX](#), the college’s integrated center for student academic and career advising, planning, and experiential learning, while the Wooster Fund, which provides operating support for every part of the college year in and year out, took in just over \$17 million, from more than 14,000 individual donors. [The Lowry Student Center renovation](#) will begin this summer, made possible by more than \$33M raised by 21 donors. As of March 31, 2021, the endowment’s market value was \$404M.

Perhaps nowhere is the College’s reputation for excellence more evident than in a fiercely competitive enrollment marketplace. Since 2007, applications for admission to Wooster have increased by 80%. The College consistently attracts over 5,000 applications for approximately 550 spots in the first-year class. Wooster enrolls approximately 2,000 students from 46 states and 65 countries. This past year, 17% of Wooster’s undergraduates were international students and 24% are domestic students of color. The students choose from more than 50 academic programs in the sciences, humanities, social sciences, and the arts. The College has 171 full time faculty, 96% holding a Ph.D. or equivalent terminal degree.

Administration

Sarah Bolton became the 12th president of The College of Wooster in 2016 and is a professor of physics. In her first year at Wooster, Bolton collaborated with students, staff, and faculty to create Wooster's first Diversity, Equity and Inclusion strategic plan. As part of that plan, the College developed the Perry Williams Fellowship program, which has brought nine excellent early-career faculty members to Wooster, and secured a \$1.1 million Mellon Foundation grant to strengthen interdisciplinary work and faculty diversity at the College.



In 2018, Bolton cut the ribbon on the \$40 million state-of-the-art Ruth W. Williams Hall of Life Sciences. Gifts and commitments to Wooster's Promise also contributed to the recent construction of the Brush Hall student residence, the transformation of Gault Schoolhouse into residential space, and the renovated Alley in the lower level of Lowry Center.

Under her leadership, Wooster has grown to be the most international campus in Ohio, with international students hailing from 62 nations. U.S. students come from 45 states, and 40% are students of color, while 25% are Pell-eligible. Bolton has led efforts to bolster equity, inclusion, and the sense of community on campus through the creation of a dedicated Title IX office and the hiring of the College's first-ever Chief Diversity, Equity and Inclusion Officer.

Wooster's curriculum also has evolved during her time at Wooster. In 2018, the College established new core curricular requirements to ensure all students build their capacities for understanding issues of diversity, justice, and global engagement. Bolton also initiated work to add new majors and minors in vibrant emerging fields, many of which are interdisciplinary.

Bolton is currently leading [Connect, Create, Discover](#), an inclusive strategic planning process that seeks to steward Wooster's core strengths and mission while charting a course forward that inspires young people from across the U.S. and around the world to continue to come to the College to learn, thrive, grow, and graduate ready for lives of purpose in a globally interconnected society. As part of this effort, she has led the \$40 million fundraising for a new student center set to open in spring 2023, and worked with faculty to implement optional interdisciplinary Pathways programs that bring together academic interests, hands-on experiences, and career exploration.

Bolton serves on the boards of Wayne Economic Development Corporation, Culture of Respect, the Association of Presbyterian Colleges and Universities, as well as the Five Colleges of Ohio and Great Lakes College Association.

Prior to joining Wooster, she served for six years as Dean of the College at Williams College in Williamstown, Mass., overseeing many aspects of student life, including building programs for first-generation college students, strengthening academic advising, academic resources, international study, first-year residential life, and student safety. She chaired the Faculty Steering Committee and was a model for women in science.

Bolton came to Williams as an assistant professor of physics in 1995 and was promoted to associate professor in 2001 and full professor in 2007—the first woman to reach this milestone in physics at Williams. She served as chair of Williams' physics department from 2007 to 2010 and won the college's Outstanding Mentor Award for Fostering Inclusive Academic Excellence in 2009. As a professor, she advised a dozen senior theses and more than 20 student research projects.

Her research explores the properties of novel, nanostructured materials, which have features made up of only a few atomic layers. She uses lasers to measure the ways that energy moves in these quantum mechanical systems.

Bolton earned a bachelor's degree in physics and biophysics from Brown University in 1988, a master's degree in physics from the University of California at Berkeley in 1991, and a doctorate in physics, also from Berkeley, in 1995.



Lisa Perfetti began as [Provost of The College of Wooster](#) on August 1, 2019. Prior to joining the Wooster community, she served for eight years as Associate Dean for Faculty Development at Whitman College in Walla Walla, Washington where she redesigned programming for the Center for Teaching and Learning, led efforts on inclusive pedagogy and teaching difficult topics, developed training for chairs and search committees, created a plan for faculty retention, and spearheaded an initiative to support faculty of color in the five Washington and Oregon colleges in the Northwest 5 Consortium. She also increased funding for faculty-student collaborative research and helped to draft the college's first diversity strategic plan.

With a B.A. in French from the University of Michigan and a Ph.D. in Comparative Literature from the University of Chapel Hill at North Carolina, Dr. Perfetti has published in the areas of feminist approaches to medieval literature, comic literature and humor, and the cultural history of emotion. A former Peace Corps volunteer in Morocco, where she taught English at a university, she has been a strong advocate for study abroad and intercultural education. While a faculty member in French at Muhlenberg College, she served on the college's task force to revise its general education program and directed both its Center for Ethics and its Center for Teaching, winning the College's Empie Award for Teaching distinguished by a quest for meaning and value in learning. She has presented and published on topics related to higher education including faculty retention, general education, faculty leadership development, and inclusive pedagogy.

Governance and Investments

Wooster is governed by a [Board of Trustees](#), which consists of not fewer than thirty and not more than forty-five members composed as follows: Up to thirty-six members are elected by the Board, composed of three annual classes of twelve, each holding office for terms of three years; up to two trustees are GOLD (Graduates of the Last Decade) Trustees each serving up to one three-year term; six are Alumni Trustees, two in each annual class, elected by the alumni of the College; and the President of the College who is a member of the Board during his or her term of office.

Wooster has made critical investments in its program, plant, and facilities. In the past two years, the College has launched new majors in Statistical and Data Sciences, Environmental Studies, Education, and Global Media and Digital Studies. Pathways, a new program linking courses with experiential learning and opportunities for career exploration launched this year. Two new student residence halls, Gault Manor and Brush Hall, and the Scot Center, a stunning, LEED Gold-certified athletic and recreation facility, have come on line, and a major renovation of the student center will be completed next year. Upgrades to improve the energy efficiency of campus buildings are reducing the College's carbon footprint by as much as 36% and yielding hundreds of thousands of dollars in operational savings each year. In 2015, a 113-year-old former elementary school was transformed into the College's newest/oldest student residence hall, Gault Schoolhouse.

About the Libraries

In 1870, the University of Wooster opened with a small collection of donated books in a single room and now houses close to 700,000 book volumes across three facilities: [Andrews Library](#); [The Gault Library for Independent Study](#); and the [Timken Science Library](#). [The Special Collections](#) offer rare materials, first editions, archival materials, and unique collections that preserve social and literary history.

In support of the College of Wooster's focus on liberal inquiry, the Libraries foster development of progressively sophisticated research and scholarly communication skills, cultivation of a rich local academic community, and the creation and sharing of new knowledge with communities worldwide. The Libraries advance this [mission](#) through dynamic and high-quality collections, technologies, learning environments, and services for our campus community.

The College of Wooster is a founding member of the [Five Colleges of Ohio](#), a consortium of selective liberal arts colleges. The Five Colleges (The College of Wooster, Denison University, Kenyon College, Oberlin College and Ohio Wesleyan University) have built deep interdependence for library services, including CONSORT, the shared library system that allows the collections of its member libraries to be readily and quickly available to all the colleges' users.

The Ohio Five membership in [OhioLINK](#) has resulted in a steady expansion of the libraries' electronic journals, books, and other databases and made an enormous body of scholarly materials available to the colleges' users. OhioLINK connects 117 academic libraries that include 88 different Ohio colleges and universities as well as the State Library of Ohio, 16 public university libraries, 51 independent college libraries, 23 two-year college libraries, 16 branch campus libraries, 8 law school libraries and 5 medical school libraries. It offers access to over 44 million books, 100+ electronic research databases, 33 million electronic journals and 200,000+ e-books, nearly 85,000 images, videos and sounds and over 100,000 theses and dissertations from Ohio students at 36 Ohio institutions.

A Vibrant Learning Environment

The Libraries enjoy strong and unwavering support from the College's students, faculty, administration and board and are recognized as key to the academic mission of the College. A recent \$1 million renovation to the impressive facilities and additional investments in infrastructure ensure that the Libraries are on the leading edge of libraries serving the liberal arts. The buildings are alive with research, mentorship, innovation, and collaboration and are designed to support the dual mission of supporting advanced individual study by students and broad collaboration by all members of the academic community. The staff and faculty of the Libraries are respected for their commitment to fostering a community of learners and independent thinkers. Librarians have faculty status and are active participants in faculty governance and campus committees.

With a weekly gate count of more than 18,000, the Libraries serve as a hub for students. In addition to the collections and library support services, three unique resources have space in the library: CoRE, APEX and the Writing Center. While APEX and the Writing Center are not managed by the Libraries, these building partners support the student learning experience and contribute to the library being a vibrant, high-traffic center of engaged learning. The Collaborative Research Environment ([CoRE](#)) in Andrews Library is a creative environment that was created in 2012 to provide the space and resources necessary for students and faculty to engage creatively with digital technologies in their research. The \$700,000 grant awarded to Wooster by the Andrew W. Mellon Foundation has enabled students and faculty to engage in imagining new directions for Independent Study. CoRE is a place to brainstorm ideas, develop collaborative projects using digital and traditional media, sketch out a new concept, or practice a presentation. Students can consult with a research librarian on their topic, work with consultants at the writing center on the text, and work with each other in large and small groups. The addition of the [Digital](#)

[Studio](#) contributes advanced multimedia production capability into this already rich mix of facilities and services.

Wooster Library Holdings

Physical Facilities

- Andrews/Gault Library: 138,160 square feet
- Timken Science Library: 22,458 square feet
- Total Seating: 800
- Assigned carrels for Independent Study (assigned to Seniors): 403
- Group Study Rooms: 16
- Large Meeting rooms with presentation technology: (CoRE: 75 seats, Longbrake: 50 seats)
- Two computer labs/classrooms with combined 35 workstations, 56 seats
- Digital studio for audio, video and multimedia production

Collections

- Book volumes: 599,886
- E-books: 1,002,503
- Serials: 3,760 physical, 107,968 digital
- Databases: 398
- Online Resources: 2,387,409
- Media: 9,308 physical, 1,276,540 digital
- Government Documents: 176,614 physical, 198,000 digital
- Special Collections: 35,125

Staff

- 8 librarians
- 8 full time equivalent staff
- 9 full time equivalent student assistants

Role of the Librarian of the College

Reporting to the Provost, the Librarian manages all aspects of the Andrews Library, the Gault Library for Independent Study, and the Timken Science Library. Additionally, the Librarian oversees a nearly \$2.6 million operating budget, supervises a staff of 16 and collaborates with constituent user groups (students, faculty, staff, and the community). Externally, the Librarian represents the College of Wooster to regional and national associations and participates actively with various consortia.

Opportunities and Challenges

Building on a strong history of service and innovation, the College of Wooster's library system is well positioned for the next Librarian to address the following opportunities and challenges:

Articulate a clear strategic vision and plan for the Libraries: The next Librarian will build on strategic priorities that are underway, developing measurable goals and articulating new priorities that will guide the future of the Libraries. With clearly articulated mission, vision, and values, the Libraries are dynamic and innovative. The College of Wooster has fully embraced digital scholarship and new technologies, alongside its print resources and collection. Through the Libraries and the materials available through Wooster's consortial relationships, students and

faculty have access to incredible resources and instruction for independent study and other research. As new technologies and pedagogies become available, the Libraries will be nimble and poised to lead their adoption. The Librarian will identify creative and effective ways to continue the rapid evolution of a modern, agile library with an increasingly global, diverse, and relevant collection of materials accessible through a range of content platforms.

Maximize the Libraries' capabilities through strong resource allocation and fiscal management:

The next Librarian will work in partnership with the advancement team to advocate for the ongoing needs of Library development. As the primary steward of the Libraries' resources, the future Librarian will be adept at finding creative and sustainable solutions to budgetary demands and constraints. Solid fiscal management, collaboration skills, and a nuanced understanding of technological efficiency will also serve the next Librarian in ensuring that the Libraries function at peak operational and service offering capacity.

Deepen relationships and collaboration with administrative, faculty, staff, community and external partners:

Within the College of Wooster community, the Librarian will help build stronger connections between the Library staff and faculty, the technology team, and students, to facilitate the growth of interdisciplinary study, synergies, and a keener understanding of the evolving research interests of the College community. The Librarian will form and sustain relationships with national organizations and leaders in the library world, which will keep the College at the forefront of research and best practices. Additionally, the Librarian will play a highly visible and constructive role within the College's consortial arrangements, yielding stronger collaborations and outcomes.

Lead a high-functioning team that contributes to the College's values of diversity, equity, and inclusion:

The Librarian will inherit a dedicated and experienced staff and will lead with a clear commitment to a diverse, inclusive, and equitable Library environment for students, staff, and faculty. Serving as the Library staff's chief advocate, the Librarian will champion the professional development and growth opportunities that ensure all Librarians and staff feel valued and supported in their work and career progression. With a hands-on, open-door leadership style, the next Librarian will foster a work environment where talent, new ideas, and strong relationships continuously develop.

Qualities and Qualifications

The ideal candidate will be a visionary leader with a deep understanding of and commitment to the mission, values, goals, and pedagogical approaches of academic libraries and liberal arts traditions. Candidates from both academic and non-academic environments are welcome; an advanced degree is expected.

The successful candidate will also possess many of the following:

- Experience developing and articulating a strategic vision and measurable goals for a modern liberal arts library;
- Desire and ability to engage with all constituents to develop and implement collections plans and instructional initiatives to serve academic resource and information fluency goals;
- A deep understanding of the ways in which technology is shaping scholarship, publication, and the dissemination and preservation of knowledge, as well as facility in navigating and leading in this fast-changing landscape;
- A talent for building and leveraging consortial relationships to increase access to resources, improve efficiency of operations, and reduce costs;

- Ability to garner external resources to support innovation and excellence;
- Capacity to manage financial and capital resources strategically and to navigate relations with vendors and publishers;
- An approachable and motivational leadership style that promotes mentoring, collaboration and professional development for the library team;
- Demonstrated success in advancing diversity, equity and inclusion within an institution, as reflected in hiring practices, student engagement, and library content and accessibility;
- Ability to serve as an institution-wide partner and team player, able to engage in constructive dialogue and to advocate persuasively and transparently for the mission and priorities of a library;
- Passionate commitment to undergraduate liberal arts education and independent research;
- Outstanding communication and interpersonal skills, ability to forge positive working relationships with faculty, staff and students; and
- Intellectual leadership, able to think creatively and to participate actively in national discussions on the future of libraries and the liberal arts.

Applications & Nominations

For best consideration, please send all inquiries, nominations and applications – electronically and in confidence to:



Susan VanGilder, Managing Director
 Holly Jackson, Managing Associate
WoosterLibrarian21@storbecksearch.com

Equal Employment Opportunity Statement

The College of Wooster does not discriminate on the basis of race, color, sex/gender, gender identity, gender expression, medical condition, political affiliation, religion, creed, ethnicity, national origin (including ancestry), citizenship status, disability, age, marital status, family responsibilities, sexual orientation, veteran or military status, predisposing genetic characteristics, domestic violence victim status, or any other characteristic protected by institutional policy, or by state, local, or federal law. All offers of employment are subject to verification of the legal right to work in the United States as required by federal law. The College of Wooster is committed by policy and practice to diversity, equity and inclusion. For more information on our nondiscrimination policy visit: <https://www.wooster.edu/info/nondiscrimination>