



Associate Dean for Research and Assessment — Search # 67839
Georgia Southern University Library

Georgia Southern University Libraries invites applications and nominations for the position of Associate Dean for Research and Assessment. This is a twelve-month position based on the Statesboro Campus, with some travel to the Armstrong campus located in Savannah and the Liberty Campus located in Hinesville, Georgia.

Georgia Southern University is a distinctive combination of Southern charm and uncompromising academics. We are a Carnegie Doctoral/R2 institution serving about 26,500 students through ten colleges on three beautiful oak-lined campuses in Statesboro, Savannah, Hinesville, and via a growing online program. Throughout its degree offerings at the associate's, bachelor's, master's, and doctoral levels, Georgia Southern cultivates community collaboration, world-class scholarship and hands-on learning opportunities.

Georgia Southern University was founded in 1906 as a school for teaching modern agricultural production techniques and homemaking skills to rural school children. Its Savannah campus was established in 1935 as Armstrong Junior College for local youth who could not afford to attend college away from home. The Liberty Center in Hinesville was established in 1998 to serve the military and their families at nearby Fort Stewart, the largest military base east of the Mississippi. All three locations came together in 2018 when Armstrong State University and Georgia Southern University consolidated. The "new" Georgia Southern University preserves a passion for serving its neighbors while preparing students for lifelong service as scholars, leaders, and responsible stewards of their communities.

Believing that diversity contributes to excellence in the workplace and to the quality of the University's academic environment, the University Libraries are committed to recruiting and retaining a diverse faculty to support, promote and serve a diverse student body and to promote inclusive excellence. Candidates from historically underrepresented groups, whose work furthers the University Libraries' diversity and inclusion efforts and who bring to campus varied life experiences, perspectives, and backgrounds, are especially encouraged to apply.

Position Description. Reporting to the Dean of University Libraries, the Associate Dean for Research and Assessment will assist the Dean with establishing a strategic direction for the Libraries' future research and assessment goals by developing, supporting, and promoting innovative research services onsite and online and assessing the effectiveness of the Libraries' programs, services, and resources. The Associate Dean is a member of the Dean's senior leadership team that includes the Associate Dean for Administration and Operations and seven department heads at the Armstrong and Statesboro campuses. The Associate Dean will work closely with teaching and research faculty at the Statesboro, Armstrong and Liberty campuses to assess library support and identify opportunities for collaboration, growth, and development in support of teaching, learning, and scholarship in all facets of the academic enterprise. The Associate Dean will support the University Libraries' faculty in their professional responsibilities related to research, scholarship, and/or creative activities, and will collaborate with and support all the Libraries' departments and staff in the assessment of their work. The Associate Dean will represent the University Libraries at the Research Council on campus and will be the point of contact for all research and assessment activities at the Libraries.

Essential duties and responsibilities of this position include the following:

- Leads the Libraries' research and assessment agenda in coordination with the Associate Dean for Administration and Operations and under the supervision of the Dean of University Libraries.
- Works in collaboration with the Dean of University Libraries and the Associate Dean for Administration and Operations to develop proactive, intentional strategies to stay abreast of user needs.
- Participates in the formulation of both short- and long-range library policies as a member of the Dean's senior leadership team.
- Supports theoretical and applied research and assessment initiatives that may include, but that are not limited to, trends and usage of print and electronic information resources, quality of library services, and impact of library collections and spaces on the University's educational and research mission.
- Provides leadership of library assessment activities to improve operational effectiveness and efficiency. Including
 - The evaluation of the Libraries' information literacy instruction program, liaison program, and scholarly communication activities across academic units on campus.
 - The evaluation of the Libraries' collections and resources in support of academic programs and research.
 - The evaluation of the Libraries' services and programming activities across units on campus.
- Collects and analyzes statistical data and disseminates results for the Libraries' recurring and occasional reports and surveys.
- Provides training and direction to library faculty engaged in research.
- Recommends budgetary and equipment requirements in support of research and assessment activities.

Required Qualifications:

- Master's degree from an ALA-accredited school of library and/or information studies.
- Minimum of seven years working in or providing service to academic libraries with experience in research and assessment.
- Minimum of four years of experience supervising professional librarians/faculty.
- Strong record of scholarly contributions to the library profession; a sound record of professional involvement on local, regional, and national levels; and a sound record of service.
- Strong leadership experience in progressive administrative roles that include research and assessment activities and/or initiatives.
- Demonstrable deep understanding of the academic library's role in supporting curriculum and student success, and in developing, providing, and evaluating services and programs for researchers, teaching faculty, and students in the identification, use, interpretation, and management of information and data.

- Strong and demonstrable record of effective priority setting, policy coordination, and program and process development and management.
- Strong and demonstrable use of analytical, problem solving, organizational, interpersonal, and communication skills.
- Demonstrated ability to work both independently and collaboratively with multiple constituencies in a complex environment utilizing a variety of skills, such as managing change, setting goals, managing time, promoting teamwork, and meeting deadlines.
- Demonstrated commitment to supporting diversity and inclusion initiatives.
- Demonstrated ability to build and maintain deep collaborative partnerships to serve shared goals.
- Strong commitment to ongoing professional growth and development of self and others.
- Willingness to engage with institutional student success initiatives.
- Commitment to engaging with best practice initiatives in instruction and pedagogy, mentoring, and curriculum design and development.
- Must be authorized to work in the United States for the duration of employment without assistance from the institution.

Preferred Qualifications:

- Deep expertise in one or more areas of the position's primary responsibilities: teaching and learning in higher education, scholarly communication, and developing, providing, and evaluating integrated services and programs for researchers, faculty, and students concerning identification, use, interpretation, and management of information and data.
- 10 years working in or providing service to academic libraries in the areas of research and assessment, with 5 years demonstrated experience supervising professional librarians/faculty.
- Evidence of flexibility and initiative in collaborative and rapidly changing environments.
- Strong service orientation, excellent oral and written communication skills, and excellent project management skills.

Screening of applications begins on June 1, 2021 and continues until the position is filled. The preferred position starting date is September 1, 2021. To equitably serve a fast growing and highly diverse student body and to fulfill the University's commitment to promoting diversity, equity, and inclusion, we actively seek candidates with a demonstrated commitment to Pillar 3 of our University Strategic Plan: Inclusive Excellence.

A complete application consists of a letter addressing the qualifications cited above; a curriculum vitae; and the names, addresses, telephone numbers, and email addresses of at least 3 professional references. In addition, applicants are required to submit an Inclusive Excellence statement (one paragraph minimum). In the Inclusive Excellence statement, applicants should reflect on their experience, vision, and commitment regarding library support of students from diverse backgrounds and discuss past, current, and future contributions to diversity, equity, and inclusion in the areas of service and outreach. Other documentation may be requested. Only complete applications submitted electronically will be considered. Finalists will be required to submit to a background investigation. Applications and nominations should be sent to:

Doug Frazier, Search Chair, Search #67839
Georgia Southern University

Electronic mail: drfrazier@georgiasouthern.edu
Telephone: 912-344-2818

More information about the institution is available through <http://www.georgiasouthern.edu> or <https://library.georgiasouthern.edu> .. The names of applicants and nominees, vitae, and other non-evaluative information may be subject to public inspection under the Georgia Open Records Act. Georgia Southern University provides equal employment opportunities to all employees and applicants for employment without regard to race, color, sex, sexual orientation, gender identity or expression, national origin, religion, age, veteran status, political affiliation, or disability. Individuals who need reasonable accommodations under the Americans with Disabilities Act to participate in the search process should notify Human Resources at 912-478-6947.