

Position and Candidate Specification



University Librarian and Vice Provost, Digital Scholarship

PREPARED BY:

Kristine M. Johnson

Eliza Powers

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KEY FACTS

The University of California, Davis

UC Davis is one of the top public research universities in the world and offers students highly ranked academics, unparalleled research and internship opportunities, and an active student life in a welcoming, friendly, college town environment. UC Davis's staff and students are solving big problems and shaping the future every day. On UC Davis's campus, you'll find over 39,000 thinkers, dreamers, and change-makers studying in over 100 academic departments. Academic excellence waits around every corner (and with 5,300 acres, there are plenty of corners). UC Davis is proud of its 100-year history, and its tier 1 research reputation. It is a member of the prestigious Association of American Universities (AAU), number one in the nation for veterinary medicine, and ranks fifth among public research universities nationwide. UC Davis was founded in 1908 as a primarily agricultural campus and has since grown to include top-tier undergraduate and graduate programs across disciplines, as well as professional programs in medicine, veterinary medicine, nursing, law, education, and business/management.

The university's Davis campus sits in Northern California's central valley. The City of Davis is a vibrant college town of about 68,000 people with a student-friendly downtown that begins right on the border of campus. UC Davis Health, the region's only academic health center, is on the Sacramento campus only 20 minutes from Davis. Both campuses are situated within the Sacramento metropolitan area, which is recognized as one of the most diverse regions in the United States with a population of over 2.4 million. UC Davis also features academic sites in Tahoe (Tahoe Environmental Research Center) and Bodega Bay (Bodega Marine Lab), as well as partnerships through the University of California Natural Reserve System. UC Davis is the northernmost of the ten campuses of the University of California system.

UC Davis's annual revenue in 2021-2022 was \$6.7 billion. The university set a new record for external research funding, surpassing \$1 billion in awards in the fiscal year 2021–22, up \$103 million from the previous record set last year.

In fall 2022, Davis enrolled 31,532 undergraduate and 9,240 graduate/professional students. More than 60% of its undergraduates identify as people of color, 35% as the first in their families to attend college, and 17% international. Just over 36% of undergraduates were Pell grant recipients. Approximately 24% of undergraduates identify as Hispanic/Latinx, putting UC Davis on the cusp of becoming a Hispanic-Serving Institution.

For additional information on UC Davis, please visit <https://www.ucdavis.edu/>.

The University of California Davis Library

The UC Davis Library is the academic hub of UC Davis, advancing research, education, and innovation in a networked world. It is based in two major facilities on the Davis and Sacramento campuses and serves the four colleges and five of the six schools of the University. The Law School has a dedicated library of its own, although the main library provides technology and personnel support for its professional librarians. The Library houses more than four million physical volumes; a comprehensive, world-class agricultural collection, especially in viticulture and enology, environmental sciences and ecology, and comparative medicine; as well as a collection dedicated to Asian American history and culture and other broadly based humanities, social sciences, and sciences collections. The Special Collections feature a diverse range of topics from agricultural sciences to Western Americana, to photographs of rural California and Oregon, and a rich University Archives documents the campus's 100-year history.

The UC Davis Library is an active contributor to the University of California collective of campus libraries and the California Digital Library, providing systemwide online services and access to a wealth of over 50 million print and digital books and other items, including ~120,000 electronic journals, and nearly 50 million digital image and special collections. The Library also supports numerous websites and research data sets. The Library is the administrative home for the [campus' DataLab: Data Science and Informatics center](#), housed in Shields Library and serving the entire university to accelerate and foster data-intensive research and training across every discipline.

For additional information on the UC Davis Library, please see its web page at <https://www.library.ucdavis.edu/>.

The University of California System

The University of California is one of the largest and most preeminent public research universities in the world, and an engine for economic growth and innovation for California and the nation. With an annual budget of more than \$41 billion, the UC comprises ten campuses — Berkeley, Davis, Irvine, Los Angeles, Merced, Riverside, San Diego, San Francisco, Santa Cruz and Santa Barbara — which collectively enroll approximately 300,000 students. The system also operates five medical centers — at UC Davis, UC Irvine, UCLA, UC San Diego and UCSF — as well as three affiliated national laboratories: Lawrence Berkeley National Laboratory, Los Alamos National Laboratory, and Lawrence Livermore National Laboratory. Together, UC institutions employ more than 168,000 faculty and staff, and they boast 1.6 million living alumni around the world.

For additional information on the UC System, please see its web page at <https://www.universityofcalifornia.edu/>.

UC Davis is seeking its next University Librarian and Vice Provost, Digital Scholarship (UL&VPDS) to lead and implement a strategic vision providing the highest quality support for university research, education, patient care, and community engagement. Ranked among the top research libraries in North America by the Association of Research Libraries, the Library is the heart of intellectual life at the University of California, Davis, where it advances, inspires, and supports information gathering, inquiry, and knowledge in all forms.

Critical to this role is the forward-looking leadership and strategic vision of the library as an academic hub that promotes the effective and innovative use of digital and physical information alongside cutting-edge technologies to enable discovery and learning in a rapidly evolving world.

Recognizing the Library's central role in managing and providing access to information in all formats, the UL&VPDS designs and implements an efficient organizational structure and administration of the Shields Library and the Blaisdell Medical Library, as well as coordination with the Mabie Law Library (part of the UC Davis Law School).

The UL&VPDS organizes major initiatives that employ digital and physical resources, as well as technologies in support of the research, teaching, and public service missions of the University. The scope of this role also includes administrative oversight of the DataLab: Data Science and Informatics center, research support, academic planning, and coordination with data technology and analytics units across the University. Examples of these include organizational and technical aspects of data governance, research intelligence, informatics, research computing, digital publishing, open access, and online education among others, and collaboration with the California Digital Library and other systemwide efforts.

The University Librarian and Vice Provost, Digital Scholarship reports to the Provost and Executive Vice Chancellor. They are a member of the Provost's Leadership Council, the Provost's Council of Vice Provosts, the UC Davis Academic Senate, the UC Council of University Librarians, the Board of the Shared Library Facilities, the UC Davis Academic Senate Library Committee, the Chief Information Officer's Strategic Advisory Council, and other campus and systemwide leadership committees.

KEY RELATIONSHIPS

Reports to Provost and Executive Vice Chancellor

Direct reports Deputy University Librarian
Director of Finance
Director of Online Strategy
Executive Director, DataLab

Other key relationships Chief Information Officer
College and School Deans
Other Vice Provosts
UC Davis faculty, staff, and students
Local Davis community members

KEY RESPONSIBILITIES

- **Strategic Leadership:** Lead strategic planning and implementation with continued innovation in the delivery of information resources and related programs and services, both print and digital.
- **Administrative Leadership:** Lead a 140-plus member talented workforce through a team of high-caliber direct reports. Provide operational direction, management, opportunities for professional development, and retain the Library's formidable human capital. Oversee Library operations including the University's DataLab and related efforts (e.g., data science academic programs and research collaborations) in support of the University's strategic goals, research, and teaching activities.
- **Program and Services Development and Delivery:** Empower users to fully leverage UC Davis's distinctive collections through strategic communication and seamless, supported delivery of a full range of tools and information support services aligned with UC's tripartite mission of research, teaching, and public service. Define initiatives that include but are not limited to collaboration with the California Digital Library, with the faculty in supporting transitions to online education, and with the campus's Equitable Access program. Foster collaborative innovation in data curation, literacy and application, and scholarly communication focused on offering all users intuitive access to and support with the resources required for world-class discovery, research, teaching, and learning. Ensure continued focus on open access and open scholarship. Promote data-driven decision making and embrace the integration of data science technologies.
- **Resource Development and Management:** Thoughtfully deploy a budget of more than \$27 million of library resources in support of institution-wide strategic goals. Create entrepreneurial partnerships with foundations, individual donors, and other partners that expand and generate funding to elevate services and ongoing innovation to support the UC Davis Library and their users.
- **University Partnerships and National Engagement:** Represent the Library and UC Davis as a sector leader at the forefront of industry trends and issues. In collaboration with administrative units and academic departments, engage in systemwide strategic discussions; convene and participate in the global community of library leaders, planners, and policy makers; promote innovative solutions; benefit from national and international research library initiatives; and nurture library resource-sharing programs and other cooperative ventures (e.g., the California Digital Library) that provide scholarly information resources to UC Davis's faculty, students and staff.

KEY DESIRED OUTCOMES

- Lead the implementation of a strategic vision for UC Davis's libraries stemming from a recent strategic planning process. The plan includes long-range planning for optimal service delivery and staffing; recommendations for facilities, infrastructure, and technology; and a goal to better meet the needs of a diverse range of users.
- Create a strategy for the future design and programming of Shields Library, positioning it as the cultural and intellectual heart of the campus, to ensure optimal, contemporary experiences and access for all stakeholders, including fostering connections across cultural, ethnic, racial, income and gender divides, as well as cross-disciplinary, university-wide collaboration.

- Help the library embrace ongoing technological change while preserving and respecting its digital and physical assets.
- Interpret changing models of scholarly communication across all disciplines, build new models of digital scholarship, preservation, and dissemination, and provide the foresight and leadership to refine and expand the Library's current services in support of research, teaching, community-building, and public service.
- Collaborate on short-term and long-term planning for technology-enhanced instruction, including supporting infrastructure, coordination, and development of new instructional technology initiatives in partnership with Information & Educational Technology (IET) and other groups on campus.
- Develop funding through strategic planning, grants, donor cultivation, and other sponsorships.

REQUIRED EXPERIENCE

- Extensive knowledge and experience in providing effective library and information services to support a university's mission of teaching, research and public service.
- Significant experience and knowledge of state-of-the-art developments in advanced technologies and successful implementation of IT-based services, such as networked information technologies, library information databases and systems, academic and enterprise information computing, and digital library systems.
- Solid understanding of emerging technological advances and their ability to transform and enhance research and education as well as library and information services. Understanding of research and current trends in scholarly communication, data science and data curation, familiarity with issues involved in intellectual property rights, and business models for digital scholarship.
- Entrepreneurial experience and a record of success obtaining external funding through grants and resource development. Appropriate knowledge and experience in finance and budgeting. Equally strong experience with philanthropic fundraising, including donor cultivation and stewardship.
- Ability to conceive, articulate, and implement a vision for the future of library resources and services, and digital scholarship programs and services.
- Superior oral and written communication skills; outstanding analytical and interpersonal skills; demonstrated skills in leadership, conflict resolution, problem solving, team building, and organizational effectiveness; and the ability to plan and provide leadership in the very dynamic environment of a university.
- Demonstrated commitment to diversity, equity, and inclusion with measurable impact and accomplishments in this space. Ability to lead in an multicultural equal opportunity workplace environment.
- Skills to work effectively with a wide range of constituencies, including working in a unionized environment.
- Strong collaboration and partnership building skills. Ability to promote a collegial and welcoming work environment that fosters excellence, opportunity, and creativity; ability to be an effective spokesperson for the UC Davis Library and a fully contributing member of the UC Davis senior leadership team.
- A Master of Science in Library and Information Science or other advanced degree is required.

CRITICAL LEADERSHIP CAPABILITIES

Leading People

Based on the broader mission of the University and in strategic alignment with its operational and academic priorities, the UL&VPDS will:

- Empower and support an excellent team of librarians and staff to achieve highest levels of performance toward a shared mission using skills including empathic communication and consensus building. Identify and leverage individual strengths and potential, model professional excellence that inspires the development and retention of the team and attracts high quality talent.
- Align financial and human resources with strategic planning. Demonstrate the ability to make challenging decisions and tradeoffs with transparency and employ data-driven decision making along with the sound application of fiscal and business acumen and collaborative problem-solving ability.
- Support a positive, diverse, and inclusive work environment; ensure all personnel are treated with dignity and respect. Foster and create a safe and welcoming physical environment and sense of belonging for the Library's diverse users. (diversity.ucdavis.edu)

Leading Change

In an organization that has accountability to both serve and influence the academic mission of the University, the UL&VPDS will:

- Execute an organizational strategy guided by a forward-thinking ambition that successfully adapts to the operating and structural realities of UC Davis, engages people in a reasoned way, and establishes processes or practices to encourage and reinforce adaptation and innovation.
- Collaborate with a diverse range of constituents with an applied understanding of the nuanced differences in the needs of each stakeholder group.
- Align all stakeholders on a shared mission of organizational evolution and ensure that all voices feel heard and respected.

Collaborating, Advocating, and Influencing

- Develop consistent, ongoing, and proactive outreach to publicize the Library and its offerings to the University and to educate members of the UC Davis community on its plethora of available resources. Design and enable programs and initiatives to maximize ease of access and elevate impact across all university constituents.
- Within a shared governance operating model, be an embedded service partner to the Academic Senate, the Academic Federation, faculty, staff, students, and community members, demonstrating capacity to inspire consensus by regularly soliciting views on emerging needs and guiding future directions for the Library through engagement with university-wide governance groups, academic units and empathic consultation with key stakeholders.
- Advocate for the UC Davis Library locally and globally through visible leadership within the UC System and in various public fora, upholding the Library and UC Davis's reputation as a standard bearer for academic innovation and excellence. Influence national library policy and showcase this impact on Davis's campus and within the UC System.

Commitment to Diversity, Equity, and Inclusion

The [University of California is an Equal Opportunity/Affirmative Action Employer](#) advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the UC nondiscrimination policy.

Compensation

The University Librarian and Vice Provost, Digital Scholarship annual salary range is between \$204,000 and \$356,000. The budgeted annual salary that UC Davis reasonably expects to pay for this position is from \$280,000 to \$315,000. Actual base salary will be dependent on an individual's skills, experience, and qualifications.

Nominations and Applications

If you wish to submit application materials or nominate someone to serve as the next University Librarian and Vice Provost, Digital Scholarship for UC Davis, please send an email with supporting materials to include a CV, letter of interest, and DEI statement (<https://academicaffairs.ucdavis.edu/guidelines-writing-diversity-statement>) to: UCDavisLibrarian@spencerstuart.com