ASSISTANT DEAN FOR
STUDENT AND RESEARCH SUCCESS
POSITION PROFILE
Kent State University Libraries (KSUL) seeks an accomplished, collaborative and conscientious academic leader to serve as **assistant dean for student and research success**. The successful candidate will play an instrumental role in leading the University Libraries’ public services in fulfilling its mission and executing its strategic initiatives focused on student and faculty success.

The assistant dean for student and research success joins an experienced and cohesive leadership team led by Dean Ken Burhanna. Dean Burhanna and his team have a proud track record of collaborating and partnering with leaders, staff and faculty across Kent State University to advance the universities’ strategic priorities. Dean Burhanna assumed the deanship on March 1, 2019, after two years as interim dean, a year as provost fellow and several administrative appointments within Kent State. In addition to University Libraries, he oversees LaunchNET Kent State, the May 4 Visitors Center and the Kent State University Press.

**Kent State University’s Strategic Roadmap**

- **PRIORITY 1: STUDENTS FIRST**
- **PRIORITY 2: A DISTINCTIVE KENT STATE**
- **PRIORITY 3: GLOBAL COMPETITIVENESS**
- **PRIORITY 4: REGIONAL IMPACT**
- **PRIORITY 5: ORGANIZATIONAL STEWARDSHIP**
Kent State University Libraries

The Kent State University Libraries’ (KSUL) family is comprised of eight libraries and units that value history, while embracing innovation, with a commitment to sharing new knowledge:

1. University Library
2. Architecture Library
3. Fashion Library
4. Map Library
5. Performing Arts Library
6. LaunchNET Kent State
7. May 4 Visitors Center
8. Kent State University Press

KSUL’s mission is to deliver unparalleled opportunities for success in learning, research and discovery to our users wherever they are in the world. Our vision is to be essential to student, staff, faculty and community success. Our service values include respect, empowerment, innovation, collaboration, communication, flexibility and stewardship.

KSUL is home to more than 40 staff and administrators, over 25 faculty members and dozens of student employees. Voted the number one place to study by Kent State students for eight years in row, we are proud to be shared by everyone and owned by everyone.

Services: In-person and virtual reference and research consultations, subject librarian program, information literacy instruction, plagiarism school, interlibrary loan, course reserves, statistical consulting, lending of print, electronic and technology resources, GIS-based Map It service, copyright support, digitization project support, ETD publishing, and digital repository services (OAKS).

Technology: PC and Mac computing, proliferated wireless access, networked printing, Chrome book lending, self-service video studio, robust web presence with more than 8 million visits annually, Student Multimedia Studio with multimedia editing tools (including video), soundproof booth, 3-D printing and access to other emerging technology.

Collections: Holdings of more than 3.1 million, 1.8 million books, 1 million ebooks, 498 databases, access to over 120,000 journals, hundreds of videos, and several distinctive special collections including the May 4 Collection, true crime, British and American literature and children’s literature.

Facilities: Twelve-story university library, four branch libraries, three major gallery exhibit spaces, 46 study rooms, four classrooms, family-friendly corner and several partner-operated services.

Partnerships: IT help desk and training classroom, One-Stop to One-Stop for Student Success, full-service Starbucks, drop-in and scheduled tutoring, Math classrooms, writing commons, and Esports arena.

Current Initiatives

- **Affordable Course Materials** – Collaborating with colleagues in academic affairs to promote, educate and support options for the adoption and development of open educational resources.

- **DEI Strategic Planning** – As part of university-wide efforts, KSUL has drafted a four-year DEI strategic plan. The plan will be finalized by the end of June 2022.

- **Building Master Plan Update** – Working with Office of University Architects to update a 2013 master plan developed by Ayers, Saint and Gross, driven by values of student and faculty success, accessibility, flexibility and partnership.

- **Right Book, Right Place** – Embracing a renewed commitment to providing the right information and resources for users at the right time and place, this is the emerging philosophy of KSUL collections to be need- and demand-driven and to move away from just-in-case investments.

- **Advancing Open Access** – Aims to provide platforms, services and support for students and faculty to pursue open access publishing in order to increase research impact, widen access and limit costs long-term.

- **Enhance Research Support Services** – Advancing an emerging portfolio of services to support research, including data management and visualization, researcher identity management, copyright and IP management and statistical consulting.

Key Opportunities for New Assistant Dean

The new assistant dean will supervise more than 20 staff and faculty members and oversee most of the public-facing units within KSUL. Key opportunities for the new assistant dean include:

- Reorganize personnel and resources within portfolio to create a coherent and effective offering of services.

- Redesign information literacy program.

- Redesign service desk, physical layout and service.

- Review and redesign subject librarian program.

- Development and deploy strategies to support student belonging.

- Contribute to strategic efforts to make KSUL and Kent State a more equitable, inclusive and just institution.
Kent State University

Consistently among Ohio’s top three largest public universities in terms of enrollment, Kent State University is ranked by the Carnegie Foundation for the Advancement of Teaching among the nation’s 76 public higher-research universities and in the top-tier list of Best National Universities by U.S. News & World Report.

Kent State University is the largest multi-campus system in Northeast Ohio, with a population of more than 37,000 students, 5,500 full- and part-time faculty and staff members, and more than 251,000 alumni worldwide.

The university’s Kent Campus, which has a student body of more than 28,000 and a thriving residential population of more than 6,300, is located in a beautiful 900-acre setting in Kent, Ohio, a city of 30,000 within the greater Cleveland-Akron metropolitan area. The campus provides the intellectual, scientific, social, economic and artistic resources of a major

Students First

At Kent State, students come first in all we do. We are committed to student success in all its forms, with a strong commitment to academic rigor, research excellence and affordability. Students studying nursing at our East Liverpool Campus or pursuing a degree in international relations at our Geneva, Switzerland location, all come with the same goal: pursuing their passion and finding their purpose. One-third of Kent State freshmen are first-generation college students, and a third come from households with incomes of $35,000 or less, continuing the university’s commitment to educational opportunity. With Kent Campus retention for first-time, full-time freshmen at more than 81 percent and a nearly 63 percent six-year graduation rate, Kent State is achieving the same or better graduation and retention rates as peer universities while providing an excellent education for a population for whom a college education would likely be out of reach if not for Kent State. In total, the university awards nearly 10,000 degrees and certificates every year, and has doubled its four-year graduation rate over the past 10 years.
Nationally Ranked Academics

Kent State University is understandably proud of its world-class faculty, staff and students; collaborative culture; exceptional academic and research orientation; and strong commitment to engagement, academic excellence and diversity. Kent State offers a wide array of academic programs - 26 associate, 134 baccalaureate, 110 master’s, six post-master’s and 49 doctoral degree programs - through 11 degree-granting colleges:

Other administrative units within the Division of Academic Affairs include Graduate Studies, the Honors College, University College, University Libraries, Institutional Research, and Continuing and Distance Education.

Kent State’s faculty hail from six continents and have degrees from more than 150 national and international institutions. From Fulbright scholars to internationally recognized leaders in their disciplines, Kent State faculty members enjoy an award-winning reputation for cutting-edge research and ground-breaking discovery. They are recognized by prestigious organizations, including the National Academy of Sciences, National Science Foundation, Institute for Financial Markets, American Physical Society, ScienceWatch and Guggenheim fellowships. The university’s more than 1,300 full-time faculty members are represented by the American Association of University Professors (AAUP) in tenure-track and non-tenure-track units.

Research and Innovation

Kent State is committed to high-quality collaborative research and innovation at all levels. We know that “innovation occurs where fields collide.” Over the last several years, the university has launched or expanded five research strategic institutes/initiatives that build upon existing strengths of individual researchers and disciplines and unite scholars from diverse backgrounds to pursue current and pressing societal challenges from unique perspectives.

- Brain Health Research Institute
- Advanced Materials and Liquid Crystal Institute
- Environmental Science and Design Research Initiative
- Healthy Communities Research Initiative
- Global Understanding Research Initiative

Kent State recently launched the Design Innovation Initiative, bringing together students, faculty, community and leading experts from diverse disciplines to thoughtfully address technology and society through design. In fall 2020, the DI Hub will opened and operate as an open-access collaborative maker and innovation accelerator environment designed to leverage and elevate the entire Design Innovation ecosystem across Kent State University.

Kent State has shown strong growth in research funding over the past decade. New extramural awards totaled $33 million in FY2019, with a 30 percent increase year-to-date in FY2020. According to the National Science Foundation’s Higher Education Research and Development Survey, Kent State had $47.2 million in research expenditures in 2019, an 85 percent increase over FY2014.
A Dynamic College Town in a Vibrant Midwest Location

Kent State is located in a major population and economic center in Northeast Ohio, about an hour’s drive south of Cleveland and two hours west of Pittsburgh. Its system of eight campuses, a college of podiatric medicine and a regional academic center give the university unparalleled presence in one of the nation’s most vital and vibrant regions. Kent State’s footprint is the size of the state of Connecticut in an 18-county region with a $236 billion economy (including more than $3.4 billion directly attributed to Kent State and its graduates), 4.5 million residents and 2 million workers.

Northeast Ohio has it all: world-renowned healthcare facilities; 20 Fortune 500 firms; the nation’s second-largest theatre district; storied professional sports teams; and a diverse and growing economy that features national and global leadership in areas such as bioscience, polymers and advanced materials, and aerospace. Northeast Ohio is rich in quality of life and cultural amenities, including the splendor of the Great Lakes; one of the country’s most-visited national parks; the nation’s largest theatre district outside of New York City; the Cleveland Orchestra – one of the top 10 orchestras in the world; the Cleveland Museum of Art; the Rock and Roll Hall of Fame; eclectic and diverse neighborhoods; and multicultural experiences in settings from urban to rural.
We are proud of the communities we call home.

The city of Kent and Kent State enjoy a deep and positive town-gown partnership, which has produced a hometown for Kent State that is dynamic and thriving with a quirky charm that endures in the hearts of our alumni who consistently refer to Kent as their home.

Since 2010, $130 million has been invested in downtown Kent to revitalize existing buildings and create additional office, retail, residential and public spaces. This extensive revitalization effort has earned numerous state, national and international awards, including the 2012 Best Project Award from the Ohio Economic Development Association, the 2013 Silver Excellence in Economic Development Award from the International Economic Development Council and the 2014 Community Partnership Program Excellence Award from the International City/County Management Association.

The transformation created physical links between the city and campus and helped to revitalize this 214-year-old small town along the Cuyahoga River into a bustling center of culture and business. Among the most-celebrated facilities is the Kent State University Hotel and Conference Center. This contemporary facility, developed by the Kent State University Foundation, offers the finest in accommodations, superb dining, libations and meeting facilities.

Provides leadership and direction for University Libraries’ efforts to foster student and researcher success. Directs multiple service areas within University Libraries to fully engage and support the Kent State University community. Areas of responsibility center around engagement with students and faculty to provide support to those user groups, highlighting and educating about Libraries’ resources and services, strengthening the Libraries’ information literacy instruction program, and building an organizational structure for the Libraries’ public services that best serves the needs of our community of users.
Assistant Dean for Student Success and Research

Classification: Unclassified

Reports to: Dean, University Libraries

Duties and Responsibilities:

1. Provides leadership and guidance in visioning, developing, implementing and analyzing both new and existing services to support the success of Kent State’s undergraduate and graduate students (one measure of success would be the positive impact on graduation and retention rates.)

2. Guides efforts to support faculty success in both research and instruction through new and existing programming.

3. Develops, implements and assesses information literacy programming at all levels of the curriculum.

4. Participates in the development of objectives for the Libraries and assigned units, then works to ensure those Libraries’ and unit objectives are effectively met.

5. Fosters a positive work and learning environment with an emphasis on social justice, diversity, equity, accessibility and inclusion, as well as a commitment to responsive and innovative services to achieve the Libraries’ vision and mission.

6. Coordinates and supports the team of librarians responsible for instruction, student learning and engagement and public service.

7. Performs annual evaluations of direct reports assessing work performance where appropriate.

8. Participates in the administration of University Libraries by formulating, disseminating and implementing guidelines and procedures relative to assigned areas of responsibility.

9. Exercises fiscal oversight for assigned areas and services.

10. Represents University Libraries on appropriate university bodies, committees, councils, etc.

11. Maintains a thorough understanding and awareness of University Libraries’ systems, policies and procedures.

12. Maintains a collegial and constructive environment based upon open communication and the fostering of good working relationships among all faculty and staff.

13. Embodies the highest professional standards. Upgrades professional and technical skills as needed.

14. Participates in other activities as assigned.
Required Qualifications:

- MLS or MLIS from an ALA-accredited program or other relevant graduate degree as deemed appropriate by the Libraries.
- Minimum of five years of management experience in an academic research library.
- May be appointed to a faculty appointment congruent to academic record.
- Demonstrated ability to provide leadership, direction and motivation to ensure attainment of goals/objectives.
- Evidence of working to serve and support diverse populations.
- Must possess a broad institutional perspective and have excellent strategic planning skills, as well as a proactive style of leadership that encourages teamwork and interaction.
- Excellent interpersonal, oral and written communication skills with the ability to communicate effectively with all components of the university (faculty, staff and students) and external constituents.

Preferred Qualifications:

- Minimum of eight years’ relevant experience in a major academic or research library, with at least five years of progressive leadership and supervisory experience.
- Track record of developing and implementing information literacy programming.
- For hire with faculty rank and status: potential to satisfy the requirements for tenure-track faculty reappointment, tenure and promotion. Hire with tenure possible as per policy: www.kent.edu/policyreg/university-policy-regarding-faculty-tenure.
- Demonstrated organizational, assessment, problem solving and decision-making skills.
- Track record of successful collaboration. Ability to adapt to technological and/or organizational change.
- Knowledge of recent trends and issues in supporting student success in an academic library environment.
- Ability to use good judgment in managing competing deadlines and priorities.
**Diversity Statement:** Kent State University is committed to the creation and nurturing of a diverse community of individuals through inclusive excellence. Diversity involves recognizing the value of differences and the inclusion of all members of the community including those that experience discrimination or under representation. This is a core value of the organization as we strive for a culturally diverse student body, faculty and staff that reflect the multicultural nature of Ohio, the nation and our world.

**Nominations and Applications**

The Search Committee for the assistant dean for student and research success will begin review of applications in March and will continue work until an appointment is made. To assure full consideration, applications should be received by March 31, 2022, and include (1) a letter of interest stating how the applicant’s experience is applicable to the opportunities, attributes and qualifications as identified in the position profile; (2) a curriculum vitae; and (3) five professional references with email addresses and telephone numbers. References will not be contacted without prior permission from the applicant.

To apply, go to the KSUL Employment Opportunities page: [www.library.kent.edu/about/departments/administration/employment-opportunities](http://www.library.kent.edu/about/departments/administration/employment-opportunities) for a link to the university’s job posting.

**Please direct nominations and inquiries to:**

Kara L. Robinson, Associate Dean  
Kent State University Libraries  
krobinso@kent.edu  
330-672-1664

Documents submitted to Kent State University for employment opportunities are subject to disclosure under the Ohio Public Records law.  
Kent State University values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.