Director of Paul Robeson Library, Rutgers University Libraries

Position Profile
Director of Paul Robeson Library at Rutgers University–Camden

Rutgers University Libraries seek an experienced library leader to fill the position of Director of the Paul Robeson Library at Rutgers University–Camden. This position has an essential role, leading the Paul Robeson Library within a dynamic and diverse urban university, while providing system-wide leadership within the Rutgers University Libraries. This position reports directly to the Vice President for Information Services, University Librarian.

About Rutgers University–Camden

A regional focus and a global outlook.

Located in southern New Jersey, Rutgers University–Camden draws on a rich academic tradition to bring the comprehensive Rutgers experience to the Delaware Valley. Rutgers–Camden brings together the prestige and resources of Rutgers, The State University of New Jersey; the vitality and opportunity of the metro Philadelphia region; and a commitment to excellence in teaching, research, and civic engagement.

Chartered in 1766 as Queen’s College in New Brunswick, NJ, Rutgers, The State University of New Jersey is the eighth oldest higher education institution in the United States, a land-grant university, and a member of the Association of American Universities, the Big Ten® Conference, and the Big Ten Academic Alliance. Rutgers includes Rutgers University–New Brunswick, Rutgers Biomedical and Health Sciences, Rutgers University–Newark, and Rutgers University–Camden.

Rutgers thrives as a cohesive academic community, dedicated and equally committed to excellence in pursuing its threefold mission of teaching, scholarship, and public service. The university seeks to capitalize on its collective strengths, and build synergies across disciplines and campuses that will benefit students, faculty, and residents in every corner of New Jersey.
Founded in the 1920s, Rutgers–Camden began as the South Jersey Law School and the College of South Jersey. In 1950, the two schools became the Camden campus when it merged with Rutgers, The State University of New Jersey.

After decades of providing students with a comprehensive liberal arts curriculum through the Arts and Sciences, in 1981 Rutgers–Camden began to offer its first master’s degree programs, in biology, English, and business administration. In 1989, the growing demand for business offerings led to the founding of the School of Business–Camden, the first business school in southern New Jersey to earn prestigious accreditation from the AACSB International. Rutgers–Camden achieved another academic first in 2007: launching the first doctoral program on its campus—and the very first of its kind in the nation—with the PhD degree in childhood studies.

Today, Rutgers–Camden boasts two additional PhD degrees in computational biology and public affairs. The School of Business offers a four-year undergraduate business curriculum along with MBA, professional master’s, and executive programs. Rutgers Law School, ranked highly and nationally, boasts a new and impressive facility complete with a state-of-the-art moot courtroom. In 2011, the School of Nursing became the newest academic unit at Rutgers–Camden, providing health care institutions throughout the region with high-caliber nursing professionals.

Across the nation, Rutgers–Camden is consistently recognized for its value and its high-demand degree. U.S. News & World Report listed us as one of the Best Colleges among Regional Universities-North. Washington Monthly ranked us the #6 “Best Bang for the Buck” university in the Northeast, the #11 national master’s-level university, and #5 in the nation for social mobility opportunities. MilitaryTimes named the university the #2 “Best for Vets” school.

Nearly 6,500 students and 1,300 faculty and staff learn, work, and serve the public at Rutgers–Camden. The university is an anchor institution in the city of Camden and plays a leadership role in the revitalization of this historic city. Our campus is part of the vibrant University District and is accessible by mass transit and car. It is located along the Camden Waterfront, just across the
Delaware River from Philadelphia, PA, and adjacent to the bustling medical and government district, where you’ll find Cooper University Hospital, Cooper Medical School, the Coriell Institute for Medical Research, a Ronald McDonald House, Camden City Hall, and a U.S. federal courthouse.

**Rutgers University Libraries**

Rutgers University Libraries are the intellectual center of the university—serving all members of the university community, supporting all disciplines, and playing a key role in advancing student learning and faculty research. The Libraries serve all institutions that make up Rutgers University: Rutgers–New Brunswick, Rutgers–Newark, Rutgers–Camden, and Rutgers Biomedical and Health Sciences. The Libraries have a highly-valued staff of about 300, who are committed to developing innovations in undergraduate support, information control, and digital initiatives. Rutgers University Libraries operate with a budget of $34 million and have outstanding collections, especially in New Jerseyana and jazz. Collectively, the Libraries’ holdings include more than 4.8 million volumes. The Libraries hold memberships in ARL, CNI, CRL, Lyrasis, Metro, NERL, VALE, SPARC, and the Coalition of Open Access Policy Institutions; use SirsiDynix and OCLC as primary bibliographic utilities; and utilize a Fedora-based institutional repository.

The Paul Robeson Library supports all undergraduate and graduate programs at Rutgers University–Camden with the exception of law. The faculty and staff of the Robeson Library develop and maintain services and collections that further the instructional, research, and public service missions of Rutgers–Camden. Robeson is the primary library for the Camden city campuses of Camden County College and Rowan University and has been home to the Nilsa I. Cruz-Perez Downtown Branch of the Camden County Library System since 2012. It is also a designated federal repository for the First Congressional District of New Jersey, a state depository library, and the Camden County affiliate for the New Jersey State Data Center. For more information, visit libraries.rutgers.edu/robeson.

**Mission Statement**

The Rutgers University Libraries support and enrich the instructional, research, and public service missions of the University through the stewardship of scholarly information and the delivery of information services.
Vision Statement

The Libraries aspire to provide outstanding information resources and services that advance research and learning, support the University’s goal to be among the top public AAU institutions in the country, and serve as an essential information resource for the state and beyond.

Priorities & Annual Report

- [Annual Report, 2015–2016](#) [PDF]
About New Jersey and Camden

Forget what you may have heard and prepare to be wowed by New Jersey. From the beauty of our beaches, mountains, forests, and farms to the vibrant diversity of our communities, cities, museums, and landmarks, New Jersey exceeds expectations at every turn.

The Boston to Washington, DC corridor is the economic and cultural capital of the world and New Jersey residents can take advantage of endless opportunities for explorations and experience.

Get to Know New Jersey:

- New Jersey is a great place to work, hosting 1000+ multinational firms and major facilities for most of the world’s largest pharmaceutical companies. There are more science professionals at work in New Jersey than in any other state in the nation.
- New Jersey is a great place to live. Ranked 5th in a USA Today report from December 2016 in which they cited the state’s reliable and effective public transportation system, the benefits of living in the New York City metro area, and the high median household income.
- New Jersey’s K–12 education systems lead the nation. According to US News & World Report, five of America’s best 100 high schools are in New Jersey and Education Week ranked the state second in the country for education.
- New Jersey’s population is growing (8.9 million and counting) and becoming more diverse. In fact, New Jersey is one of the most ethnically and religiously diverse states in the nation.
- New Jersey is home to unparalleled recreation opportunities. From 130 miles of amazing beaches and 47 state parks and forests, including Paterson’s Great Falls and the mountains at the Delaware Water Gap, to the one-of-a-kind New Jersey Pine Barrens and the Statue of Liberty, the state packs a lot of fun into a small geographical footprint.
• New Jersey has earned its nickname as the “Garden State,” and is best known for crops of tomatoes, corn, blueberries, and cranberries—many developed right at Rutgers. In fact, New Jersey is third largest producer of cranberries like the “Scarlet Knight,” a variety named after the Rutgers mascot.

• New Jersey has got personality—lots of personality—and history. From Sinatra, Springsteen, and Bon Jovi to diners, bagels, and pork roll, New Jerseyans are proud of their culture, music, film, art, innovation, food, and history. New Jersey is home to the first boardwalk, the first college football game (Rutgers won 6 to 4 over Princeton), and the first American brewery. It is also home to inventions like the incandescent light bulb, condensed soup, and the drive-in movie-theater.

• New Jersey is steeped in American history—it was the first state to sign the Bill of Rights, the third to ratify the Constitution, is home to colonial towns like Princeton and Morristown, and played an important role in the Revolution, most famously with the crossing of the Delaware by George Washington and the Battle of Trenton. With numerous historical sites, museums, festivals, and reenactments, New Jersey is a historian’s paradise.

• With three international airports nearby, access to 12 other states within 250 miles (402 km), and quick travel by mass transit or car to New York City or Philadelphia, New Jersey is great place to travel from and an even better place to return to.

Get to Know Camden:

• Camden is the county seat of Camden County in southern New Jersey. It is located at the base of the Ben Franklin Bridge, directly across the Delaware River from downtown Philadelphia, PA and with easy access to Routes 76, 95, 676, and the New Jersey Turnpike.

• The twelfth largest city in New Jersey, Camden is home to a diverse population of over 74,000.

• The Camden Waterfront is a family-friendly destination. 1.5 miles long, the promenade features concert venues, the
Battleship New Jersey Museum, and Adventure Aquarium and hosts hundreds of special events each year.

- Camden has a deep cultural history and locals enjoy landmarks like the South Camden Theatre Company, Symphony in C, and the Walt Whitman Company.

- The Camden Greenway Trail Network consists of walking and biking trails that connect Camden with neighboring towns and the city of Philadelphia, offering a new way to experience the region.

- Camden is home to an eclectic mix of fun things to do—visit the Riverstage to catch the Sunset Jazz Series, sample new spirits at Cooper River Distillers, grab a cheesesteak at Donkey’s Place, or give your skates a whirl at Millennium Skate World.

- While it is perhaps most famous as the home of the Campbell’s Soup Company, Camden is actively working to redevelop its business center and has recently attracted companies like Lockheed Martin, Holt Logistics, Subaru of America, WebiMax, Holtec International and the Philadelphia 76ers to open facilities in the city.

- Camden offers easy access to the arts, shopping, and dining of Philadelphia, Collingswood, and Haddonfield and the recreational opportunities of South Jersey.
The Position

The Director provides leadership for all aspects of library service and fosters a strong sense of community service and commitment to diversity on campus and with other Camden institutions, particularly the Nilsa I. Cruz-Perez Downtown Branch of the Camden County Library System attached to the Paul Robeson Library on the Rutgers University-Camden Campus.

The Director has an active role within Rutgers University–Camden, working closely with key stakeholders, including the chancellor, provost, and deans, to ensure that the Paul Robeson Library continues to contribute to the mission and success of the university.

The Director reports to the Vice President for Information Services and University Librarian and serves as a member of the University Librarian’s Cabinet, the senior management team of the Rutgers University Libraries. In this role, the Director has a key role in setting system-wide priorities and developing infrastructure that advance Rutgers University–Camden and the broader goals of Rutgers, The State University of New Jersey.

The Director is a senior faculty member and administrator who plays a critical role in the appointment, reappointment, and promotion of library faculty and must qualify for tenure on appointment. The successful candidate must demonstrate a record of professional achievement through scholarly research relevant to academic librarianship, including publications, presentations, and participation and leadership in the work of relevant professional associations, particularly on a national level.

Responsibilities:

- Develops a vision for the Paul Robeson Library that—like the university it serves—is innovative and focused on excellence in research and student success.
• Leads the planning and development of strategic resources, facilities, and services to serve the research and informational needs of a diverse population of students and scholars at Rutgers University–Camden.

• Provides system-wide leadership within the Rutgers University Libraries by setting priorities and developing the infrastructure necessary to support a large complex organization in a rapidly changing environment.

• Manages an annual budget of over $2 million, including local and system-wide resources.

• Fosters professional growth and accomplishment for library faculty and staff; has direct responsibility for personnel matters including the recruitment, appointment, and evaluation of 7 librarians with faculty status and 10 staff.

• Champions the Rutgers University Libraries system-wide resources and services and the Paul Robeson Library to the chancellor, provost, deans, department chairs, program directors, and faculty of Rutgers University–Camden.

Key skills include communication and outreach to all interest groups relevant to the Paul Robeson Library; collaboration and consensus building; mentoring; innovation; advocacy; strategic planning; budgeting; effective delegation; fundraising and commitment to fostering diversity.

Qualifications:

Required: The position requires a master’s degree in Library Science from an ALA accredited institution, a solid record of leadership and accomplishment in an academic research library setting, the ability to develop and manage an innovative library within a complex organization in a rapidly changing environment—technologically and otherwise—which achieves dual goals of serving the research and information needs of a diverse population of students and scholars and engages the Paul Robeson Library with the mission of Rutgers University–Camden.
Preferred: Candidates with five years of academic library management experience with emphasis on community outreach will be given preference.

Salary

The salary is competitive and commensurate with qualifications and experience.

Status & Benefits

Faculty status, calendar year appointment, retirement plans, life/health insurance, prescription drug, dental and eyeglass plans, tuition remission, one month vacation.

Rutgers, The State University of New Jersey, is an Equal Opportunity / Affirmative Action Employer. Qualified applicants will be considered for employment without regard to race, creed, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability status, genetic information, protected veteran status, military service or any other category protected by law. As an institution, we value diversity of background and opinion, and prohibit discrimination or harassment on the basis of any legally protected class in the areas of hiring, recruitment, promotion, transfer, demotion, training, compensation, pay, fringe benefits, layoff, termination or any other terms and conditions of employment.

The Libraries are strongly and actively committed to diversity, and seek candidates who will contribute creatively to the University’s multicultural environment.

How to Apply

Greenwood/Asher & Associates, Inc. is assisting Rutgers University in this confidential search. Initial screening of applications will begin immediately and will continue until an appointment is made. Individuals who wish to nominate a candidate should submit a letter of nomination including contact information for the nominee. Application materials should include a letter addressing how the candidate’s experiences match the position requirements, a curriculum vitae or resume and five references. Submission of materials as PDF attachments is strongly encouraged. Confidential inquiries, nominations, and application materials should be directed to:

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For more information about Rutgers University and Rutgers University Libraries, please visit rutgers.edu and libraries.rutgers.edu

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