Assistant Vice President for Scholarly Communication and Collections, Rutgers University Libraries

Position Profile
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Rutgers University Libraries seek an innovative, collaborative, and accomplished leader to serve as Assistant Vice President for Scholarly Communication and Collections (AVP). Reporting directly to the Vice President for Information Services & University Librarian, this position provides leadership, strategic direction, and support for the scholarly communication and collections infrastructure, including oversight for a team of faculty and staff. The AVP is a member of the senior leadership team and works closely with the Libraries’ directors to ensure that resources and services support the unique missions of Rutgers Biomedical and Health Sciences (RBHS), Rutgers University–Camden, Rutgers University–Newark, and Rutgers University–New Brunswick.

About the University

The history, the birthplace, the center, the insight, the diversity, the vigor, the heart.

Rutgers, The State University of New Jersey, is a leading national research university and the state of New Jersey’s preeminent, comprehensive public institution of higher education. We are the region’s most high-profile public research institution and a leading national research center with a global impact.

Chartered in 1766 as Queen’s College in New Brunswick, New Jersey, Rutgers University 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. More than 69,000 students and 22,500 faculty and staff learn, work, and serve the public at Rutgers locations across New Jersey and around the world. Rutgers includes Rutgers University–New Brunswick, Rutgers Biomedical and Health Sciences, Rutgers University–Newark, and Rutgers University–Camden. Rutgers comprises 33 schools and colleges and is home to more than 300 research centers and institutes. The University is dedicated to teaching that meets the highest standards of excellence; to conducting research that breaks new ground; and to providing services, solutions, and clinical care that help individuals and the local, national, and global communities where they live.
In 1989, Rutgers was invited to join the Association of American Universities, making it one of the top 62 research universities in North America. Rutgers’ standing as a leading university reached new heights in 2013 when a state legislative act transferred to Rutgers much of the former University of Medicine and Dentistry of New Jersey, creating Rutgers Biomedical and Health Sciences and dramatically expanding Rutgers’ mission to include academic medicine and wide-ranging patient care. In the same year, Rutgers joined the Big Ten Academic Alliance, a consortium of 15 leading universities that includes all members of the Big Ten® Conference.

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. Rutgers also sponsors community initiatives in all 21 New Jersey counties. Universitywide, new degree programs, research endeavors, and community outreach projects are in development to meet the demands of the 21st century. Today, Rutgers is one of the most significant and diverse comprehensive research universities in the nation.

**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, The State University of New Jersey: Rutgers University–New Brunswick, Rutgers University–Newark, Rutgers University–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 jazz and New Jerseyana. Collectively, the Libraries’ holdings include more than 4.8 million volumes. The Libraries hold memberships in ARL, CNI, CRL, Lyrasis, Metro, NERL,
VALEnj, SPARC, and the Coalition of Open Access Policy Institutions (COAPI); use Alma and OCLC as primary bibliographic utilities; and utilize a Fedora-based institutional repository.

Mission Statement

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 and Annual Report

- [Annual Report, 2016–2017](#) [PDF]
About New Jersey and New Brunswick

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, D.C., 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 over 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 fifth 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 U.S. 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 6–4 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 New Brunswick:

New Brunswick is the county seat of Middlesex County in central New Jersey. It sits at a transportation crossroads of the New Jersey Turnpike, Routes 287 and 1, and the Garden State Parkway—earning the city’s nickname of “Hub City.”

In addition to being home to the flagship of Rutgers University, the city is known for its hospitals and pharmaceutical companies. New Brunswick is home to the corporate
headquarters of Johnson & Johnson, various facilities of Bristol-Myers Squibb, Robert Wood Johnson University Hospital, and Saint Peter’s University Hospital.

- New Brunswick has a deep cultural history and is best known for its involvement in the avant-garde art movement and its underground alternative and punk rock music scene.

- Downtown New Brunswick is a premiere example of urban revitalization, with a vibrant community life. Home to the renowned Crossroads Theater, the George Street Playhouse, and the State Theatre, it is a cultural mecca.

- The incredible diversity of New Brunswick manifests itself in a rich variety of cuisines. In addition to American, French, and Italian, we boast excellent, authentic Chinese, Colombian, Greek, Indian, Korean, Japanese, Mexican, Middle Eastern, Peruvian, Thai, Vietnamese (and countless others!) eateries, as well as many fine dining opportunities all within the radius of a few miles.

- On the College Avenue campus of Rutgers, the Jane Voorhees Zimmerli Art Museum has an impressive collection. Especially of note are the Russian and Soviet nonconformist collections and its holdings of European art, in which japonism is significantly represented. The museum mounts major national and international exhibitions, bringing the best of the art world to New Brunswick.
**The Position**

The AVP effectively manages the Libraries’ collections and scholarly communication infrastructure models and seeks other transformational strategies to ensure sustainable continued access to resources. In this context, scholarly communication is considered broadly, including emerging trends that support and enable research workflows for the disciplines, as well as interdisciplinary and cross-institutional academic communities; evolving information formats, access models, and shared and distributed collections; and new conceptions of research library collections and their management and assessment.

The AVP represents the Libraries in university-wide planning for scholarly communication initiatives, and in local, regional, and national arenas. They will actively seek partnerships with consortia (BTAA, NERL), university publishers, professional societies, and other stakeholders to develop and implement a new vision of acquiring, managing, preserving, and making accessible research information in all formats in ways that benefit Rutgers and the broader environment for research and learning.

The AVP is an administrator and faculty member who plays a key 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 the national level.

**Responsibilities:**

- Develops scholarly communication and collections activities infrastructure to that advance the unique missions of RBHS, Rutgers–Camden, Rutgers–Newark, and Rutgers–New Brunswick.
- Allocates and oversees the Libraries collections budget of over $13 million with a fiscally responsible approach to acquisitions, licensing, and other strategies that expand access to information resources.
• Conducts collections assessments and analyzes collection use metrics to evaluate the accomplishments of the teaching and research initiatives of the campuses.
• Fosters professional growth and accomplishment for library faculty and staff; holds direct responsibility for personnel matters, including the recruitment, appointment, and evaluation of librarians with faculty status and full-time, student, and hourly support staff.
• Establishes priorities, workflows, and deadlines for collections-related initiatives and projects in accordance with budget allowances and institutional priorities.
• Collaborates with internal stakeholders and represents the Libraries nationally and regionally on all matters related to scholarly communication and collections.
• Serves as a member of Rutgers University Libraries Cabinet, the University Librarian’s senior management team.

**Qualifications:**

Required: Any combination of education and experience gained in libraries and/or similar information organization that provides the necessary knowledge, skills, and abilities will be considered. Knowledge and understanding of 21st-century collections issues, research workflows, emerging practices, library systems and standards, and trends relating to collection development and management and scholarly communication in an academic or research library environment. Demonstrated ability to develop and put into action strategies that advance the organizational mission. Strong communication and interpersonal skills, both orally and in writing. Excellent organizational, analytical, and problem-solving skills. The successful candidate must be eligible to work in the U.S. Visa sponsorship is not available for this position.

Preferred: MLS/MLIS from an ALA-accredited institution or equivalent.

**Salary**

Salary is commensurate with qualifications and experience.
Status and Benefits

Rutgers benefit package including life/health insurance, prescription drug, dental, and vision plans, retirement plan, tuition remission, faculty status.

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