

## **BATES COLLEGE VICE PRESIDENT FOR INFORMATION & LIBRARY SERVICES and COLLEGE LIBRARIAN**

Bates College ([www.bates.edu](http://www.bates.edu)) seeks a broadly qualified, dynamic, and service-oriented professional to lead all areas of information technology and library services at the College. As a direct report to the President, the Vice President for Information & Library Services and College Librarian (VP-ILS) will join a committed senior leadership team and ensure that the College's integrated IT/library organization continues to advance a culture of innovation, inclusiveness, and excellence as described in the College's new strategic plan. The VP-ILS will play a central role in the success of faculty, students, staff, and the College itself.

### **THE POSITION**

Reporting to President Clayton Spencer, the VP-ILS provides strategic and operational direction to College leadership and constituents on all aspects of information technology and library planning, programs, and resources. As the leader of an integrated library/IT organization that enables excellence in teaching, learning, and research, the VP-ILS collaborates with key leaders across the campus in the development of shared goals; in the delivery of innovative, client-focused, and financially sustainable information and technology solutions and services that support the work of all faculty, students, and staff; and in advancing the priorities of the recently adopted Institutional Plan. The VP-ILS serves as the College's chief information officer and as a member of the College's senior staff. As the College Librarian, the VP-ILS is a voting member of the Faculty.

ILS advances the College's mission both directly and indirectly. It consists of 65 FTE staff who are currently organized in five major units: Academic and Client Services, Network and Infrastructure Services, Systems Development and Integration, Ladd Library, and the Edmund S. Muskie Archives and Special Collections Library. Bates has a software portfolio that reflects growing attention to cloud-based solutions that will modernize the installed mix of best-of-breed, vendor, and homegrown systems. The College uses Moodle as its learning-management system (known at Bates as Lyceum) and Banner as its central administrative system and runs the Sierra Library Services Platform. The library has developed deep collaborative relationships with Colby and Bowdoin colleges, including an integrated library catalog and a shared collection development program. This collaboration, known as "CBB" for its three members, is an area of ongoing innovation in the library function and is poised to become a more active locus of collaboration and innovation in information technology.

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For additional information about ILS, visit <http://www.bates.edu/ils/>.

The combined library/IT organization has served Bates well for 17 years, and it is the model the College will build on. Bates will look to the next VP-ILS to maintain the historically high expectations of the library while continuing the work of planning, designing, and delivering a fresh approach to the IT portfolio; assessing the future effectiveness and fit of our ERP (Banner); taking advantage of the contemporary architectures and service delivery models; meeting the ever-growing demand for network connectivity; and demonstrating leadership in innovation across curriculum and pedagogy—all in responsible and sustainable ways.

Building on the strengths of the organization, the VP-ILS will develop a strategy and vision for ILS that will align its resources and priorities with the Institutional Plan. The VP-ILS will lead, inspire, develop, and manage a talented, diverse, and engaged professional team with a wide range of responsibilities, knowledge, and experience. The VP-ILS will empower staff to meet the high expectations of the campus community by establishing clear priorities and measures of success, supporting and mentoring them in their work, communicating effectively, and leading transparently.

As staff, faculty, and students take stock of the momentum visible across ILS, several medium- to long-term opportunities—beyond the expectation of vision and strategic leadership already described—await the new VP-ILS:

- In the area of curriculum, contribute to the launch and success of the new Digital & Computational Studies program—and its success as a major once approved—by partnering with its incoming faculty director in the planning and development of the technology infrastructure and resources it will need to be distinctive within and additive to the College’s curriculum.
- Plan and guide the organization through a significant demographic shift as a wave of highly effective and long-serving staff retire in the coming years.
- In the area of faculty development, ensure that both library and IT resources are aligned with the ongoing development of the Faculty Commons.
- Continue the development of the Library and Information Services Committee (LISC) as the primary way in which the Faculty plays a productive advisory role in reference to library and technology services and investments.
- Further capture the potential of the CBB collaboration across all dimensions of ILS as appropriate for Bates and in the spirit of contributing to the value and relevance of CBB.
- Work with leadership across campus to evaluate the viability of continuing with our current ERP (Banner).

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Given the vitality of the College, the complexity of the national environment for liberal arts education, and the rapid pace of innovation in information, data management, access and security, the new VP will have a tremendous opportunity to shape the future of information and information technology at Bates for the foreseeable future.

## **Primary Responsibilities**

- Develop and execute an integrated information and information technology strategy that advances the College's mission as it is embodied in the work of faculty, staff, and students and experienced by all College constituencies including prospective students and their families, alumni, and the general public.
- Support and manage an ILS team that is responsive, service-oriented, innovative, collaborative, and efficient in the delivery of both library and IT services.
- Provide executive oversight of systems that maintain the confidentiality of personal and organizational data and protect individuals and resources from breaches of security while protecting the College from liability.
- Work collaboratively with senior leadership, and provide oversight in all matters of IT and library planning, implementation, and resource allocation.
- Ensure that the College's commitment to diversity and inclusion is a priority in hiring and in the organization's services provided to the Bates community.
- Remain current and visible on external best practices and developments in the use and regulation of information and information technology resources in higher education.

## **QUALIFICATIONS AND COMPETENCIES**

The College's next VP-ILS will bring a range of skills, attributes, and expertise:

- The ability to articulate and implement a strategy for IT and library services that supports teaching, learning, and scholarship in a premier liberal arts college setting.
- Proven experience as a skilled leader and manager, with demonstrated capacity to assess and develop the talents and expertise of staff; recruit and retain well-qualified, high-performing professionals; and build a positive, service-oriented organizational culture with teams committed to collaboration and high-quality results.
- Deep understanding of and passion for the role of technology and library services in teaching and learning, especially in a liberal arts environment. Familiarity with the latest developments in advanced technologies and information systems in higher education and in the rapidly evolving role of the library as a center for learning.

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- The capacity to communicate effectively and work collaboratively with multiple constituencies across the campus community, forming relationships of trust and confidence.
- Demonstrated appreciation for and participation in efforts and initiatives designed to recruit and retain a diverse and high-performing staff that reflects the College's enduring commitment to diversity and inclusion.
- The ability to prioritize projects, make decisions regarding "make or buy," and move work forward effectively in areas of highest need using organizational leverage.
- The ability to translate highly technical issues and terminology into language understood by the broader College community.
- Broad knowledge of legal issues and risks relating to cyber security, privacy, data stewardship, intellectual property, and copyright.
- Current knowledge of computing and communications-related technology such as digital networks, telephony, multimedia applications, distributed computing, hardware and software infrastructure, and cloud-based services as well as of best practices and emerging solutions in the management of library resources.
- The ability to plan and manage significant library and information technology facilities.
- Appropriate fiscal/budgetary experience.

## **Other Requirements**

- A bachelor's degree is required; an advanced or terminal degree is preferred.
- Evidence of continued scholarship and/or professional accomplishment in librarianship, computer science, information science or a related field.
- A minimum of 10 years in information technology and/or library services including significant experience in a leadership role with impact on institutional success.

## **INSTITUTIONAL CONTEXT**

Bates College was built by people who put their ideals into action and in whose hands the liberal arts served as a dynamic force for the public good. With their progressive call, in 1855, to educate men and women together, regardless of race or ethnicity, the founders of Bates affirmed that all human potential deserves to be developed. This radical, founding moment manifested a durable instinct for the fellowship of learning that continues to guide Bates' commitment to intensive and unfettered humanistic inquiry.



Bates' mission statement, adopted in 2010, reads:

*Since 1855, Bates College has been dedicated to the emancipating potential of the liberal arts. Bates educates the whole person through creative and rigorous scholarship in a collaborative residential community. With ardor and devotion—Amore ac Studio—we engage the transformative power of our differences, cultivating intellectual discovery and informed civic action. Preparing leaders sustained by a love of learning and a commitment to responsible stewardship of the wider world, Bates is a college for coming times.*

Since becoming the eighth president of Bates in 2012, Clayton Spencer has recruited exceptionally effective leaders across the college and invigorated the campus and broader alumni communities. Bates has experienced three straight years of significantly increased giving, with funds raised in fiscal year 2016 reaching a new record and more than doubling those raised in 2013. Donor support is strong, as is the overall financial health of the college. Additionally, over the past two years, Bates has enjoyed its largest applicant pools in history, and a record number of Early Decision applications were received for Fall 2017 enrollment. These admission successes are supported by the college's commitment to meet the full demonstrated financial need of all admitted students regardless of academic, athletic, or demographic attributes, providing upwards of \$32 million per year in financial aid.

The College's mission statement informed a comprehensive strategic planning process that unfolded through the 2015 and 2016 academic years and resulted in the approval by the Faculty and the Board of Trustees in fall 2016 of the Bates College Institutional Plan. The Plan, which will guide an upcoming fundraising campaign, identifies four overarching goals: Constituting Community, Enhancing the Academic Experience, Educating the Whole Person, and Strengthening Financial Sustainability. For more information about the Plan, please see <https://www.bates.edu/institutional-planning/bates-college-institutional-plan/>.

Bates is a close-knit, diverse, and committed community of approximately 1,750 students, 200 faculty, and 550 staff. 22% of its students are from under-represented groups. The College offers 36 majors and 25 minors and proudly maintains a student/faculty ratio of 10:1. In FY 2016, Bates reported revenues of \$103 million.

### **ABOUT MAINE AND LEWISTON/AUBURN**

Bates is located on a beautiful, 133-acre, traditional New England campus in Lewiston, Maine, a lively small city enjoying an exciting economic and cultural revitalization. Lewiston and its twin city of Auburn, located in central Maine about 35 miles north of Portland, have a combined population of about 65,000. Maine's natural beauty and resources and its diverse recreational

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offerings are highly valued by the Bates community; both the coast to the east and the mountains and ski areas to the north and west are within easy reach. Lewiston is a walkable city with an engaged citizenry, lively arts and dining scenes, and a historic downtown. The city has a rich industrial past and was home to thousands of French Canadian immigrants who came to work in its textile mills along the Androscoggin River in the nineteenth century. More recently, Lewiston has welcomed many new residents from African nations, especially Somalia and Sudan. Bates is a national leader in community-engaged learning and works closely with local and state communities in many partnerships and creative collaborations.

Bates College has engaged Opus Partners ([www.opuspartners.net](http://www.opuspartners.net)) to support the Vice President, Information & Library Services search. Please contact Katie Dean, Associate Partner, ([katie.dean@opuspartners.net](mailto:katie.dean@opuspartners.net)) to apply or to learn more. All communications will be managed confidentially.

*Bates College is strongly committed to sustaining a culture of diversity and inclusion.  
Women and members of minority groups are encouraged to apply.*