

*Search for the Dean
Meriam Library
California State University, Chico*



Leadership Profile

*Search for the Dean of the Meriam Library
Chico, California*

California State University, Chico (Chico State) is seeking an innovative, thoughtful, and collaborative leader with strong communication skills and a commitment to equity and student success to serve as Dean of the Meriam Library (MLIB). Nominations, inquiries, and applications are invited.

Chico State is a comprehensive public university located 90 miles north of Sacramento and 175 miles northeast of San Francisco. The University operates as part of the 23-campus California State University (CSU) system and enrolls approximately 14,000 (as of fall 2023) students. Founded in 1887, Chico State is the second-oldest university in the CSU system and is the anchor institution for the North State, serving a sprawling 12-county service area. Chico State comprises seven colleges and five schools, including the College of Agriculture; College of Behavioral and Social Sciences; College of Business; College of Communication and Education; College of Engineering, Computer Science, and Construction Management; College of Humanities and Fine Arts; and College of Natural Sciences. The campus community is proud to be a Hispanic-Serving Institution. The University emphasizes and fosters equity and inclusiveness, sustainability, service to the community, and civic engagement that transforms student learning and enhances the local and extended environment.

A dedicated, talented, and diverse staff of 9 library faculty and 17 staff help to meet the needs of Chico State's approximate 14,000 students, 516 full-time faculty, and 407 part-time faculty as well as the communities of Chico and the North State. Meriam Library was named in honor of Ted Meriam and the Meriam Family and is the largest library in California north of Sacramento. The Meriam Library provides 24-hour online access to library resources for students and faculty. The Library collection contains 627,585 physical volumes and provides access to approximately 838,632 e-book titles and 162,281 electronic journals. The Library has an annual budget of over \$3.9 million.

The Library is a focal point of activity supporting the teaching, learning, and research activities of the University. The Dean is the chief administrative and academic officer of the Library, a unit within the division of Academic Affairs, is a member of the Provost's Academic Council, and reports directly to the Provost and Vice President for Academic Affairs. The Dean provides strategic, financial, and managerial leadership in executing the functions of the position and works collaboratively and collegially with faculty, staff, academic leadership, students, and external stakeholders to advance the mission, values, and strategic priorities of the Library and the University's Strategic Plan.

The Dean is the face and voice of the Meriam Library and represents the University locally, regionally, throughout the California State University (CSU) system, state-wide, and nationally. The Dean should have the experience and interpersonal skills to navigate the academic setting, facilitate and build effective partnerships, and understand national trends in higher education and the academic library profession.

A Master of Library Science (MLS/MILS) degree from an American Library Association accredited program is required, as well as a record of academic achievement that merits tenure

Search for the Dean

Meriam Library

California State University, Chico

with appointment at the rank of Full Librarian.

For information on how to apply or to submit nominations, please refer to the section, "Procedure for Candidacy" at the end of this document.

Role of the Dean of the Meriam Library

As chief academic and administrative officer for the Library, the Dean is responsible for the Library's planning and implementation process in concert with divisional and University strategic plans and managing the full range of day-to-day operational functions and services of all departments within the Library. This includes developing and implementing policies and procedures to ensure effective operations; ensuring compliance with contractual agreements; reviewing, approving, and monitoring expenditures and recommended budgets; providing leadership and managing the personnel activities of the library staff, including hiring, training, and evaluating the work of assigned staff in accordance with contractual agreements; and preparing and initiating new programs for the benefit of students, staff, and faculty. In collaboration with the library community and others, the Dean shall develop and implement a forward-looking library mission and vision to grow its role and reach at Chico State and throughout the North State.

The Dean is accountable for ensuring that diversity, equity, and inclusion are integrally tied to all actions and decisions in their areas of responsibility. The Dean will be a champion of cultivating a welcoming, inclusive, and equitable climate and will develop and implement strategies to recruit and retain a diverse student body, staff, and faculty. The Dean will be a dynamic leader who has the ability to consider issues and perspectives of multiple constituencies and disciplines while working collegially and collaboratively by reaching across unit boundaries to form and advance positive and productive relationships.

Opportunities and Expectations for Leadership

The new Dean will be expected to address the following critical leadership opportunities, in no particular order, among others:

Create, articulate, and execute a vision for the future.

Chico State is completing its Strategic Plan 2019-2024 and will soon be starting a new strategic planning exercise for the future. The Dean will play a critically important role in shaping a vision for the Library and articulating the role the Library plays in the future of the University. The Library has the opportunity to significantly impact key University initiatives focused on student success; accessibility and affordability; information literacy; research, scholarly and creative activity; and community engagement.

The Dean needs a strong understanding of current and future trends in academic libraries and the ability to merge that knowledge with an understanding of Chico State's environment and goals. The Dean will need to be empathetic and work in a collaborative, transparent manner in shaping goals for the Library. It is essential the Dean be an energetic, effective communicator of the vision and goals of the Library and the impact the Library has on the future of the University and the communities Chico State serves.

Strategically manage resources.

Search for the Dean
Meriam Library
California State University, Chico

The Dean will engage in fiscal planning and budgeting and manage resources strategically, fairly, and effectively. The Dean should bring an understanding of how to effectively utilize space, technology and resources to support the goals of the University and the ability to communicate the Library's needs to campus. Library facilities at Chico State are highly utilized and the Dean will need a strategic approach to ensuring the facilities meet the academic and social needs of students and faculty.

Support and empower a team of library professionals.

The Chico State Library benefits from an exceptional team of dedicated and talented faculty and staff within the library. The development and empowerment of a strong team to fully leverage their talents and creativity is a high priority for the next Dean. The next Dean will also be expected to encourage mentorship and provide professional development opportunities for their team members. The Dean should embrace an inclusive, team-oriented approach to managing and engaging their team and foster a culture of collaboration, communication, innovation, empathy, and transparency across the library.

Advance an institutional culture of equity, diversity, inclusion and justice.

Through equity, diversity, and inclusion, Chico State cultivates and nurtures a welcoming and inclusive campus where students, faculty, and staff have an equitable opportunity to thrive. The new Dean will work with colleagues within the library and across the University to ensure relationships and communication that integrate multiple voices, perspectives, and pedagogy of shared inquiry that respects all persons. The new Dean will support processes of hiring, developing, and retaining librarians and staff who reflect the diversity of Chico State's community. The Dean will embrace progress in the areas of equity, diversity, and inclusion as essential to fulfilling Chico State's mission.

Generate new resources, particularly through grants and fundraising.

The new Dean must be committed to engaging actively in fundraising to secure grants and philanthropic support for the Library's priorities. The Dean will need to be an effective spokesperson and relationship builder on behalf of the Library.

Create a culture of collaboration within the University and external communities.

The Dean will encourage and facilitate partnerships across the University, capitalizing on the strengths of the Library's faculty and staff, as well as expanding the Library's influence and value at Chico State. Likewise, the Library is a major part of the University's presence, contribution, and influence in the Chico community.

Search for the Dean
Meriam Library
California State University, Chico

Professional Qualifications and Personal Qualities

The successful candidate must have an excellent record of academic accomplishment and administrative experience. While it is unlikely that no single candidate will have all of the following qualifications and characteristics, the ideal candidate should possess many of the following:

- Master of Library Science (MLS/MILS) degree from an American Library Association accredited program.
- A record of academic achievement that merits tenure with appointment at the rank of Full Librarian.
- Progressive academic administrative experience.
- Thorough knowledge of higher education principles, practices, and procedures, and knowledge of trends in institutions of higher education and their impact on student-centered library services.
- Working knowledge of current library technologies, trends, and emerging areas of librarianship including expertise in assessing and developing library services, collections, copyright domain, and technology applications.
- Ability to actively promote and advance the Library's role in integrating information literacy and digital fluency skills into the curriculum.
- Demonstrated successful record of collegial/shared governance and leadership supporting faculty, staff, students, and the larger community.
- Demonstrated ability to articulate and communicate a vision for the Library.
- Demonstrated ability to promote high-quality research, scholarship, service, and professional activities.
- Demonstrated ability to strategically and effectively develop, manage, and report on a complex annual budget of over \$3.9 million.
- Demonstrated ability to advance the Library's mission and vision, including the ability to develop partnerships with and secure external support for programs, facilities, and personnel.
- Demonstrated commitment to diversity and the advancement of multicultural, international, and interdisciplinary programs.
- Demonstrated understanding of physical facilities and equipment needs within a Library environment.
- Demonstrated exceptional communication and interpersonal skills, including the ability to collaborate and foster trust and respect through partnerships with fellow deans, faculty, staff, and campus administration.
- Demonstrated experience handling personnel matters effectively in accordance with Collective Bargaining Agreements (CBAs).

Search for the Dean

Meriam Library

California State University, Chico

- Experience partnering with centers, museums, institutes, etc. in expanding opportunities and services.

Compensation

Salary is commensurate with experience and qualifications. The position includes an attractive benefits/retirement package including 16 hours per month vacation plus holidays. The salary range for this position is expected to be \$160K to \$190K.

This is a full-time 12-month management position that falls under the Higher Education Employer-Employee Relations Act (HEERA), and the conditions of employment are governed by the California State University Management Personnel Plan. Under this plan, employees are subject to normal management reviews and serve at the pleasure of the University President. They are excluded from the collective bargaining process, are not subject to probationary service, and do not receive tenure or permanent status in the position of dean, though there are potential opportunities for retreat rights to a faculty position within the appropriate academic program. This position is exempt from the overtime provisions of the Fair Labor Standards Act (FLSA). This position is a "designated position" in the California State University's Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission. As a condition of employment, persons must complete a confidential background check and submit official, sealed transcripts. The individual selected for this position is anticipated to begin employment in fall 2024.

About California State University, Chico

Chico State is accredited by the WASC Senior College and University Commission (WSCUC) as well as 25 professional associations covering all seven colleges. The campus community is proud to be a Hispanic-Serving Institution (HSI). Chico State is one of the most highly ranked regional public universities in the West and regularly recognized as a top-value institution. The University emphasizes and fosters equity and inclusiveness, sustainability, service to the community, and civic engagement that transforms student learning and enhances the local and extended environment. The University's motto—"Today Decides Tomorrow"—emphasizes the institution's profound sense of place and purpose "to be a living and learning community worthy of the trust that our students and the people of California have placed in us." The University helps today's students develop into tomorrow's successful citizens. Chico State's unique combination of scholarly pursuits, civic engagement, and a strong connection to the Chico community has earned it national and international accolades.

As a university that educates students from a variety of ethnic, cultural and international backgrounds, Chico State values and seeks a diverse faculty, staff, and administration. Our campus welcomes applicants who are knowledgeable about and interested in working within a cross-cultural learning environment.

Search for the Dean
Meriam Library
California State University, Chico

About Meriam Library

Overview

A dedicated, talented, and diverse staff of 9 library faculty and 17 staff help to meet the needs of its approximate 14,000 students, 516 full-time faculty and 407 part-time faculty as well as the communities of Chico and the North State. Meriam Library was named in honor of Ted Meriam and the Meriam Family and is the largest library in California north of Sacramento. The Meriam Library provides 24-hour online access to library resources for students and faculty. The Library collection contains 627,585 physical volumes and provides access to approximately 838,632 e-book titles and 162,281 electronic journals. The Library has an annual budget of over \$3.9 million.

Mission Statement

Meriam Library is a trusted partner and strategic asset for the University in the advancement of knowledge, providing intellectual leadership, vital collections, and essential expertise. The Library supports the University's education, research, and public service missions by providing access to and preservation of physical and digital materials; spaces and tools that allow collaborative and individual learning; and expertise to help the communities we serve connect to, engage with, and contribute to the world of knowledge and new ideas.

Vision

Meriam Library will be the academic heart of Chico State, empowering and inspiring the campus community by providing access to information, knowledge, and culture for all, supporting development, learning, creativity, and innovation.

Core Values

Learning, Research, and Scholarship

Meriam Library values individual inquiry, curiosity, and learning as an educational practice and a lifelong endeavor. We value the process of research as inquiry directed toward achieving a goal. We value the contribution of research to scholarship as the open sharing and communication of knowledge among the community of scholars and the world. We value adherence to the ethical and methodological standards of the academic community regarding the creation, use, and sharing of scholarship. We value the Library's role in assuring access to information resources as the basis for learning, research, and scholarship.

Freedom of Inquiry

Meriam Library is committed to protecting the intellectual freedom of all patrons. We fully support the freedom of inquiry of every individual to research, explore, and express ideas, and to access and use materials and resources without restriction, censorship, or judgment.

Equitable Access to Resources

Meriam Library promotes intellectual freedom through the uncensored access to physical and digital materials, technology, and resources that support learning, discovery, and the creation of new knowledge.

Search for the Dean
Meriam Library
California State University, Chico

Privacy

Meriam Library supports patron privacy by limiting the collection, retention, and distribution of patron information, including resources used and communications with librarians and library staff. By maintaining patron privacy, we create an environment in which freedom of inquiry and intellectual freedom are allowed to flourish.

Inclusion

Meriam Library practices the core value of inclusion by fostering a culturally inclusive environment that supports diversity of thought and expression. We are committed to establishing, prioritizing, and fulfilling goals that increase the diversity of our workforce and recognize the diversity of our service community.

Community

Meriam Library values outreach to all members of the Chico State community in order to encourage collaborative engagement with library resources, spaces, personnel, and services.

Professionalism

Meriam Library operates on a strong foundation of professional integrity and ethical principles. We promote professionalism through ongoing education, training, and development of our work force and adherence to national standards and best practices.

Library as Place

We affirm the value of Meriam Library as a welcoming, safe environment conducive to a variety of learning centered activities, study, and discovery.

Academics

The University offers 55 baccalaureate degrees with 94 Options/Concentrations, 31 master's degrees, 24 options as well as multiple teacher credentials. The [Chico State Quick Facts](#) page provides a succinct overview of important campus features. In addition to undergraduate degree programs in the liberal arts and in professional and technical areas, students may choose from a wide variety of minors and certificates. The Division of Academic Affairs is known for excellence in learning and teaching, especially for its role in facilitating student learning and student success. The University acknowledges its public purpose by developing, applying, and exchanging knowledge and expertise for the mutual benefit of community and region. Chico State strives to bring about personal, organizational, national, and global sustainable development through efforts that are intellectually honest, environmentally friendly, economically sound, politically viable, and socially just.

Search for the Dean
Meriam Library
California State University, Chico

Leadership

Steve Perez, President

Dr. Steve Perez became Chico State's 13th President on July 1, 2023, after serving as the University's interim Provost and Vice President for Academic Affairs. As President, he intentionally focuses on building and maintaining strong teams that will work hard every day to support the success of Chico State students, colleagues, and the region.

Prior to coming to Chico State, Perez served as interim President from January to December 2022 at San Jose State University, where he kept the institution on an upward trajectory during a time of transition. Perez was previously Provost and Vice President of Academic Affairs at Sacramento State. Over his two decades of service to that university, he also served as associate professor, professor, Assistant to the President for special projects, faculty athletics representative, interim Dean for the College of Business Administration, and interim Provost.

During his time teaching, Perez taught macroeconomics at all levels, as well as econometrics, sports economics, labor economics, and mathematics for economists. His research has explored most macroeconomic topics, but a specific interest has been evaluating the ability of econometric techniques to discover the truth, issues of causality in macroeconomics, and sports economics. His articles appear in many economics journals, including *The Journal of Sports Economics*, *The Journal of Monetary Economics*, *The Econometrics Journal*, *Economics Letters*, *The Journal of Economic Methodology*, *Public Finance and Management*, *The Journal of Economics and Business*, *Oxford Bulletin of Economics and Statistics*, *The Journal of Money, Credit, and Banking*, *Applied Economics*, and *The Journal of Macroeconomics*.

After receiving his Bachelor's degree in economics at the University of California, San Diego, Perez received his PhD in economics from the University of California, Davis in 1994. He taught economics at Virginia Commonwealth University and Washington State University, before coming to Sacramento State in 2001.

Leslie Cornick, Provost

Leslie Cornick is the Provost and Vice President for Academic Affairs at Chico State. Before joining our campus in 2024, she served as the Dean of the School of Science, Technology, Engineering and Mathematics (STEM) at the University of Washington, Bothell from 2020 to 2023, associate Dean of STEM at Eastern Washington University from 2017 to 2020, and chair of the faculty, chair of Marine and Environmental Sciences, Dean of Research and Sponsored Programs, and professor of Marine Biology and Policy at Alaska Pacific University from 2004 to 2017.

Dr. Cornick is a nationally recognized higher education leader, with over twenty years of positive academic leadership experience. She has been recognized for inclusive and visionary leadership, collaborative decision making, and strong board and industry relations. She is also at the forefront of international marine conservation, with her research focusing on the ecological physiology of marine mammals and the human dimensions of anthropogenic impacts in the oceans. She is a passionate advocate for diversity, equity, and inclusion in STEM, and has published on the need for codes of conduct and diversity networks. She brings her expertise in these areas to the Division of Academic Affairs and to Chico State.

Search for the Dean
Meriam Library
California State University, Chico

Some of Dr. Cornick's achievements prior to becoming Provost include acting as founding director for the Alaska Pacific University Marine Physiological Ecology Laboratory and the Scientific Marine Mammal Monitoring Program, where she mentored more than a dozen master's students and secured over \$1.5M in extramural funding for these programs. As associate Dean of the College of STEM at Eastern Washington University, she developed a variety of initiatives, including the "100 Women Strong in Computing and Engineering Program" to facilitate increasing the number of women in critical STEM fields.

Dr. Cornick earned her PhD in Wildlife Ecology from Texas A&M University in 2001, her Master's in Physiology and Behavioral Biology from San Francisco State University in 1998, and her Bachelor's in Biological Anthropology from the University of California, San Diego in 1993. She is an alumna of the HERS Leadership Institute, the American Association of State Colleges and Universities Millennium Leadership Institute, and the Berkeley Executive Leadership Academy.

Student Life

In fall 2023, Chico State enrolled approximately 14,000 students. The majority of students are white or Hispanic, as a reflection of the population of the region. The 3 percent of students from outside the United States come from 40 nations. About 90 percent of students live within a 2-mile radius of campus, and Chico State houses more than 2,300 students in seven on-campus residence halls and one off-campus apartment complex. There is a strong culture of student engagement at Chico State. The University has more than 200 student organizations, including fraternities, sororities, and special-interest, social, and professional groups. Students also manage the operations of campus publications, including *The Chico Historian*, an academic journal, and *The Orion*, the University's newspaper that has won dozens of national, regional, and state awards and was inducted into the Associated Collegiate Press Hall of Fame in 2005 for its record of achievement.

All students are members of the Associated Students of Chico State, a multimillion-dollar corporation managed by students. The AS is responsible for the student government, the Chico State Wildcat Store, the Wildcat Recreation Center, Adventure Outings, the Gender & Sexuality Equity Center, the student union (Bell Memorial Union), and many other programs for students, including Community Action Volunteers in Education (CAVE), the Child Development Lab (campus daycare), and the Sustainability program. Some student publications include *The Orion* student newspaper, *Adelante: A Journal of Student Research and Creative Work*, and *Watershed Review* literary magazine. Chico State is home of the Wildcats and has 13 Division II men's and women's athletic teams, with an all-weather track, putting green, jogging trails, two gyms, a soccer stadium, softball fields, Nettleton Stadium (for baseball), tennis, basketball, weight room, the Wildcat Recreation Center, and other facilities.

Chico, California

Located in the northern Sacramento Valley, the Chico Metropolitan Area is a vibrant community of more than 210,000 people. Chico's location provides easy access to Lassen Volcanic National Park, Napa Valley, San Francisco, Northern Oregon, and Lake Tahoe areas. Home to Bidwell Park, one of the largest municipal parks in the nation, Chico offers a high quality of life, with affordable housing, strong commitments to sustainability, and access to numerous outdoor recreational opportunities. Enloe Medical Center is the cornerstone of excellent medical facilities and was recently recognized by Healthgrades as among the top 10% of all short-term acute care hospitals and one of the 250 best hospitals in America. The Chico Unified School District and the Butte Glenn Community College District have excellent schools and innovative programs and a long history of collaboration with Chico State. Although primarily known as an agricultural area, Chico and the northern Sacramento Valley also have a strong, organized, and growing tech sector, with close ties to Chico State,

Search for the Dean

Meriam Library

California State University, Chico

including software and mobile application development, e-commerce, clean technologies, renewable energy, and advanced manufacturing.

Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Chico State in this search. For fullest consideration, candidate materials should be received by **March 22, 2024**.

Nominations, inquiries and application materials can be directed to: Jessica Herrington and Corin Edwards at ChicoStateLibraryDean@wittkieffer.com

The salary range for this position is expected to be \$160K to \$190K.

Chico State employs only individuals lawfully authorized to work in the United States. The University is an Equal Opportunity Employer and does not discriminate against persons on the basis of race, religion, color, ancestry, age, caste, disability, genetic information, gender, gender identity, gender expression, pregnancy, marital status, medical condition, nationality sex, sexual orientation, veteran status, or any other protected status.

Additional information about the Chico State is available at: <https://www.csuchico.edu/>.

Information on the Meriam Library is available at: <https://library.csuchico.edu/>.

An annual security report disclosing crime statistics for Chico State can be obtained by contacting the University Police Department (530) 898-5555 or by accessing the following web site: <https://www.csuchico.edu/up>.