

DEAN OF UNIVERSITY LIBRARIES

LEADERSHIP PROFILE

JANUARY 2020





THE OPPORTUNITY

Towson University seeks a transformative and collaborative leader who will further the Libraries' commitment to the mission of Towson University by providing resources, services, instruction, and spaces that support student, faculty, and staff learning, teaching, research, and scholarship. Albert S. Cook Library is the campus library for Towson University, the largest university in the Baltimore area and the second largest in the University System of Maryland. Cook Library also serves the Towson University Northeastern Maryland (TUNE) campus. With 24 faculty librarians and 25 staff, Cook Library provides superior support to Towson University. For more information about Albert S. Cook Library, visit libraries.towson.edu.

The Dean of University Libraries serves on the Deans' Council and the Provost's Council, works in partnership with the university's academic leadership, and participates in the shared governance activities of the Libraries and the university. The Dean is a member of the Council of Library Directors of the University System of Maryland and Affiliated Institutions Library Consortium.

Towson University (TU) is Maryland's university of opportunities and known as a leader in academic excellence, research and discovery. With more than 150 years of experience pushing possibilities, Towson University was recently ranked by *U.S. News & World Report* in the top 100 for public national universities. Also honored as a leading regional university by *Princeton Review*, TU is one of only a handful of institutions where graduation and retention rates are the same for all students, a result of a deeply inclusive culture with a focus on equity among all students, faculty and staff. Located on a 330-acre campus in Towson, Maryland, just ten miles from Baltimore's Inner Harbor and a short drive or train ride to Washington, D.C., Philadelphia or New York City, Towson offers unmatched opportunities to engage with the state and federal government, elected officials, worldwide embassies, think tanks, the national media and other influencers of public policy in addition to endless cultural, recreational and entertainment attractions.

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



PRINCIPAL DUTIES & RESPONSIBILITIES

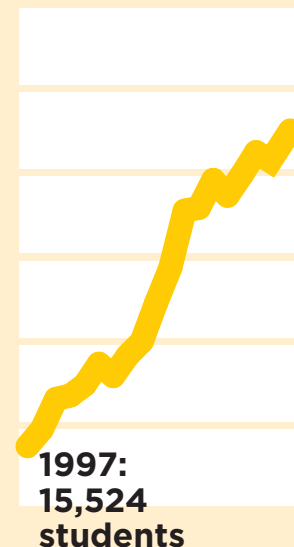
- Provides the leadership for establishing a shared vision and developing strategic priorities, plans, and goals for library resources, programs, services, and facilities that support the missions of both the Library and the university.
- Ensures the Library is a vibrant presence integrated throughout the university, and fosters collaborative and creative opportunities within the Library, across campus, and with other institutions that advance student learning and success.
- Understands the evolving role of academic libraries and trends in higher education.
- Facilitates the integration of appropriate and emerging technologies.
- Creates and maintains an inclusive and diverse environment.
- Fosters the professional growth and development of all library personnel.
- Committed to advancing the Libraries' role in instruction, information services, and scholarly communications.
- Facilitates a culture of assessment within the Libraries.
- Ensures special collections and university archives are integral academic, research, teaching, and learning resources for the university and external scholars.
- Provides leadership for grant applications, donor cultivation, fundraising, and giving.

ENROLLMENT

22,709

19,818 undergraduate

2,891 graduate





PROFESSIONAL QUALIFICATIONS AND PERSONAL CHARACTERISTICS

The ideal candidate will have the following professional qualifications and personal characteristics:

- ALA-accredited master's degree in Library Science (MLS, MLIS, or equivalent)
- 5 years of successful library administrative experience with progressively more responsible positions such as department head, assistant dean, or associate dean
- Successful administrative experience with library and archives strategic planning, fiscal management, personnel management, and relevant technologies
- Knowledge of current issues, developments, innovations, and challenges in academic libraries and archives, information technology, scholarly communications, and higher education
- Record of creative leadership and strong interpersonal and communication skills
- Successful experience with grant writing, development, and fund raising activities
- Demonstrated commitment to developing a diverse and equitable library culture and evidence of work with a diverse community
- Successful experience cultivating relationships and partnerships within and outside of the Libraries and university
- Record of engagement in professional associations
- Achievement in scholarly productivity
- Must meet criteria to be eligible for the rank of Librarian IV with permanent status

DEMAND

12,998
APPLICATIONS
FOR JUST 2,795
FRESHMAN SEATS

ACADEMICS

60+
Undergraduate Majors

75+
Master's and Graduate
Certificate Programs

4
Doctoral Programs

ALBERT S. COOK LIBRARY

While many people think of rows and rows of books when they think of a library, and Cook Library does not disappoint with over 500,000 print and electronic volumes, it is the library's stories that define this building, this research center, at the heart of Towson University's campus.

MISSION

Albert S. Cook Library supports and enhances the learning, teaching, and scholarship of the Towson University community, facilitating intellectual inquiry, inspiring innovation, fostering effective collaboration, and creating pathways to lifelong discovery.

VISION

Albert S. Cook Library will be a vibrant, accessible, academically central enterprise for intellectual inquiry, connecting people and ideas, and facilitating the continual discovery, creation, and exchange of knowledge. Within a dynamic information environment, Cook Library will enhance the academic and scholarly endeavors of students, faculty and staff by employing innovative approaches for user-centered services; streamlining access to information and scholarly resources; and fostering lifelong learning.

EQUITY AND INCLUSION

Towson University Libraries value the physical, emotional, mental, and academic well-being of our students, staff, faculty, and visitors. We celebrate intellectual freedom, however, hate speech and other expressions of violence that threaten the safety of our campus community will not be tolerated. We invite you to join us in creating an environment that embraces diversity, inclusion, equity, and inquiry.

PRIORITIES AND GOALS FY 2019 – FY 2021

1. ALIGN SERVICES & RESOURCES WITH EVOLVING ACADEMIC NEEDS & PRIORITIES

- a. Expand support for faculty research & teaching
- b. Expand support for student-conducted research

2. SUPPORT DIVERSITY, INCLUSION, ACCESSIBILITY & EQUITY

- a. Implement Library Diversity Plan 2018-2021

3. FOSTER COMMUNITY ENGAGEMENT AND HOLISTIC PARTNERSHIPS

- a. Create & implement a plan for outreach & engagement with the PK-12 community
- b. Expand partnerships with other Maryland libraries, including non-academic libraries
- c. Create and implement a plan for hiring and supporting individuals with disabilities

4. NURTURE EMPLOYEE & ORGANIZATIONAL HEALTH

- a. Create & implement robust employee recognition program
- b. Create & implement a plan to foster leadership development across the library
- c. Examine and realign organization to be flexible, agile and forward looking

5. COMMUNICATE OUR VALUE

- a. Assess how the library adds value to the university, broader community, and state
- b. Create & implement a plan to communicate the value of the library to our stakeholders

***Albert S. Cook
Library is a
busy place.
Last fiscal
year, over
700,000
people visited
the library.
That's more
than attended
all of the
Baltimore
Ravens
home games
last year
combined.***

TOWSON UNIVERSITY: AN OVERVIEW

Towson University is recognized as one of America's top regional public universities, recently ranked by *U.S. News and World Report* in the top 100 for public national universities, diversity and tied with Harvard University in social mobility, and is a leader in academic excellence, research and discovery. The university is currently

honored as a leading regional university by both *Princeton Review* and *U.S. News and World Report* and is one of only a handful of institutions where graduation and retention rates are the same for all students, a result of a deeply inclusive culture with a focus on equity among all students, faculty and staff.

ACADEMICS

With an academic mission to foster intellectual inquiry and critical thinking, Towson University prepares its graduates to be effective leaders and engaged citizens. In a diverse and inclusive campus, TU students are competitively advantaged to lead with the vision, creativity and adaptability to navigate and solve the world's most complex challenges.

With mentorship as the norm, students work closely with professors in discovery and practice directly engaging and impacting the community. Nationally-recognized faculty provide opportunities for students to grow, flourish, and put their knowledge to work through community engagement, research opportunities at the undergraduate and graduate levels, internships, study abroad and other transformative experiences.

RESOURCES

Towson University's FY 2019 unrestricted operating expenditure estimate is \$463.2 million. The university employs 739 full-time faculty, 1042 part-time faculty, 1,334 full-time staff, and 289 part-time staff for a total of 3,404 employees. For the 2019-2020 academic year, in-state tuition is \$6,962 for the academic year, and out of state tuition is \$21,098.

The academic environment at TU fosters research and scholarship across all disciplines and with the participation of both undergraduate and graduate students. In fiscal year 2018-2019, TU received more \$12 million in new grants and sponsored research funding, and the portfolio of active grants was \$45 million.

With over 100,000 active alumni in Maryland, TU is a talent pool provider supplying graduates for important professions in every corner of the state. As Maryland's largest provider of health professionals and educators as well as the largest undergraduate college of business in the state, TU graduates 1 in 3 Maryland educators, 1 in 5 Maryland health professionals, and 1 in 10 Maryland business leaders.

Fees for the academic year were \$3,236. In FY 2019, the state of Maryland invested \$6,284 per FTE student at TU. In the 2018-2019 academic year, TU conferred 5,529, including 4,619 bachelor's degrees, 887 master's degrees, and 23 doctoral degrees. The number of bachelor's degrees awarded in 2018-2019 was 37 percent higher than the number awarded ten years earlier during the 2008-2009 academic year.



TOWSON UNIVERSITY CAPITAL INVESTMENTS

TU has invested in the following exciting projects to enhance the student experience:

- **Upated Campus Recreation Center:** A 94,000 square-foot addition to Burdick Hall in 2018 increased student health and wellness services and serves as a beacon of activity and engagement for the campus community. In the first year, Burdick Hall had over 393,000 total visits, and was recently named as an Outstanding Sports Facility by the National Intramural-Recreation Sports Association (NIRSA).
- **Renovated TU Residence Tower:** The \$32.5 million renovation of TU's Residence Tower reopened for the fall 2018 academic year with efficient air conditioning and heating system, recycled construction materials, and controllable indoor comfort and lighting system. It was recently awarded a U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) Gold Certification.
- **Updated Campus Fields:** TU recently updated two women's athletic fields with new playing surfaces for the women's field hockey team (opened last season) and the women's soccer team (completed this summer for the current season).
- **New Science Complex:** Currently under construction, and scheduled to open in Fall 2020, this new facility will provide new academic and research space for TU's expanding Fisher College of Science and Mathematics — home to one of just four ABET-certified cybersecurity programs in the world.
- **New University Union:** The University Union is under renovation — an expansion and overhaul of the building that will add 85,000 square feet of space to the most-utilized student building on campus. The project will be complete in 2021.
- **New College of Health Professions Building:** Planned for completion by 2024 to support the college's 61 percent undergraduate enrollment increase since 2008.

ACCREDITATION

Towson University is accredited by the Middle States Commission on Higher Education. The university's accreditation was reaffirmed in November 2011 and completed a Periodic Review Report in 2016. The College of Business and Economics is accredited by AACSB, the university's teacher education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP), and a number of individual programs are accredited by their respective associations.

ENROLLMENT

A record 23,000 students are anticipated to take classes at TU this fall — including approximately 20,000 undergraduates and 3,100 graduate students. Since fall 2008, TU's undergraduate headcount has increased by 15 percent, led by a 94% headcount increase in the Jess & Mildred Fisher College of Science & Mathematics and a 61 percent headcount increase in TU's College of Health Professions. New students in 2019 include over 2,700 freshmen, 2,100 students transferring from two- and four-year institutions, and 775 graduate students. TU students will come from 33 states and 26 countries, including Maryland and the U.S.

TU's new student class is comprised of its largest population identifying as minority (48 percent). Nearly 25 percent of the new student class is African-American, the highest percentage ever for an incoming class. TU is a national leader in providing inclusive learning, where the minority student population enjoys the same graduation rate as the entire student body.



FALL 2019 FRESHMAN CLASS SNAPSHOT

- Enrolled: 2,757
- Admitted: 9,672
- Applications: 12,995
- Average Weighted GPA: 3.68
- Average SAT (Reading, Math): 1140
- In-state: 83%
- Out-of-state: 17%
- Minority: 48%
- First Generation: 22%

Over 5,900 students call TU's campus "home", with 18 residence halls offering an eclectic mix of old and new architecture. In 2018, TU transformed the Marriott Hotel and Conference Center at Towson University to The Residences at 10 West Burke Avenue in just 46 days. With over 2,000 students transferring to TU each year, this housing option is specifically for students transferring to TU for the first time.

GOVERNANCE AND ADMINISTRATION

Towson University is part of the University System of Maryland (USM), which comprises 12 institutions, two regional higher education centers, and a system office. USM provides access to excellent higher education opportunities, performs groundbreaking research, offers vital services to communities and individuals, and fuels economic and work force development. As a public system of higher education, USM advances the higher education mission of the State of Maryland.

The University System of Maryland is governed by a 17-member Board of Regents. The Towson University President is appointed by the Board of Regents, and is accountable both to that body and to the USM Chancellor. The USM System Office provides centralized planning and support to the TU campus. The USM Board of Regents strategic plan — *USM through 2020: A Renewed Vision for Powering Maryland Forward* — was renewed in 2015 and outlines key system initiatives centered on:

- Equity, Diversity, Inclusion and Civic Engagement: Valuing and Celebrating All Maryland Residents;
- Increasing Access, Affordability, and Degree Attainment;
- From Research to Jobs: Leading Research Innovation, and Economic Competitiveness;
- Academic Innovation: Meeting Maryland's Changing Education Needs;
- Stewardship: Maximizing USM Resources Achieving and Sustaining National Eminence and Global Impact.

The University System of Maryland directly supports student affairs through its Office of Academic and Student Affairs, serving as a liaison between the USM leadership and the 12 senior student affairs officers within the system as well as hosting monthly meetings for all system vice presidents.

TOWSON UNIVERSITY - KEY RANKINGS AND AWARDS

- **FORBES:** Ranked number 29 public university in the Northeast region, and among the top 6 percent of all public universities nationwide.
- **CENTER FOR WORLD UNIVERSITY RANKINGS:** Ranked among the top 9 percent of universities in the world.
- **NICHE.COM:** Placed on the Dean's List, receiving high marks across the board and "A" grades in student life, diversity, value and location.
- Included in **MONEY** magazine's "Best Value Colleges" Rankings: Providing students and families the second-best value in Maryland.
- **PRINCETON REVIEW:** Listed among just 225 universities named in top Northeast region institutions.
- **ALL IN CHALLENGE:** Named a Voter Friendly Campus and recognized as one of the top 80 universities and colleges for student voting.
- **CAMPUS COMPACT MID-ATLANTIC:** Received The Engaged Campus Award, the region's highest award for a campus that is actively seeking to "fulfill the public purposes of higher education" based on the institutionalization of service learning and Carnegie criteria.

TU IS A THRIVING COMMUNITY OF STUDENTS

19

NCAA Division I Sports

300+

Clubs and Organizations

700+

Study Abroad Programs

6,000

Students live on campus

8,100+

Internships each year

TOWSON, MARYLAND

Towson University's campus is within walking distance of the town of Towson, a college town with tree-lined residential streets, restaurants, bookstores, a branch of the county library, movies and shopping.

Within a half mile radius of campus, there is more than \$1.7 billion of development underway, including a number of public-private partnerships in uptown Towson that are being built in proximity to TU.

The university is also conveniently located near the cultural, recreational and entertainment attractions of Baltimore and Washington, D.C. Downtown Baltimore, affectionately known as Charm City, is eight miles south of campus and home of the National Aquarium, Orioles baseball at Oriole Park at Camden Yards, Ravens football, Fort McHenry and Fells Point. You'll also find waterfront restaurants and shopping, clubs and nightlife, art galleries, professional theater and tourist attractions.

Down the road in Washington, D.C., you can visit the Smithsonian museums, and other Washington, D.C. attractions, including the National Mall, the Washington Monument and the Capitol, all an easy train ride or short drive away. TU is conveniently located near a variety of transportation options, including the Baltimore-Washington International Airport (BWI) and Baltimore's Union Station rail station for Amtrak and MARC trains.

TU is located in proximity to many very strong public, private, and parochial schools in the State.



PROCEDURE FOR CANDIDACY

Inquiries, nominations and applications are invited. Applications received by March 4, 2020 will receive fullest consideration. Candidates should provide, as three separate documents, a curriculum vitae, a letter of application that addresses the responsibilities and requirements described in the job description, and the names and contact information for at least 3 and no more than 5 professional references. Candidates will be informed before references are contacted. Please submit inquiries, nominations, and application materials to Dr. Greg Faller, Chair of the search committee at DeanLibrarySearch@towson.edu.

Towson University is an Equal Opportunity/Affirmative Action Employer and has a strong institutional commitment to diversity. Women, minorities, persons with disabilities and veterans are encouraged to apply. Towson University's policies, programs, and activities comply with federal and state laws and University System of Maryland regulations prohibiting discrimination on the basis of race, color, religion, age, national origin, gender, sex, gender identity and/or expression or sexual orientation.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Towson University documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

DR. KIM SCHATZEL PRESIDENT

Dr. Kim Schatzel began leading Towson University as its 14th president on January 26, 2016. Her eight presidential priorities strategically build on TU's momentum as Maryland's second largest and fastest growing university, as well as the largest university—public or private—in Greater Baltimore.

During her tenure, with more than 300 partnerships at work, TU has strengthened its commitment as an anchor institution for Greater Baltimore; established the Office of Inclusion and Institutional Equity and hired the university's inaugural vice-president to lead its advancement; and embarked on a comprehensive communications strategy to retell the contemporary story of Towson University and its significant positive impact on Baltimore, Maryland, and the entire Mid-Atlantic Region.

President Schatzel is one of less than two percent of university presidents that have extensive business and private sector experience, spending more than 20 years as a corporate leader and serial entrepreneur in the technology and advanced manufacturing sectors. As part of her new venture experience, Schatzel founded and served as the President, Chief Operating Officer, and later Chief Executive Officer of a multinational advanced manufacturing firm with more than 1,500 employees on four continents.

Schatzel began her academic career as an Assistant Professor of Marketing for the College of Business at the University of Michigan-Dearborn. She served as the College's Associate Dean starting in 2005 and as its Dean from 2008-2012. Schatzel served from 2008-2016 as the Provost

and Executive Vice President of Academic and Student Affairs at Eastern Michigan University. She retained that role while guiding the university as its Interim President for six months.

Schatzel serves on the Board of Directors for the University of Maryland St. Joseph's Medical Center, the Coalition of Urban and Metropolitan Universities, CollegeBound Foundation and the Maryland Business Roundtable for Education. She also serves on the NCAA Division I Presidential Forum. Her contributions to and leadership in Maryland have been recognized by The Daily Record, which recognized her with its 2018 Icon Honors and named her one of the 2017 Most Admired CEOs, 2017 Top 100 Women, and 2017 Most Influential Marylanders. She has been honored by the Associated Black Charities as the 2017 "Champion for More in the Middle" for her leadership in advancing diversity and inclusion at TU.

President Schatzel holds a Ph.D. in Business Administration, with a concentration in Marketing and Technology, from Michigan State University. Her research interests focus on product innovation, new product success, and marketing communications.



APPENDIX II

DR. MELANIE PERREAULT PROVOST AND EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Melanie Perreault, Ph.D., is the Provost and Executive Vice President for Academic Affairs at Towson University. As the chief academic officer of the university, Dr. Perreault oversees 125 degree programs (undergraduate, master's and doctorate), and supports almost 23,000 students, over 1,700 full-time and adjunct faculty, and over 200 staff and administrators. Dr. Perreault provides leadership for six academic colleges, the Honors College, the Office of Graduate Studies, and the Albert S. Cook Library. As provost, she facilitates University and Academic Affairs strategic planning, implements budget and resource allocation plans, guides and oversees innovations in academic technology, promotes faculty excellence and student success, and supports curricular and program distinction.

Dr. Perreault was appointed Provost and Executive Vice President for Academic Affairs at TU effective February 18, 2019. Prior to her arrival at TU, Dr. Perreault was the Provost and Vice President for Academic Affairs at SUNY Buffalo State, the largest comprehensive university in the SUNY system. At Buffalo State, some of the efforts led by Dr. Perreault included the development of the institution's strategic plan, creation of the Office of Institutional Effectiveness, establishment of a new

program that expanded funding opportunities for students to engage in faculty-led undergraduate research, and creation of the Diversity Faculty Fellows Program to assist in diversifying the professoriate through ABD/post-doctoral fellowship programs.

Dr. Perreault received a B.A. in History from Lawrence University in 1990 and a Ph.D. in Colonial American History from the College of William and Mary in 1997. She was an Assistant Professor of History at the University of Central Arkansas before taking a position at Salisbury University in Maryland. There, she served as department chair and moved through the academic ranks to become a full Professor of History and later the Associate Provost, leading the university's strategic planning and institutional accreditation efforts.

