Northwestern University seeks nominations for and expressions of interest in the position of the Charles Deering McCormick University Librarian. Reporting to the provost, the University Librarian will be expected to lead the Libraries in their mission to provide information resources and services of the highest quality for the University’s teaching, research, professional, and performance programs; foster internal and external partnerships and collaborations; collaborate with communities of scholars on and off campus; recruit and nurture a diverse, professional staff; and garner and manage resources toward strategic goals. The University Librarian also has responsibility for the Northwestern University Press.

The Libraries

Northwestern University Libraries serve the Evanston, Chicago, and Qatar campuses by providing access to more than 7 million books; 3.5 linear miles of manuscripts, archives, and unique materials; over two hundred thousand digital books, periodicals, and databases; and more than 300 terabytes of unique digitized content. Its distinctive holdings include the Charles Deering McCormick Library of Special Collections and University Archives, which houses more than 250,000 rare materials ranging from...
Mesopotamian tablets to its Femina collection, one of the largest second-wave feminism collections in the country, as well as extensive archives pertaining to Northwestern history; the Melville J. Herskovits Library of African Studies, the largest collection of materials relating to Africa in the world; the Music Library, recognized internationally for the John Cage Collection and a renowned collection of 20th century classical music; and the Transportation Library, home to one of the nation’s most complete collections of US environmental impact statements.

The Libraries exist in four locations on the Evanston campus: University (Main) Library, Deering Library, Mudd Library, and the Math Library. Additionally, the Libraries operate the Oak Grove Library Center (Oak Grove) in Waukegan, Illinois, a high-density shelving facility with 274,866 square feet of shelving currently housing 2.6 million volumes of general and special collections. There are currently 186 professional and support staff: 69 faculty librarians; 36 professional exempt staff; and 81 non-exempt support staff, along with student workers who provide service support in multiple areas.

The Libraries are a member of the Association of Research Libraries, the Center for Research Libraries, the HathiTrust, the Big Ten Academic Alliance, the Black Metropolis Research Consortium, the Chicago Collections Consortium, and the Consortium of Academic and Research Libraries in Illinois (CARLI), among other organizations. In addition, Northwestern Libraries has close ties with the libraries at the Art Institute of Chicago and the Chicago Botanic Garden and reciprocal patron borrowing agreements with the University of Chicago and Loyola University Chicago.

The University Press

From its inception, Northwestern University Press has been at the forefront in publishing important works of scholarship in the humanities and social sciences as well as quality works of fiction, drama, nonfiction, and poetry. Prestigious authors first published by Northwestern University Press have won the Nobel Prize in Literature, the National Book Award, and other major awards. The Press continues to publish works of enduring scholarly and cultural value, extending the University’s mission to a community of readers throughout the world.

The Press’s publishing focus includes continental philosophy, Slavic studies, literary criticism, and European and world classics, with ongoing series in many of these fields. The Press’s award-winning imprint, TriQuarterly Books, is devoted primarily to contemporary American fiction and poetry. In 2010, the Press acquired the prestigious publisher of world literature, Curbstone Press, which remains an active imprint committed to its original mission.

Northwestern University Press is committed to the widest possible dissemination of scholarship, as exemplified by the cooperative distribution of electronic books to academic libraries with UPCC/MUSE. The Press continues to explore new media as it strives to promote the finest works of scholarship. The Press currently has 13 professional exempt and non-exempt support staff.
The University

Northwestern enjoys a position as one of the country’s leading private research universities whose ambitions are enabled by an endowment of more than $15 billion. Recognized nationally and internationally for the quality of its educational programs, Northwestern University is home to faculty members who conduct innovative teaching and pioneering research in a collaborative, interdisciplinary environment that combines the resources of a major research university with the level of individual attention of a small college. It is distinctive for its diverse and influential professional schools. All told, Northwestern enrolls more than 21,000 full- and part-time students. The college admissions acceptance rate is 7%, and 70% of undergraduates choose to combine two or more areas of study.

The University’s 1,500 full-time faculty members range from MacArthur Fellowship recipients to Tony Award winners. Their ranks include members of the National Academy of Sciences, the National Academy of Engineering, the American Academy of Arts and Sciences, the American Council of Learned Societies, and numerous other honorary and professional societies. Annual sponsored research awards have risen 127% over the past ten years and totaled $893 million in the most recent fiscal year. Northwestern is one of only four US universities ranked in the top 20 across all graduate education categories and in the top 10 overall. Northwestern’s 260,000 alumni include Supreme Court justices; Nobel and Pulitzer Prize laureates; governors; Academy Award-winning actors; college presidents; and leaders in law, science, medicine, and media.

The current leadership of Northwestern University includes Morton Schapiro, who began his term as president of the University on September 1, 2009. Shapiro is among the nation’s leading authorities on the economics of higher education, with particular expertise in the areas of college financing and affordability and trends in educational costs and student aid. Previously he was president of Williams College from 2000 to 2009, where he had also served on its faculty earlier in his career. He also held leadership positions at the University of Southern California from 1991 to 2000.

Kathleen Hagerty became provost of Northwestern in September of 2020. She had previously served in multiple senior leadership positions at the University, including as associate provost for faculty and interim dean of the Kellogg School of Management. She joined Kellogg over 30 years ago and holds the First Chicago Professorship in Finance.

Effective in the summer of 2022, Rebecca M. Blank, currently the chancellor of the University of Wisconsin-Madison, will become the next president of Northwestern University. An internationally renowned economist, Blank is a well-known researcher on poverty and the low-income labor market and has served as an economics expert in three presidential administrations. When she begins her appointment, she will make history as the institution’s first woman president. This will be a return to Northwestern for Blank, who served on the faculty in Northwestern’s Department of Economics from 1989-1999.
**Background**

In 1853, Northwestern University’s founders purchased a 379-acre tract of farmland along Lake Michigan, 12 miles north of downtown Chicago, as the site for the new university. Classes began in the fall of 1855 with two faculty members and ten male students. In 1869, the University enrolled its first female students, thereby becoming a pioneer in the higher education of women. In recent years, Northwestern has continued to expand its academic programs and opened a new campus in Qatar.

The Northwestern campus sits on the traditional homelands of the people of the Council of Three Fires, the Ojibwe, Potawatomi, and Odawa, as well as the Menominee, Miami, and Ho-Chunk nations. The greater Chicago area was also a site of trade, travel, gathering, and healing for more than a dozen other Native tribes, linking the Great Lakes to some 100,000 tribal members in the state of Illinois. Recognizing this history, the University established the Native American Outreach and Inclusion Task Force in 2013, leading to the implementation of strategies to strengthen Northwestern’s relationship with Native American communities through recruitment efforts, academic programs, and campus support services.

**The Position**

The University Librarian reports to the provost and will be expected to fulfill the following leadership opportunities:

- **Enhance, support, and extend research and scholarship within the University:** The University Librarian will maintain and extend the Libraries’ central role in promoting a vibrant and robust research, teaching, and learning culture attractive to current and prospective faculty, students, and staff. This individual will need to invest strategically to enhance the quality of collections and information services; to reimagine and invigorate the use of and access to the library in the digital age; and to sustain and enhance the Libraries’ role as hubs of scholarship, cultural exploration, and community.

- **Build collaboration across Northwestern University:** There continue to be important opportunities for deepened collaboration with partners across the University, including with deans, faculty, Northwestern University Information Technology, and with Northwestern’s other libraries (specifically, the Galter Health Sciences Library and the Pritzker Legal Research Center). The University Librarian should foster curiosity and dialogue throughout the campus community, strengthen existing collaborations, seek out new opportunities, and facilitate their exploration and establishment.

- **Represent the Libraries regionally and nationally:** Northwestern University Libraries have long been a leader in innovation in information services. The University Librarian must represent and negotiate on behalf on the Libraries and the University in concert with their peers in regional and national consortia, among vendors, and in professional societies and meetings.

- **Manage resources to ensure a strong financial future:** The fulfillment of the mission of the library over the long term can only be accomplished through strategic expenditures
and wise management of resources. The University Librarian must continue to maintain sound budgetary controls and principled resource allocation.

- **Increase resources through fundraising**: The University Librarian will build upon past fundraising success and will dedicate significant time and attention to raising funds from donors, both large and small. This individual will work with the development office and the Libraries’ Board of Governors to increase the depth of the donor pool and ensure that the library is positioned to maintain those relationships in the years to come.

- **Serve as one of the University’s senior leaders, advocating effectively for the library in institutional settings**: The University Librarian should be an effective advocate for the Libraries in University-wide settings, advocating for resources for collections and spaces, and for the expertise of the Libraries’ professionals and staff.

- **Foster diversity, equity, inclusion, and access**: Diversity is key to academic excellence and institutional strength. The University Librarian will need to foster and sustain efforts to enhance diversity, equity, inclusion, and access among faculty, staff, and students.

### Qualifications

Candidates must possess expertise in an academic discipline and/or the field of library/information science; a record of setting and achieving strategic goals; a proven record of managing people and resources effectively; and an uncompromising commitment to academic excellence and to the creation and support of a vibrant and broadly diverse community of faculty, students, alumni, and community members. A relevant graduate degree is required.

Ideal candidates will have the following professional qualifications and personal characteristics:

- **Vision**: A vision for the current and future roles that academic research libraries play in the creation, preservation, curation, and dissemination of information and a deep understanding of the changing nature of scholarly communication;

- **Leadership**: Distinguished accomplishments appropriate for the leadership of a large, complex organization of professional librarians and staff in their current duties and through equitable professional development in an evolving environment;

- **Advocacy**: Proven ability to articulate compellingly the centrality of the Libraries to the University’s pursuit of excellence in research, teaching, and service; and strong diplomacy and negotiation skills in conversation with collaborators, coalition partners, and vendors;

- **Innovation**: Demonstrated success in integrating and leveraging technology and research information and data resources to support and improve services, build collections, enable research, and build innovative programming;

- **Service**: Proven ability to foster the excellence of research and education in support of faculty, students, and the wider community; as well as best practices in the acquisition, preservation, and use of printed and born digital materials, and distinctive collections;

- **Management**: Experience with the management of complex organizational structures and the ability to foster engagement across a unionized and diverse workforce;

- **Financial acumen**: Experience in financial management of budgets involving personnel, facilities, and programmatic resources;
• **Effective communication**: Accessibility and the ability to communicate effectively with faculty, senior administrators, trustees, staff, students, alumni, donors, and other constituents; and

• **Fundraising skill**: Prior experience in development is preferred but not required. The University Librarian serves as the lead fundraiser for the Libraries and must be willing to engage others often and as appropriate, on behalf of the library.

**The Search**

Inquiries, nominations, and applications are invited. Although the search will remain open until the position is filled, review of candidate materials will begin immediately. Candidates should provide, in confidence, a curriculum vitae, a letter of application that highlights administrative acumen and leadership experience, and the names and contact information of five references. *References will not be contacted without prior knowledge and approval of the candidates.*

Materials should be sent electronically via e-mail to the university’s consultant, Dr. Jonathan Fortescue of Park Square Executive Search, at NorthwesternUniversityLibrarian@parksquare.com. Documents that must be mailed may be sent to Jonathan Fortescue, Ph.D., Managing Partner, or Kyle Meingast, Principal, Park Square Executive Search, LLC, 225 Franklin Street, 17th Floor, Boston, MA 02110. Phone: 617-401-2991.

Northwestern University does not discriminate or permit discrimination by any member of its community against any individual on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, genetic information, reproductive health decision making, or any other classification protected by law in matters of admissions, employment, housing, or services or in the educational programs or activities it operates. Individuals who feel they have been discriminated against on the basis of any of these classes should contact the University’s Office of Equity.

Northwestern University complies with federal and state laws that prohibit discrimination, including Title IX of the Education Amendments of 1972 and its implementing regulations. Title IX requires educational institutions, such as Northwestern, to prohibit discrimination based on sex (including sexual harassment) in the University’s educational programs and activities, including in matters of employment and admissions. Questions specific to sex discrimination (including sexual harassment) should be directed to Northwestern’s Title IX Coordinator in the Office of Equity, 1800 Sherman Avenue, Suite 4-500, Evanston, Illinois 60208, 847-467-6165, TitleIXCoordinator@northwestern.edu. Inquiries about the application of Title IX to Northwestern may be referred to Northwestern’s Title IX Coordinator, the United States Department of Education’s Assistant Secretary for Civil Rights, or both.