



DIRECTOR FOR RESOURCES & DISCOVERY

Reporting to the Associate Dean for Collections, the Director for Resources & Discovery leads the Resources & Discovery division, which includes acquisitions, cataloging, access management, electronic resources management, physical processing, and repair/preservation. This position focuses on implementing processes that improve the quality and breadth of University Libraries resources to support the curricular and research needs of Appalachian State's students and faculty. Working collaboratively with the Associate Dean and division members, the Director has oversight of the annual collections budget and sets priorities for curating the Libraries' collections. As a member of the University Libraries' Leadership Council, they help set strategic vision for the University Libraries as a whole.

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Appalachian State's Vision

Appalachian State University aspires to strengthen its role as a leading public institution in the Southeast. We commit to empowering learners through innovative academic programs accompanied by experiences that take place beyond the classroom, access and excellence in all our activities, and cultivation of scholarship, engagement, and creativity.

University Libraries' Vision

We are dynamic partners in the campus and online learning communities in support of the university's mission and strategic directions. Our collections, facilities, services, technology, and instruction contribute to the educational success of students, staff, and faculty and are a vital part of the research lifecycle and other creative endeavors. Building on our values of service, innovation, engagement, and student success, we are dedicated to the goal of providing full and equal access to information resources.

Duties and Responsibilities

- Work collaboratively to establish clear expectations and processes around the annual collections calendar, including budget projections and scenario planning; prioritization of new subscriptions and acquisitions; and review of continuing subscriptions for cancellation in alignment with budget allocations and reductions.
- Supervise the Resources & Discovery Division and lead faculty and staff to accomplish collection management priorities.
- Coach and mentor early career faculty; coordinate projects and follow-through with goal setting, division planning, and assessment methods appropriate to the work of the division.
- Collaborate with division members to develop appropriate means to assess the collections, gather results, interpret and share results, and implement action plans.
- Communicate and collaborate with administrators and fellow directors to develop and implement University Libraries goals, objectives, policies, and services. Serve as a member of the Leadership Council. Report progress in and outside of the division.
- Support the assertive negotiation of vendor contracts, licenses, and pricing and the use of data for decision making in a regularized and participatory process.
- Incorporate appropriate knowledge from developments, trends, and news in scholarly publishing into processes and allocations. Regularly reassess allocation formulas based on up-to-date information about curriculum, research, and publishers.
- Establish positive relationships between the University Libraries and vendors, consortia, and colleagues in other libraries by providing opportunities for feedback, collaboration, and professional networking.
- Support the ongoing transition to the new integrated library system, ALMA, and incorporate training on analytics to support collection development decisions. Engage with UNC System libraries as additional institutions transition to ALMA to set policies and manage workflows.
- Revise and improve processes for selection and acquisition of print books and physical collections to include approval plans, blanket publisher plans, Demand-Driven Acquisition and Patron-Driven Acquisition models, e-books, and resource sharing agreements.
- Support major print management projects that align with the building master plan, including deselection projects and initiatives to transfer materials to off-site collections.
- Engage with print retention initiatives at the national and international level, including the Eastern Academic Scholars Trust.
- Maintain an active program of scholarship and professional service as a faculty member of the University Libraries.





Salary & Benefits

Base salary is \$68,000-\$72,000 for Associate Professor or \$85,000-\$97,000 for Professor. An additional stipend for administrative duties will be determined based on rank and experience. App State offers a competitive benefits package, including employee tuition waivers.

Minimum Qualifications & Desired Experience

- ALA-accredited master's degree or equivalent advanced degree.
- Five (5) years' experience managing, promoting, and/or assessing library collections.
- Three (3) years' experience supervising professional library employees.
- Meet the criteria for Associate Professor or Professor as stated in the Faculty Handbook, which includes recognized accomplishment in scholarship and professional service (see <https://facultyhandbook.appstate.edu/> for details).
- Experience with collection management, acquisitions, cataloging, or other aspects of technical services.
- Management of complex collections budgets.
- Awareness of trends and issues regarding collection management, digital scholarship, resource discovery, scholarly communication, and open access.
- Ability to negotiate with vendors and publishers on behalf of the institution and in collaboration with consortial member institutions.
- Ability to evaluate, investigate, and establish workflows with library faculty and staff to enhance use and knowledge of library collections.
- Record of creative leadership and strong interpersonal communication.
- Willingness to collaborate with individuals and divisions to evaluate collections and set strategy for collection development.
- Willingness to participate in institutional affairs as a faculty member of the university.

Instructions to Apply

Interested applicants should submit the following to <https://appstate.peopleadmin.com/postings/52930>

1. A cover letter addressing minimum qualifications, experience, and additional areas of interest.
2. A full C.V., including education and relevant experience.
3. Three to five references, including their name, email, and phone number.