

## POSITION VACANCY ANNOUNCEMENT

<b>POSITION:</b>	Associate Dean for Research and Health Sciences
<b>RANK:</b>	Associate Dean and Associate University Librarian or University Librarian
<b>REPORTS TO:</b>	Dean of University Libraries and collaborates closely with the Sr. Vice-President for Health Affairs
<b>SALARY:</b>	The Smathers Libraries offer a salary commensurate with experience and credentials.
<b>REQUISITION #:</b>	520016
<b>DEADLINE DATE:</b>	Position is open until filled. Applications will be reviewed as received.

### JOB SUMMARY

The George A. Smathers Libraries seek an innovative and collaborative candidate to apply for its Associate Dean for Research and Health Sciences (Associate Dean) position. This year-round (12-month) tenure-track position provides vision and leadership for research services across the larger UF community, as well as strategic support of the multi-faceted mission of UF's Health Science Center.

The Smathers Libraries are key partners in advancing the research enterprise, leading, and supporting initiatives to grow infrastructure and services that enhance UF's diverse research portfolio, which includes over \$900 million annually in funded research. In strategic collaboration with campus partners, the Smathers Libraries contribute to identifying and advancing research support systems, tools, and services that meet campus needs and priorities through deep engagement in education, research, equity, and outreach, including a new emphasis on supporting artificial intelligence. The Associate Dean partners with UF's research community, representing the Smathers Libraries capabilities, priorities, and values. The Associate Dean communicates the needs of the research community in order to align Smathers Libraries programs and initiatives. One central way the Smathers Libraries directly support research is through the cross-disciplinary Academic Research Consulting & Services (ARCS) team, which provides data management, reproducibility, open science, bioinformatics, informatics, and more research services through expert consultations and direct collaborations with researchers.

The Health Science Center Libraries are central to the Health Science Center (HSC) campuses in Gainesville and Jacksonville, and units elsewhere in Florida, combining deep integration with curriculum, innovative services for researchers, and support for the clinical practice with a dedication to the improving the health of our Florida communities. The HSC Libraries focus on providing inclusive, welcoming physical and online spaces for all. A collaborative team structure brings faculty, staff, and student employees together to promote wellness; diversity, equity, inclusion, accessibility, and justice; innovative digital health projects; and other initiatives within the HSC and our broader communities. The Associate

Dean builds partnerships with the statewide UF Health system, the six Health Science Center colleges, other UF colleges, the Clinical & Translational Science Institute, Research Computing, Informatics Institute, and other campus entities to advance the education, research, clinical, and community engagement missions of the University of Florida.

The Associate Dean works collaboratively with the Dean of the Smathers Libraries and its senior management team to collectively provide strategic leadership and management. Our goal is to identify a collegial and experienced leader whose enthusiasm for research and health sciences libraries will position them to develop key relationships; advocate for the role of the Smathers Libraries in supporting health sciences and campus-wide research; and build and grow highly effective, inclusive, and culturally rich innovative teams. We actively support intellectual freedom, freedom of speech and the open exchange of ideas and opinions that support the community building, learning and research efforts of the University of Florida

## **RESPONSIBILITIES**

- Provide visionary leadership and strategic management to support the education, research, clinical, and community engagement missions of the University of Florida Health Science Center; and lead library strategy in fostering innovative collaborative priorities to support research and provide cross-disciplinary research services in partnership with the ARCS senior director and team members and other relevant campus entities, including Research Computing and the Clinical & Translational Science Institute.
- Participate in the administration of the Smathers Libraries to support discovery, engagement, and the use of knowledge for the entire University community, including the collaborative allocation of a combined \$12.3 million materials budget.
- Actively contribute to the senior management team of the Smathers Libraries for operational and long-term strategic direction and effectiveness.
- Identify gaps in library research support services and establish strategies to fill or overcome gaps through ongoing assessment, active participation in the research enterprise, and developing appropriate organizational structures and functions.
- Define and deliver health sciences library services that are responsive to current and future needs of students, faculty and other library users; and manage library facilities in Gainesville and Jacksonville.
- Actively seek opportunities and implement plans for community engagement with the broader Gainesville, Jacksonville, and Florida communities and health care consumers.
- Supervise the Senior Director of ARCS, the Chair of the HSC Library (Gainesville), the Borland Library Program Director, and indirectly supervise other faculty and staff on the Gainesville and Jacksonville campuses.
- Guide the tenure and promotion process for HSCL faculty, including mentoring and career development.
- Seek out and work with individuals of diverse backgrounds, experiences, races, ethnicities, genders, sexual orientation, and perspectives, to support campus-wide initiatives and the Libraries' Strategic Directions, including a commitment to inclusion, diversity, equity, accessibility and awareness.
- Actively engages in diversity, equity, and inclusion initiatives, supports diverse communities, and creates a welcoming environment for all
- Empower staff and faculty to be creative problem-solvers and innovators, make decisions, and participate in the governance and management of the libraries through deep involvement in teams, committees, and work groups.
- Direct content management for the HSCL and acquisition of library materials to meet the needs of the students, faculty, staff and clinicians of the HSC.
- Stay abreast of trends, technologies, and policies impacting the research enterprise and researchers nationally, internationally, and locally.
- Represent the HSCL in the state, region and nation, including participation in state-wide committees of academic library consortia and health and medical science library consortia, in addition to service on or leadership of a variety of campus-wide and library-wide committees and task forces.

- Engage in research and contribute through service at the institutional and professional levels suitable to the assignment and rank.

## **QUALIFICATIONS**

Research indicates that applicants from underrepresented groups are hesitant to apply for positions if they do not meet all the required and preferred qualifications.<sup>1</sup> We want to emphasize that the preferred qualifications are not required and that we are committed to helping our future colleague develop these preferred skills. Additionally, applicants are encouraged to communicate the ways in which their work fulfills the required qualifications in ways that may not be obvious.

### ***Required:***

- Master's degree in library science from an ALA accredited graduate program in library or information science, or other relevant advanced degree.
- At least five years of effective, relevant and progressive administrative responsibility in a research library or other information organization, including management of personnel and financial resources.
- Experience with health sciences libraries, the needs of health sciences colleges and professional programs, and with health sciences research.
- Demonstrated experience providing research services or support through libraries.
- Demonstrated knowledge of current trends and needs of researchers and the research enterprise.
- Proven leadership within a relevant organization and in related collaborative activities in support of that organization.
- Demonstrated initiative and flexibility, as well as the ability to adapt to and work creatively in a rapidly changing environment.
- Awareness of the challenges of and opportunities for inclusion, diversity, equity, and access as they relate to health sciences librarianship and research support services.
- Excellent oral and written communication skills.
- Interest in and ability to contribute to the profession via research and service.
- Record of including individuals of diverse backgrounds, experiences, races, ethnicities, gender, sexual orientation, and perspectives in research, teaching, service and other work.
- For appointment at Associate University Librarian or University Librarian ranks, strong potential for meeting the requirements of tenure and promotion as outlined in the [HSCL By-Laws](#).

### ***Preferred:***

- Membership in the Academy of Health Information Professionals at the Senior or Distinguished level.
- Undergraduate or advanced degree in a field related to life or health sciences.
- Experience in securing donor and grant funding.

## **HEALTH SCIENCE CENTER LIBRARIES**

The Health Science Center (HSC) Libraries constitute one of the largest health sciences library systems in the Southeast. With libraries located in Gainesville and on the University of Florida Health Science Center Jacksonville campus (Borland Library), the HSC Libraries provide services and programs to support UF Health, which includes the Colleges of Dentistry, Medicine, Nursing, Pharmacy, Public Health and Health Professions, and Veterinary Medicine, as well as the Clinical and Translational Science Institute; the Emerging Pathogens Institute; the Genetics Institute; the Institute on Aging; the Institute for Child and Health Policy; and the McKnight Brain Institute.

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<sup>1</sup> Schmalig, K. B., Blume, A. W., & Baker, D. L. (2017). Characteristics of Faculty Position Advertisements Associated with Applicant Diversity. *Journal of Higher Education Theory & Practice*, 17(8), 10–17. Collier, D., & Zhang, C. (2016). Can We Reduce Bias in the Recruiting Process and Diversify Pools of Candidates by Using Different Types of Words in Job Descriptions? *Mohr, T. S.* (2014). Why Women Don't Apply for Jobs Unless They're 100% Qualified. *Harvard Business Review*, 25.

## UNIVERSITY OF FLORIDA LIBRARIES

The libraries at the University of Florida form the largest information resource system in the state of Florida with seven libraries and three off-campus facilities. The [George A. Smathers Libraries](#) are comprised of six of the campus libraries, and all the off-site facilities. In addition to this system, the [Lawton Chiles Legal Information Center](#) is part of the Levin College of Law. The libraries hold over 6 million print volumes, 8.1 microfilms, 1.5 million e-books, 145,000 full-text electronic journals, over 1000 electronic databases, 1.3 million documents and 1.4 million maps and images. The libraries maintain partnerships and engages in a variety of collaborative, international projects while [engaging with the UF community](#). We are a member of the Association of Research Libraries (ARL) and other regional library consortia.

The [library staff](#) consists of more than 300 FTE librarians, technical/clerical staff and student assistants. The George A. Smathers Libraries are strong advocates for inclusion and intellectual freedom. The Libraries' commitment to both as articulated in the [Inclusion and Intellectual Freedom Statements](#). The Smathers Libraries will foster and maintain a culture that supports DEI, as values are foundational and permeates all aspects of our organization per [Strategic Directions 4: Diversity, Equity, and Inclusion](#). Support for professional development is central to the Smathers Libraries. Supports include a formal mentoring program, a robust training program, release time for research and professional service, a comprehensive grants program, and funding for professional development travel.

## THE UNIVERSITY OF FLORIDA

The University of Florida (UF) is the state of Florida's preeminent university. The state's oldest and most comprehensive university, UF is among the nation's most academically diverse public universities and won the 2018 [Senator Paul Simon Award for Comprehensive Internationalization](#). UF is currently fifth among "Top Public Universities" in the U.S. News and World Report and second among Forbes "Best Value Public Colleges (2016)". UF has a long history of established programs in international education, research, and service. It is one of only 17 public, land-grant universities that belong to the [Association of American Universities](#). At UF we have some of the top faculty in the country. In addition to attracting over \$900 million in research each year, they foster the uniquely collaborative environment that transforms potential into actual results. UF traces its beginnings to a small seminary in 1853 and is now one of the largest universities in the nation, with more than 50,000 students. The University of Florida seeks to address key challenges of our time, from COVID-19 to racism. [Stronger Together: Promoting Racial Justice through Awareness and Action](#) provides UF faculty and staff with a series of educational offerings to help them better understand and address racism and bias and help promote racial justice at the individual, institutional, and systemic levels. For more information, please consult the [UF homepage and the Office of the Chief Diversity Officer website](#).

The University of Florida has **numerous** new and ongoing **health science center and campus-wide** information-related initiatives relevant to the University Libraries, such as Neuroscience (<https://mbi.ufl.edu/>), Cancer (<https://cancer.ufl.edu/>) and others. Artificial Intelligence (AI) is one of the newest and most far-reaching initiatives: the University of Florida in 2020 launched a comprehensive AI Initiative (<https://ai.ufl.edu>) to infuse AI into all of UF's colleges and curriculums.

## BENEFITS

[University benefits](#) for this position include retirement plan options, insurance benefits, paid family leave (parental and medical), tuition fee waiver program, and employee assistance program, as well as paid time off and holidays. Gainesville, Florida, has no state or local income tax. The [UF Screen, Test & Protect Program](#) provides guidelines and resources related to COVID-19.

## AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY

The University of Florida is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information, and veteran status in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits,

and training. We are dedicated to the goal of building a broadly diverse and inclusive faculty and staff within a culturally diverse and pluralistic environment; we invite all qualified applicants including women, members of underrepresented groups, individuals with disabilities, and veterans. The University of Florida is a public institution and subject to all requirements under the Florida Sunshine and Public Records laws.

If an accommodation due to a hearing or speech disability is needed to apply for this position, please call 352-392-2477 University of Florida Human Resources or the Florida Relay System at 800-955-8771 (TDD).

### **GAINESVILLE COMMUNITY**

Gainesville and the surrounding community are home to approximately 257,000 people and both the University of Florida and Santa Fe College. The city is surrounded by more than 40 nature parks, including many spring-fed lakes and rivers, with many paved and unpaved trails for recreation. The city is just over an hour from the Gulf of Mexico and the Atlantic Ocean. Gainesville is an [award winning](#) and innovative city, friendly to both professionals and families. The [Guide to Greater Gainesville](#) combines award winning photography and compelling articles that capture all the reasons for calling Gainesville your next home. The City of Gainesville is a progressive municipality that seeks to [promote racial equity](#). The area has numerous cultural institutions and is a haven for sports fans. Jacksonville, Orlando, Tampa, Tallahassee, and St. Augustine are all within a two-hour drive.

### **APPLICATION PROCESS**

To apply, submit

- a cover letter detailing your interest in and qualifications for this position
- a written statement regarding “The role of libraries in advancing inclusion, diversity, equity and access as they relate to health science and research and this position’s contribution to achieving this” (no more than one page)
- your current resume or CV
- three to five references including their contact information (telephone number and email address)

This position is open until filled. Applications will be reviewed as received. Submit all application materials through the Jobs at UF online application system at [Job Number 520016](#). Failure to submit the required documents may result in the application not being considered. If you have any questions or concerns about this process please contact [Tina Litchfield](#), George A. Smathers Libraries Human Resources Office.