



WHITMAN COLLEGE

Library Director and College Librarian



Whitman College seeks a creative, innovative, and strategic leader to serve as the next Library Director and College Librarian (Library Director) of the Penrose Library. The search is being launched as the current Library Director, Dalia Corkrum, will retire following almost two decades of service at Whitman.

Reporting to the Provost and Dean of the Faculty (Provost), the Library Director is a critical partner in, and facilitator of, intensive student and faculty intellectual engagement. The next Library Director will build upon a solid foundation and excellent collections to collaboratively develop and articulate a comprehensive strategic vision for the Whitman College Library. Working closely with the Provost and library staff, the next Director must develop measurable goals and articulate new priorities that will guide the Library's path forward, encompassing both the Penrose Library's role on campus and its relationship to the evolving information landscape. The next Library Director will identify creative and effective ways to continue the evolution of the Penrose Library with an increasingly global, diverse, and relevant collection of materials accessible through a range of content platforms.

ABOUT WHITMAN COLLEGE

On November 28, 1883, the Washington Territorial Legislature issued a new charter that changed the Whitman Seminary, established in 1859 by Rev. Cushing Eells and named in honor of missionary Marcus Whitman, into Whitman College, a four-year, nondenominational, degree-granting college. It has offered a liberal arts curriculum and has been gender-inclusive throughout its history. In 1913, Whitman became the first institution in the nation to require undergraduate students to complete comprehensive examinations in their major fields. A Phi Beta Kappa chapter was established in 1919, the first for any Northwest college.

FAST FACTS

- 9:1 student-faculty ratio
- 87 percent five-year graduation rate
- 80+ off-campus programs in nearly 40 countries
- About 1,500 students from 47 states and 32 countries
- 91 percent of students receive financial aid
- 55 percent of students graduate with no loan debt
- \$30 million in scholarships awarded annually

Please visit the below resources to learn more about Whitman College:

Whitman Hallmarks: <https://www.whitman.edu/about/whitman-hallmarks>

Rankings and Top Lists: <https://www.whitman.edu/about/rankings>

MISSION STATEMENT – WHITMAN COLLEGE

Situated within the rich and complex landscape and history of the Walla Walla Valley, Whitman College provides a rigorous liberal arts education of the highest quality to passionate and engaged students from diverse backgrounds. Whitman students develop their intellectual and creative capacities in a supportive scholarly community that prioritizes student learning within and beyond our classrooms. We help each student translate their deep local, regional, and global experiences into ethical and meaningful lives of purpose.

STRATEGIC PRIORITIES

It is an exciting time to be at Whitman College. In the summer of 2022, Dr. Sarah Bolton began her tenure as the institution's 15th president, and work continues to implement the tactics of an ambitious strategic plan, approved by the Board of Trustees in 2018. The priorities that emerged reflect Whitman's response to the changing higher education landscape and aspirations for the college's future success. Increasing economic stratification compels Whitman to find more opportunities to make it an affordable choice for students and families across the socioeconomic spectrum. Demographic and social changes, in the local community as well as the nation generally, compel Whitman to strive to be a place where all students,

faculty, and staff feel a sense of belonging and that works against systemic injustice and discrimination in society.

The [five institutional priorities](#) that emerged from the rigorous strategic planning process—increasing access and affordability; enhancing diversity, equity and inclusion; innovating the curriculum; preparing for life after Whitman; and celebrating our location—are aimed at bolstering the liberal arts values that have always driven a Whitman education and position the college to excel for decades to come. These priorities have already begun to shape the future of the college in significant ways.

FINANCES

For 2022-23, the college's total operating budget is \$89 million, including auxiliary activities. The Education and General budget is \$79 million, of which \$31 million (39 percent) is funded by the endowment. In 2022-23, Whitman's tuition will be \$58,200 and room and board will be \$14,210. Whitman has one of the largest liberal arts college endowments in the west with over \$650 million in endowment (estimated as of June 2022) and investment assets. The college holds a modest approximate \$69 million in long-term debt, and in 2022 Moody's Investors affirmed Whitman's Aa3 long-term bond rating with a stable outlook.

ACADEMICS

At Whitman, learning is a process of questioning, exploring, and thinking critically. Students are challenged to write, debate, participate actively in small classes and seminars, conduct independent research, examine existing theories, tear ideas apart, and put them back together again.

A Whitman liberal arts education requires both breadth and depth, as demonstrated by rigorous major requirements along with general education coursework. The campus fosters close dialogue and collaborative research among students and faculty. The curriculum is tailored to challenge bright, involved, curious, and passionate students. Faculty structure courses and class time in ways that encourage students to push boundaries and explore new directions. Students can choose from 51 majors, including 22 interdisciplinary majors, or create an independently planned major. In all areas of study, Whitman students learn to read carefully, think critically, and communicate effectively.

Whitman faculty are experts in their fields and bring their passion into the classroom to inspire an excitement for and life-long love of learning. Their research and teaching inform each other in the model of the teacher-scholar. Faculty members engage and encourage students, and small class sizes allow students to know their professors personally as collaborators, mentors, advisers, and lifelong friends.

SCHOLARSHIP

At Whitman, the teacher-scholar ideal is alive and thriving. We believe that faculty members who are actively engaged in the production of knowledge and forms of creative performance are better teachers. They model for students what it means to cultivate and sustain a lifetime of intellectual curiosity, careful reflection, and critical inquiry.

Robust faculty scholarship in recent years resulted in an extraordinary array of publications, performances, exhibits, grants, and awards. Undergraduate research at Whitman has been transformed by the enthusiasm and energy of the faculty who work with students on cutting-edge research. Numerous grants are available for faculty-student research, resulting in publications in journals and presentations at national conferences. Students regularly graduate as co-authors on peer-reviewed publications.

Annually, the Whitman community celebrates creative and scholarly output by students, inspired by and created alongside faculty. The Whitman Undergraduate Conference is a testament to the value of liberal arts learning and a showcase of original work sparked by course study, senior theses, faculty-student research, independent projects, fellowships, internships, and study abroad.

DIVERSITY

The college is committed to creating an inclusive learning and working environment where all individuals are respected and where differences are embraced.

Whitman's academic community consists of students, faculty and staff who come from a variety of backgrounds, perspectives, and circumstances, and who possess different histories, different sensibilities, and, at times, different expectations. Whitman College maintains a broadly conceived approach to diversity and recognizes that diversity takes many forms. The Board of Trustees recently revised the college's diversity mission statement, reflecting its ongoing commitment to Whitman College's efforts to increase diversity and foster an inclusive community. On campus, the chief diversity officer holds a position at the vice-presidential level and is valued as a partner to the president and other senior leaders as well as to the broader Whitman and Walla Walla community.

Today, Whitman students come from 47 states, one U.S. territory, and 32 countries. Approximately 25 percent of Whitman's student body are students of color. International students represent an additional 10 percent. Roughly 14 percent of the student body receives a Pell Grant and 14 percent are first-generation college students. Twenty-one percent of Whitman's faculty and 20 percent of staff are people of color. The campus community dedicates a day each year to exploring issues related to race, gender, sexuality, and other forms of diversity through a student-led Power & Privilege Symposium.

A priority at Whitman is to make sure all its students have equal opportunities to thrive and be successful. Whitman takes pride in the fact that graduation rates for its students from underrepresented groups are equivalent to those of the overall student population. College programming is integral to achieving these numbers. To ease the college transition for some underrepresented groups, Whitman brings first-generation and working-class students to campus for several days during the summer for a preorientation called the Summer Fly-In. The students meet key staff and faculty, are introduced to major campus resources, and get the opportunity to make connections with other incoming students. Through academics, campus life, and cultural and educational activities, Whitman community members participate in this vision for inclusivity.

The Glover Alston Center and Intercultural Center are dedicated to fostering intercultural awareness and providing support to students from diverse communities, including undocumented students. Recognizing that undocumented students make important contributions to the intellectual and social life of the campus, Whitman College admits and enrolls students regardless of citizenship.

To learn more about Whitman’s Diversity Statement, Nondiscrimination Policy, among other information, please visit: <https://www.whitman.edu/about/policies-and-statements>.

LEADERSHIP



Dr. Sarah Bolton was unanimously selected by the Whitman College Board of Trustees to be the college’s 15th President. Bolton is a physicist, professor, and administrator with more than 25 years of experience in higher education and a long-standing commitment to the liberal arts. She succeeded President Kathleen M. Murray upon her retirement at the end of the 2021–2022 academic year.

Bolton will be Whitman’s first president in many decades to come from an academic career in science. She was encouraged to pursue physics from an early age thanks to a middle school teacher and later mentors who encouraged her to believe in her capacity to engage and explore in a field of study where there were very few, if any, other women at the time. This practice of making space to actively include and listen to voices from all backgrounds remains a guiding principle in her life and career.



Dr. Alzada Tipton has served as Provost and Dean of the Faculty since 2016. She has worked with the faculty to develop new academic programs and revise the first-year and general education programs. As the PI for two Mellon grants on community-engaged learning, she has helped to create more connections between the academic program and the Walla Walla community. A particular area of focus is the relationship with the Confederated Tribes of the Umatilla Indian Reservation, for which she serves as the College lead. She heads up the work for the Life After Whitman plank of the strategic plan, which aims to make more explicit to

students the professional and personal possibilities that a liberal arts education provides. She supports programs to diversify the curriculum and the faculty and has worked with staff to create core values for the workplace. She has several administrative presentations and publications on creating global, interdisciplinary, values-based, and first-year programs. An English professor, her specialty is British early modern literature, and she publishes on the Earl of Essex and Elizabethan literature. She earned her bachelor’s degree from Johns Hopkins University, and her master’s degree and PhD from Duke University.

CAMPUS

Whitman College is located in Walla Walla on the traditional Cayuse, Umatilla, and Walla Walla homelands. Walla Walla is a welcoming town in eastern Washington known for its beauty and booming wine industry, a 45-minute flight from Seattle or 4½-hour drive from Seattle, Portland, or Boise. The campus blends a stunning natural environment with contemporary facilities, modern technologies, and historic buildings. The rugged beauty of Whitman’s Pacific Northwest location helps define the college experience. The access to western mountains, rivers and open space draws many students, staff, and

faculty to Whitman. Whitman's campus and Walla Walla personify a west coast ethos that is friendly, open, and encouraging.

Whitman's main 60-acre campus is located on the edge of historic downtown Walla Walla. The college has 17 acres of athletic fields three blocks from campus and 35 acres at the Johnston Wilderness Campus just 16 miles outside of town in the Blue Mountains. About 30 miles from campus, Braden Farm offers students unique access to the Wallula Gap Biological Field Station and the Pacific Northwest Regional Observatory, which contains the largest telescope in Washington state. The college also owns 15 farms in four counties comprising 21,200 acres that earn more than \$1 million a year in revenue.

The main campus is beautifully landscaped with a mature canopy of trees and a substantial and growing collection of outdoor art sculptures. The main campus includes 42 buildings totaling over 1.3 million square feet with a replacement value of more than \$456 million. In the past 10 years, the college has completed close to \$75 million in new facilities, along with additions and renovations to existing facilities. Highlights of construction projects over the past decade include the building of Stanton Residence Hall and Cleveland Commons Dining Hall, an addition to Harper Joy Theatre, and renovations to the Hall of Science, Memorial Hall, Baker Center, Olin Hall, Jewett Dining, and Prentiss Hall. The college eliminated deferred maintenance 25 years ago and fully funds a life cycle budget for the renewal and replacement of facilities.

WALLA WALLA

Revitalized by the region's burgeoning wine industry, Walla Walla puts the best of small-town America within easy reach. Its well-kept streets mix shops from earlier eras with trendy cafés and eclectic boutiques. Its tasting rooms, restaurants and sidewalk sculptures provide ready destinations and points of interest. The Whitman College campus is located at the top of Main Street in downtown Walla Walla, and faculty, staff, and students enjoy the quick stroll to their favorite local spots. Most Whitman employees live minutes from campus in one of the many historic and charming neighborhoods filled with Tudor, Craftsman, Cape Cod, Greek revival, and Colonial-style homes.

The rivers, woods, hills, mountains, and canyons that shape and surround the Walla Walla valley offer a diverse range of activities. Located in the sunny, southeast corner of the state just 11 miles from Oregon, residents and visitors enjoy an average of 270 days of sunshine per year, perfect for canoeing, kayaking, fly-fishing, hiking, skiing, rock climbing, bicycling, or enjoying a Walla Walla Sweets baseball game. The town of about 33,000 residents is famous for its eponymous sweet onions, vibrant and historic Main Street, Chamber Music Festival, Walla Walla Symphony, theatres, farmers market, and annual hot air balloon festival. Its residents volunteer at hundreds of local nonprofits to ensure a vibrant, thriving community.

The Walla Walla region continues to be a robust agricultural center for wheat, grapes, apples, alfalfa seed, and related agricultural industries, including international agricultural manufacturing facilities. The first generations of Latinx immigrants arrived through the bracero program during World War II to save the wheat crops and stayed and raised their families here for generations. Currently, approximately 26 percent of the county identifies as Hispanic or Latinx and Walla Walla High School enrolls over 45 percent students of color.

Walla Walla is known throughout the state, and increasingly nationally and globally, for its locally sourced and farm-to-table restaurants and the thriving wine industry. The region is home to well over 120 wineries, several of which have received top scores from national wine publications and many of which were started by Whitties.

Walla Walla has received artistic acclaim as the home of the Walla Walla Foundry, featuring international artists like Ai Wei Wei, and as home to local artists like Nano Lopez, Squire Broel, and many others.

Other accolades include:

- “America’s Best Wine Region,” 2020, *USA Today* 10 Best Readers’ Choice awards
- “Best Cities to Live in Washington,” 2019, Chamber of Commerce
- Best Small City Road Trip Destination in the U.S., 2018, *Travelocity*
- 25 Cutest Main Streets, 2018, *Fodor’s Travel*
- 50 Best Places to Travel to in 2018, *Travel + Leisure*
- Best Small Towns in Washington to Visit, 2017, *Thrillist*
- Best Small Places for Businesses and Careers, 2016, *Forbes*
- 10 Most Beautiful Towns in Washington, 2015, *The Culture Trip*
- 15 Most Underrated Cities in the USA, 2015, *Global Yodel*
- Best Small Cities in the U.S., 2015, *NerdWallet*



ABOUT THE PENROSE LIBRARY

Penrose Library has been consistently highly ranked by the Princeton Review. The library's digital environment, with more than 85,000 unique journal titles, 210 databases, 376,000 eBooks, and 45,000 streaming videos, complements its more than 600,000-volume print collection. Penrose Library has generous open hours and the facility itself was built to facilitate inquiry, study, and learning. Whitman College and Northwest Archives include 4,800 linear feet of archival and manuscript material and over 5,000 rare books. Whitman College is a member of the Orbis Cascade Alliance, which combines the assets of academic libraries throughout the Northwest to provide free access and courier delivery of millions of volumes as well as the Oberlin Group of Libraries, a consortia dedicated to advancing libraries in liberal arts colleges and universities.

MISSION AND VALUES STATEMENT

Penrose Library fosters the intellectual engagement and scholarly practice of the Whitman community. We curate and provide access to diverse and unique collections, and teach the skills and concepts needed to navigate complex information environments at Whitman and beyond. *(updated Fall 2018)*

Penrose Library Vision Statement

Penrose Library will:

- Cultivate a welcoming and inclusive environment for our patrons built on shared values and transparent policies.

- Provide equitable access to our collections, programs, and services.
- Support the evolving liberal arts curriculum through our collections and our incorporation of emerging technologies into library services, programs, and events.
- Be an innovative campus-wide collaborator and locus of expertise in information ecosystems, data lifecycles, and digital scholarship.
- Teach information literacy concepts to ensure that students actively and critically engage with ideas and information at Whitman and beyond.
- Expand our role as a repository for robust, unique, and local collections that document the diverse history of the Walla Walla Valley.

Penrose Library Values Statement

Respect

We act with empathy and kindness to instill mutual trust and we recognize the contributions of all employees. We challenge and engage each other in respectful, thoughtful ways.

Diversity and Inclusion

We affirm that diversity and inclusion make our institution stronger. Individuals with diverse backgrounds, experiences, and perspectives enrich our environment. We seek to champion equity.

Integrity

We strive for authenticity and accountability in our relationships with others. By our actions we demonstrate a shared responsibility and commitment to justice, service, and excellence.



Privacy and Confidentiality

We protect and advocate for our users' rights to privacy and confidentiality. We provide a safe environment for the freedom of inquiry.

Collaboration

We value interpersonal relationships and are committed to building a cooperative, supportive, and open community. We work together to enact policies, provide services, and manage Penrose Library's physical and digital assets.

Embracing Challenge and Change

We see change as an opportunity for innovation. We accept challenges, take risks, and seek out new solutions.

Life-Long Learning

We inspire and enable each other and our patrons to pursue learning and knowledge. We believe that continuing education and professional development are crucial for all members of our community. Our values are informed by our professional standards, as set forth in the American Library Association's [Library Bill of Rights and Code of Ethics](#).

DIVERSITY, EQUITY, INCLUSION, ACCESSIBILITY STATEMENT

Penrose Library supports Whitman College's [Diversity Statement](#), statements from the American Library Association on [Equity, Diversity, and Inclusion](#), and Society of American Archivists' [Statement on Diversity Equity and Inclusion](#). Furthermore, we stand in solidarity with colleagues from [BCALA](#), [APALA](#), and [REFORMA](#) who have articulated critiques and extensions of these statements.

The prejudices, injustices, oppression, and violence that arise from racism do not belong here. As a library, we affirm that information is power; that equity, diversity, and inclusion make our institution stronger; and that individuals with diverse backgrounds, experiences, and perspectives enrich our environment. We acknowledge that the library and archival professions remain predominantly white, and because of this uncomfortable truth, we aim to identify and challenge racism and white supremacy, while striving toward supporting diversity in our fields. We acknowledge that these efforts are ongoing, continuous, and inform all aspects of our work.

Because we acknowledge these realities, we strive to amplify voices of diversity within our collections, and also aspire to champion equity by identifying and building out areas in which our collections are lacking, and thereby enrich the educational goals of the College. We aim to provide equitable access to our collections, programs, and services independent of gender identity, sexuality, race, ethnicity, national origin, socioeconomic class, disability, religion, spirituality, and age cohort. We seek to improve equity, diversity, and inclusion within the library, and are committed to partnering with communities on-campus and elsewhere who share these goals. We are advocates of freedom of expression and welcome conversations from library patrons and colleagues; we do not tolerate hate speech. We invite dialogue, encourage research, and support educational initiatives that align with these objectives.

For more information, please visit the Penrose Library's DEIA Actions page: <https://library.whitman.edu/deiaactions/>.

THE ROLE OF THE LIBRARY DIRECTOR AND COLLEGE LIBRARIAN

The Library Director and College Librarian is responsible for providing vision, leadership, and administrative guidance in planning, organizing, coordinating, directing, and evaluating all library functions and in integrating library resources within the academic programs of the college.

The Library Director coordinates and anticipates the information services and resources the library provides and has overall responsibility for operations, including the collection and its development; cataloging and processing; circulation, access, and maintenance; off-site borrowing and document delivery; reference and instruction; systems and electronic resources; development; and college archives. This person plays a vital role in developing and maintaining strong collegial and consortial relationships to further the library's mission, vision, and values.

Reporting to the Provost and Dean of the Faculty, the Library Director oversees 17 full- and part-time staff and 30-35 part-time students. Direct reports to the Library Director currently include:

- Archivist and Head, Digital Services
- Head, Instruction, Research, and Assessment
- Head, Collection Management
- Head, User Services
- Scholarly Communication Librarian
- Systems and Applications Librarian
- Administrative Assistant to the Director and College Librarian

The Penrose Library's total annual operating budget for 2022-2023 stands at approximately \$3 million, including salaries.

The Library Director is a contributor to a number of college-wide academic and governance committees, and a valued participant in academic planning across the college. The Library Director is a key member of the Provost and Dean of the Faculty's leadership team.



KEY RESPONSIBILITIES

The Library Director and College Librarian will be responsible for the following:

- Providing strategic vision, direction, and leadership for the continued development and advancement of the library as a center of academic excellence on campus, ensuring that all library programs and services promote the college's commitment to diversity, equity, and inclusion;
- Recruiting and retaining outstanding librarians and staff; supervising the performance of the professional library staff and selected support staff; and developing, implementing, and maintaining plans that provide for professional and staff development in a collegial environment;
- Collaborating with faculty and academic administrators to provide library support for academic programs, faculty instruction and scholarship, and student learning activities;
- Developing, managing, and evaluating the facilities, collections, and budgets which are assigned to the library;
- Regularly reviewing and evaluating new technological developments and capabilities for potential application to library procedures and services; maintaining close communication with the Chief Information Officer, and encouraging Library-Whitman College Technology Services collaboration;
- Serving as an ex-officio member of the Faculty Library Advisory Committee, Academic Information Technology Advisory Group (AITAG) and other committees as appropriate or assigned;
- Providing leadership on issues related to the production, use and sharing of information in the academy, including creating awareness around aspects of scholarly publishing, open access, and copyright;
- Overseeing library instructional activities as appropriate; may serve as the college's copyright expert;
- Working with the college's Development Office to foster fundraising and development opportunities for the library;
- Planning and implementing library building space redesign, remodeling and/or refurbishing to accommodate changing functional, curricular, and programmatic priorities;
- Ensuring that the library complies with the ethical and legal standards of the American Library Association, the Federal Depository Program, and other appropriate bodies;

- Collaborating with other libraries, archives, agencies, and depositories in fostering cooperative programs and resource-sharing agreements and demonstrating active involvement in professional organizations on both a regional and national level;
- Serving as a valued participant within the Oberlin Group of Libraries as well as the Orbis Council of Library Directors, and other Orbis committees as necessary; participates in the governance of other library consortia as appropriate;
- Consulting regularly with the Provost and Dean of Faculty on all aspects of library operations; and,
- Performing other responsibilities as assigned.

OPPORTUNITIES AND CHALLENGES

The next Library Director and College Librarian will follow the current Director, Dalia Corkrum, who is retiring after many fruitful years in the position. The next Library Director will inherit a devoted team of library staff who have built within the Library an impressive ethos of service. The next Library Director will be asked to further enhance the Library and its services by addressing several compelling opportunities and challenges:

- **Collaboratively leading the development and implementation of a new strategic and shared vision for the Penrose Library:** In concert with the college's strategic priorities, the next Library Director will work together with library staff and other campus constituents to identify priorities that take into account existing strengths and current strategic directions as well as the changing nature of patron needs, e.g., embracing digital scholarship, open access publishing, and new technologies. Within the Penrose Library, the Library Director must develop an assessment program in order to create a more complete picture of library operations and define success within the teaching and learning sphere. Also, working closely with library staff, the Director must think strategically about staff work; ensuring responsibilities and accountabilities are optimally distributed to achieve the shared vision. Drawing upon a strong sense of national best practices and emerging trends in knowledge management, the Library Director will foster innovation while ensuring that the college's students and faculty view the Penrose Library as an essential and supportive partner in their intellectual and creative work.

The Library Director will provide transparent and inclusive leadership as the Penrose Library articulates a vision for its collections that build upon historical strengths while embracing a more equitable future for the college's broad and diverse community. For instance, the Library continues to acquire and present history from Walla Walla, and would like to focus on collecting voices from the valley that haven't been as well represented: a large Hispanic and Latinx population as well as the [Confederated Tribes of the Umatilla Indian Reservation](#), to name two.

- **Advocating for and promoting the value of the Penrose Library and its critical role in the college's educational mission, both internally and externally:** The Library Director will serve as a thoughtful, passionate champion for the Library on a campus which already holds its Library in high esteem. The Library Director will form and sustain relationships across the college to assure that the

Library's work is meaningfully integrated into the teaching, research, and intellectual life of Whitman. The Library Director will also represent and promote the interests of library staff at the level of the college's academic administration.

Additionally, as a creative, flexible, and intellectually generous leader, the Library Director will inspire engagement and collaboration and be a partner in a wide range of consortia, including the [Oberlin Group of Libraries](#), and the [Orbis Cascade Alliance](#), among others. Within Walla Walla, the Library Director will provide leadership in achieving social impact through closer partnerships with other regional libraries and valued institutions, and work to open up the Library's collections to the broader community.

- **Maximizing the Library's capabilities through strong resource allocation and fiscal management:** The next Library Director will work in partnership with the College's Development Office to advocate for the Penrose Library's ongoing needs. As the primary steward of the Library's resources, the next Library Director will be adept at finding creative and sustainable solutions to budgetary demands and constraints. Solid fiscal management, collaboration skills, and a nuanced understanding of technological efficiency will also serve the next Library Director in ensuring that the Penrose Library functions at peak operational and service offering capacity.
- **Leading a high-functioning team that contributes to the college's values of diversity, equity, and inclusion:** The Library Director will inherit a dedicated and experienced staff and will lead with a clear commitment to a diverse, inclusive, and equitable Library environment for students, staff, and faculty. Serving as the Library staff's chief advocate, the Library Director will champion the professional development and growth opportunities that ensure all library staff feel valued and supported in their work and career progression. With a hands-on, open-door leadership style, the next Library Director will foster a work environment where talent, new ideas, and strong relationships continuously develop.
- **Collaborating closely with the Whitman College Technology Services (WCTS), the Office of Institutional Research, and other campus partners to ensure innovative and thoughtful use of instructional and library technology:** The next Library Director will partner with the Whitman College Technology Services, the Office of Institutional Research, among others, to ensure that faculty and students are able to access information and create knowledge in ways that are convenient and conducive to research and learning. The next Library Director, in partnership with library departments, WCTS, and other campus partners, will help lead the complex conversation around pedagogical and scholarly uses of technology as well as emerging trends in digital knowledge management and open access.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will be a visionary leader with a deep understanding of and commitment to the mission, values, goals, and pedagogical approaches of academic libraries and liberal arts traditions. Candidates must hold an ALA-accredited degree or an international equivalent, or an advanced degree in a relevant field, as well as demonstrate effective leadership and management experience. In addition, the ideal candidate will possess many of the following preferred qualifications:

- Experience developing and articulating a strategic vision and measurable goals for a modern liberal arts library;
- Desire and ability to engage with all constituents to develop and implement collections plans and instructional initiatives to serve academic resource and information fluency goals;
- A deep understanding of the ways in which technology is shaping scholarship, publication, and the dissemination and preservation of knowledge, as well as facility in navigating and leading in this fast-changing landscape;
- A talent for building and leveraging consortial relationships to increase access to resources, improve efficiency of operations, and reduce costs;
- Ability to garner external resources to support innovation and excellence;
- Capacity to manage financial and capital resources strategically and to navigate relations with vendors and publishers;
- An approachable and motivational leadership style that promotes mentoring, collaboration, and professional development for the library team;
- Demonstrated success in advancing diversity, equity, and inclusion within an institution, as reflected in hiring practices, student engagement, and library content and accessibility;
- Ability to serve as an institution-wide partner and team player, able to engage in constructive dialogue and to advocate persuasively and transparently for the mission and priorities of a library;
- Passionate commitment to undergraduate liberal arts education and independent research;
- Outstanding communication and interpersonal skills, ability to forge positive working relationships with faculty, staff, and students; and,
- Intellectual leadership, able to think creatively and to participate actively in national discussions on the future of libraries and the liberal arts.

APPLICATIONS AND NOMINATIONS

For best consideration, please send all nominations and applications to:



Matthew Bunting, Managing Associate
Lareese Hall, Senior Associate
Storbeck Search
WhitmanLibrarian@storbecksearch.com

Whitman College is building a diverse academic community of highly qualified students, faculty, and staff. Diversity is fundamentally important to the character and mission of Whitman College. Diversity enriches our community and enhances intellectual and personal growth.

The College provides equal employment opportunities to all employees and applicants for employment without regard to race, color, sex, gender, religion, age, marital status, national origin, disability, veteran's status, sexual orientation, gender identity, or any other basis prohibited by applicable federal, state, or local laws.