POSITION PROFILE
Betty Drees Johnson Dean of the Library & Learning Technologies Prospectus
Dean of the duPont-Ball Library

**Stetson University**, located in DeLand, Florida, with its [Law Campus](#) in Gulfport and the [Law Center](#) in Tampa, seeks an intellectually curious, dynamic, and visionary leader to serve as the next Betty Drees Johnson Dean of the duPont-Ball Library and Learning Technologies. Reporting directly to newly appointed Provost and Vice President of Academic Affairs [Elizabeth Skomp](#) and serving on her leadership team alongside the other university deans as well as on President [Christopher Roellke’s](#) Cabinet, the next dean is a critical university partner in, and facilitator of, the intellectual engagement that characterizes relationships among students and faculty at Stetson University. In collaboration with a team of 21 talented and dedicated library staff and faculty, the next dean will have a tremendous opportunity to build upon the library’s inclusive-, service- and innovation-oriented culture.

Stetson University has a long history of recognizing the centrality of the duPont-Ball Library to the university’s mission, and the dean position has been endowed with funds in support of this work. Guiding the intellectual heart of the campus, the next dean will lead an inclusive process of developing and implementing a comprehensive strategic vision for the future of the library, in terms of how its [physical spaces](#) on campus are used, its central role in student and faculty knowledge creation, and its relationship to the fast-changing world of information management. Diversity, equity, and inclusion in all forms are core values for the duPont-Ball Library, and the dean will bring a deep commitment and demonstrated track record in this area.
About Stetson University

Stetson is one of the top regional comprehensive institutions in the nation and is on a path to greater achievement and distinction as a student-centered institution. Stetson has made strategic investments in academics and student success to further establish the university as an influential force in educating future leaders. The dean will join a leadership team that is defining a bold new chapter for the institution, and the duPont-Ball Library will be critical in this effort.

Stetson University is ranked #4 in the South by U.S. News & World Report as a top-tier regional university with a long-standing commitment to liberal arts undergraduate education, outstanding professional graduate programs, and diversity and inclusion. Stetson University’s visionary strategic plan led to a successful $218 million comprehensive campaign, exciting new programs and a more diverse student body, faculty, and staff. The Dean of the duPont-Ball Library and Learning Technologies has the unique opportunity to capitalize on this success and partner with Stetson’s schools, colleges, and programs throughout the region.

The beautiful DeLand campus, where the duPont-Ball Library is located, is the undergraduate residential home to students from the School of Music, the School of Business Administration, and the College of Arts and Sciences, and the hub for graduate education locally, online, and at select satellite locations.

University Leadership: President Christopher Roellke

In July 2020, Stetson welcomed its 10th president, Dr. Christopher F. Roellke, who brings a depth of success in academic preparation, student support, development and leadership that immediately resounded with the Stetson community as it navigated the post-pandemic environment in higher education. Dr. Roellke is the former dean of the college emeritus and professor of education at Vassar College and is widely regarded as an exceptionally effective and collaborative higher education leader. Dr Roellke is past president for the Association of Education Finance and Policy, a 2014 Fulbright Scholar, and the founder and fundraiser of Vassar College’s Urban Education Initiative. A graduate of Cornell University and Wesleyan University, Dr. Roellke’s teaching, research, and leadership interests are in the politics and economics of education, teacher education and faculty development, curricular innovation, and American higher education.

The university’s most recent strategic planning process (2022-present) is underway and being led by President Roellke and the Board of Trustees. Under President Roellke’s leadership, Stetson University continues to build on its remarkable renaissance at a time when American liberal education has been under scrutiny and national demographic trends have not favored private, tuition-dependent institutions.
University Leadership: Provost Elizabeth Skomp

In March 2023, Dr. Elizabeth Skomp was named provost and vice president of academic affairs. Since joining Stetson in 2019 as dean of the College of Arts and Sciences and professor of world languages and cultures, Dr. Skomp has served as an enthusiastic leader who shares a strong commitment to liberal arts education and dedication to the value of inclusion and equity. Dr. Skomp champions Stetson’s teacher-scholar model, focuses on student success, and continues to build a diverse, inclusive, and equitable institutional environment as provost.

Prior to joining Stetson, Dr. Skomp served as the associate dean for faculty development and inclusion, and professor of Russian at The University of the South (Sewanee), where she taught starting in 2005. As associate dean, her focus was on faculty development and grant seeking, curricular reform, integrated advising, dialogue across differences, study abroad, and numerous diversity and inclusion initiatives.

Dr. Skomp taught previously at Williams College, DePauw University and the University of St. Andrews in Scotland. She holds a BA from Indiana University and a PhD from University College London, which she attended as a British Marshall Scholar. Her teaching and scholarship are focused on women in Slavic Studies as well as contemporary Russian literature and society.
Mission & Values

Mission
The mission at Stetson University is to provide an excellent education in a creative community where
learning and values meet, and to foster in students the qualities of mind and heart that will prepare
them to reach their full potential as informed citizens of local communities and the world.

At Stetson, the art of teaching is practiced through programs solidly grounded in a tradition of
liberal learning that stimulates critical thinking, imaginative inquiry, creative expression, and lively
intellectual debate. The art of learning is enhanced through small interactive classes, close student-
faculty alliances, and collaborative approaches that provide the foundation for rewarding careers
and advanced study in selective graduate and professional programs. Stetson embraces diverse
methodologies to foster inclusive communication, informational, technological and cultural literacy.
The university encourages the development of informed convictions, independent judgment, and
lifelong commitments to learning that are characteristic features of the enlightened citizen. In
bringing together learning and values, the university encourages all its members to demonstrate
personal integrity; to develop an appreciation for the spiritual dimension of life; to embrace servant
leadership in an increasingly complex, interdependent, and technological world; and to commit to
active forms of social responsibility.

Values
Stetson values the development of the whole person committed to engaging and building lifelong
connections with the larger world through personal growth, intellectual development and global
citizenship. To that end, the university fosters policies, practices, and modes of inquiry to support and
explore these values areas.

Personal Growth encompasses the understanding that no single formula defines the journey to
personal success, but that passion, the drive to increase self-knowledge, and the quest for balance are
important tools in this process. Intercultural competence, religious and spiritual exploration, self-
awareness, and wellness are components of personal growth.

Intellectual Development is a commitment from the university and from students to achieve excellence
in academics, to foster the spirit of exploration that drives an engaged and active mind, to cultivate
rigorous methods of academic inquiry, to model and support absolute integrity, and to value creativity
and professionalism.

Global Citizenship is an important part of Stetson’s mission to prepare students to be informed, active
and engaged citizens of both local communities and the world. Global citizenship includes university
and individual commitments to community engagement, diversity and inclusion, environmental
responsibility, and social justice.
Diversity, Equity & Inclusion

Stetson University continues to champion diversity in our community, not only to reflect the world today, but also to commit to actions that create an inclusive environment encouraging open, honest discourse on a broad array of topics. Stetson University is a deeply intertwined community where members genuinely care for each other and develop strong personal bonds. University leadership has emphasized that every member of the community is responsible for the valuing of all voices, classes, backgrounds, genders, races and thought in the work of the school and university. The university has established structures for discussing systems, policies or activities that hamper the goals of a diverse, inclusive community.

In alignment with this integral university commitment, the duPont-Ball Library has created an inclusive, open environment for the campus community to gather, learn, study and innovate around academic and cultural issues, and the dean will play a leadership role in continuing to ensure the library holds true to these values. The library will continue to lead campus efforts in these and other innovative ways.

The duPont-Ball Library:

- opposes discrimination based on race, ethnicity, nationality, class, gender expression, sexual orientation, religion, or ability;
- strives to cultivate an organizational culture of respect, inclusivity, and empathy in which we understand our own limitations and biases, and for which we hold ourselves and others accountable;
- works to build trust within the Stetson community that the library is a safe space for students, faculty, and staff members; and,
- values diverse voices and a variety of perspectives, forms of knowledge, and learning styles.
DeLand and Central Florida

The City of DeLand is a thriving college town with unique retail shops, award-winning eateries, a vibrant arts community, and a broad collection of live music venues. Recognized as one of the top small towns in America by Parade Magazine and CNN, DeLand is the ideal college town—just minutes from amazing beaches and the excitement of Orlando, not to mention the incredible Florida weather enjoyed year-round. The university’s proximity to a metropolitan hub increases opportunities for faculty and students to engage in athletic competitions, international experiences, internships, and other activities that deepen our engagement with events and communities off campus. Orlando International Airport is approximately one hour from DeLand, and the Orlando Sanford International Airport is 40 minutes from campus.

The greater Orlando area (Sanford-Orlando-Kissimmee) was named as fourth among “America’s Fastest Growing Cities 2018” by Forbes Magazine, based on population growth, employment, wages, and economic output. In 2019, the job growth rate in Orlando was ranked #1 in the nation for the fourth consecutive year, outpacing other major metropolitan areas like Atlanta, Dallas, and Nashville. In its most recent report (2022), the Human Rights Campaign gave the Orlando area its top score (100 out of 100) on their Municipal Equality Index, a reflection of the inclusive municipal laws, policies and services for LGBTQ people who live and work in the community.
After founding the town that bears his name in 1876, Henry A. DeLand established DeLand Academy in 1883. After merging with a newly established women's college in 1887, the new co-educational DeLand University was granted charter by the Florida Legislature as the first private university in the state. John B. Stetson was a generous benefactor who supported the university, and in 1889 the institution changed its name in his honor. Since 1955, the university has been known simply as Stetson University. The Stetson library started in 1887 as a small collection of volumes and moved to its current home in the heart of campus in 1964. Today, the duPont-Ball Library is a vibrant meeting place for students, faculty, and staff. A north wing was added to the library building in 1999.

In recent years, the duPont-Ball Library has transformed from a repository of physical books and other materials to a community center for the university, supporting active learning and innovation with in-house collaborations with the Writing Center, the Hollis Family Student Success Center, and the tremendously successful Innovation Lab. The building offers a wide array of seating and study spaces, including study rooms, study pods, quiet and collaborative areas, and a sensory garden.

The library building houses more than 217,000 book and journal volumes and offers electronic access to over 270,000 books and 230,000 electronic journal titles. The duPont-Ball Library is the oldest government depository in the state of Florida and its archives include impressive collections, both physical and digital, of Stetson documents, historical figures, bulletins, catalogs and memorabilia.

The library building itself is a welcoming and collaborative space. The library facilitates engagement and partnerships among students and faculty to support research needs. Faculty and staff work together to enhance experiential skill development. The resources provided by the Dolly & Homer Hand Law Library further enhance these collaborative benefits. Stetson University’s Quality Enhancement Plan (QEP) highlights the library’s educational role, promoting information literacy training and research skills.
The library houses Stetson's academic success student services and several experiential learning spaces, including:

- **Research Services** – research and information literacy support through Ask A Librarian, research guides, and course-related instruction
- **Hollis Family Student Success Center** – collaborative tutoring and advising
- **Accessibility Services** – inclusive support for all students
- **Writing Center** – integration of writing and research skills
- **Innovation Lab** – experiential learning in collaboration with course research

The staff and faculty of the duPont-Ball Library are committed to strategic and innovative use of staffing and technology, and their mission is to continually improve the knowledge and well-being of all members of the community. The library’s most recent [strategic plan (2019-23)](http://example.com) is ready for re-evaluation, and the dean will lead an inclusive effort to shape the vision for the library’s future and the next five-year plan.
Stetson University seeks a bold, visionary leader capable of advancing the quality and national reputation of Stetson University, as well as elevating the academic excellence of each academic unit through partnership and programming. Joining an exceptional community of learners during growth and dynamic change, the next dean, as a passionate advocate for the library, has an unprecedented opportunity to expand on the successes of the duPont-Ball library as an innovator of 21st century experiential learning, scholarship, and relevance.

In addition to overseeing the library’s $2 million budget, as the holder of the only endowed deanship at Stetson University, the dean also stewards the use of the endowment’s annual, dedicated funds to support library projects, initiatives, and/or programs. The dean is responsible for hiring exceptional faculty and staff, pursuing fundraising and outreach activities; strategic planning and budgets; and fostering a climate of excellence and connectedness between the library, the other academic and non-academic units, and the rest of the university, including a relationship with the College of Law in Gulfport.

Stetson University seeks a dean who not only leads the library, but who also plays a role in the Academic Affairs leadership team. The dean works closely with the four other academic deans at the university (Arts and Sciences, Music, Business, and Law), as well as with key staff in Stetson University’s development, facilities, student success, finance and risk management, human resources, information technology, and marketing and communications areas. All academic deans serve as full members of the President’s Cabinet.

The dean is also a tenured member of the faculty and will serve in university governance, support the teaching mission, and continue with their own scholarship and research excellence.

Direct support for the dean includes an associate dean, an executive assistant, a collaborative relationship with major gift officers in the Office of Development, and many professional staff, library faculty, and student employees. The members of the President’s and the Provost’s cabinets will also serve as mentors and advisors to the next dean of the library.

Role of the Dean of the duPont-Ball Library
The Betty Drees Johnson Dean of the duPont-Ball Library and Learning Technologies will collaborate closely with a broad range of internal and external stakeholders. Key stakeholders include faculty, staff, students, and other university leaders, community leaders, and Stetson alumni. The dean will lead by example, pursuing opportunities and facing challenges critical for the university’s long-term success. These opportunities and challenges include:

**Creating, communicating, and executing a clear and effective vision for the duPont-Ball Library**

The next dean will oversee all library-related matters within the duPont-Ball Library and collaborate with the director of the Dolly and Homer Hand Law Library. The dean will lead the next phase of strategic planning for the library in collaboration with library faculty and staff, developing priorities for the allocation of funds, staff, time, materials, and equipment. In line with the university’s strategic objectives, the dean will leverage technology-enhanced learning and communications to contribute to developing financially sustainable initiatives to attract and retain students. The most recent library strategic plans are available on the [library’s website](#).

The role of the dean as a university leader is especially critical in a competitive higher education environment, where the university is challenged to define and clearly articulate its value to students. Essential to the university’s success, the dean will model a commitment to diversity, equity, inclusion, and social justice.

**Leading growth, innovation, and transformation in a rapidly changing world of library services**

The dean serves as a change agent who can identify problems, recognize and seize opportunities, and lead the implementation of new systems and initiatives.

The dean manages the Betty Drees Johnson Endowed Dean of the Library Fund to support innovative projects throughout the library including grants and awards for students.
In consultation with the associate dean, the dean manages all library budgets, personnel, facilities, gift funds, and endowments. The dean will need to be a proactive and enthusiastic partner in university and library fundraising efforts.

The dean will maintain an in-depth and contemporary understanding of the role of present and emerging technologies in universities and libraries to enhance student engagement and learning. The dean will bring a deep and nuanced understanding of current issues and trends to meet the current and future research and information needs of faculty and students, such as knowledge of open access publishing and open educational resources programs.

The dean fosters collaboration between university libraries and supports the library’s contributions to information literacy learning in the academic program, including the university’s Quality Enhancement Plan: Bridging the Gap: Enhancing Information Literacy.

In partnership with the Office of Information Technology, the dean will continue to evaluate and improve library technologies while ensuring increased access to these technologies by library patrons and emerging trends in digital knowledge management and open access.

Critically, the dean will be called upon to lead the library’s strategic and innovative directions, aligned with those of the university, and ensure that the library continues to transform and lead the university in these curricular, programmatic, experiential, and academic endeavors.

**Creating and fostering an inclusive culture for students, faculty, and staff**

The dean promotes appropriate experimentation and risk-taking and encourages students, along with library faculty and staff, to develop similar approaches. The library has a long history of valuing the ideas and contributions of students in fostering a unified library and university community. The dean will advocate for the vast array of learning styles, seek to remove educational barriers, recognize the economic challenges a diverse student population faces, and support the well-being of all library patrons. Collaboration with the Student Government Association and other university organizations will be essential to meet student needs for collaborative spaces and information resources.
The dean will be a tenured member of the university faculty and serve as an advisor, liaison, and true partner with other faculty in their research, teaching and learning endeavors across the curriculum.

The dean will also lead and oversee a staff of seven (7) tenured and tenure-track library faculty members; nine (9) professional, non-tenured staff; five (5) part-time library support staff; and many student workers. The dean strives to create a supportive environment for faculty and staff pursuing professional development opportunities and promotes a healthy work-life balance for all library employees.

**Supporting and advancing the library’s commitments to social and racial justice**

The duPont-Ball Library is committed to:

- Improving the campus climate;
- Creating a learning environment that welcomes diversity of thought and perspectives;
- Improving our awareness of the diversity of our current collections;
- Acquiring new materials that represent African-American authors and literature;
- Creating a library community that actively welcomes and values Black students, staff, and faculty;
- Engaging in hiring practices that encourage a diverse pool of applicants for library positions;
- Working to retain and mentor faculty and staff from diverse backgrounds;
- Actively collecting archival material from Stetson’s historically underrepresented groups, including, but not limited to student multicultural organizations;
- Developing partnerships and collaborations with other campus departments engaged in social justice work;
- Continually assessing our attitudes, services, and collections to identify and reduce any barriers our users may face; and,
- Compiling research guides for resources on anti-racism, gender and sexuality, LGBTQ+ issues, neurodiversity, disability rights, and other relevant subjects.
Qualifications & Characteristics

The ideal candidate to become the next Betty Drees Johnson Dean of the Library and Learning Technologies will embody an energetic, creative, collaborative, and bold approach to working with library faculty and staff as well as being an excellent partner to the academic units. Additionally, as a faculty member the dean will continue to advance their own scholarship and publishing.

Candidates are required to possess the following:

• ALA-accredited MLS/MLIS degree or an international equivalent—additional Masters or PhD degree preferred;
• Experience in multiple phases of academic library leadership and administration within an academic setting;
• Record of scholarship;
• Record of success in fundraising, grant-writing and/or friend-raising efforts;
• Ability to cultivate productive relationships in support of the library’s strategic priorities;
• Demonstrable successes in improving library services for the campus and neighboring communities, including but not limited to:
  • fostering an environment of well-being and mental health,
  • implementing accessibility features that take into account learning styles and sensory input needs of different learners, and
  • creating a welcoming environment that supports all and will advance the university’s stated commitments to diversity, equity and inclusion.
• Familiarity with the opportunities and challenges of modern academic and research libraries, and demonstrated experience in embracing emerging trends in an evolving environment;
• Ability to assesses and improve effectiveness of library services using national and regional benchmarking; and
• Ability to support the promotion and tenure process for librarians.
Candidates will demonstrate the following:

- Accomplished record of strategic leadership with ability to articulate vision and inspire engagement;
- Enthusiasm and talent for fundraising and engaging in successful donor interactions;
- Experience with library facilities, renovation and/or new construction projects;
- Dedication to preserving the history of Stetson University by supporting physical and digital archives;
- Ability to manage library finances and follow up with reporting duties; and,
- Commitment to the university's mission and values.

Candidates will embody the following:

- Empathy, integrity, humility, and compassion;
- Ability to bring multiple constituencies together around shared goals;
- A growth mindset;
- A student-centered approach to education;
- Well-developed communication and listening skills; and,
- Data-driven, evidence-based approach to decision-making.

Candidates will embrace the values of the university by:

- Respecting differing perspectives and a commitment to diversity, equity, and inclusion;
- Dedicating their attention to cultivating and enhancing faculty and staff relationships and valuing their contributions;
- Excelling in teaching, scholarship, and service to the school, university, and community; and,
- Focusing on engaged student learning in and beyond the classroom.
Candidates will embrace the values of the library and actively work to:

- Diversify our collections, including adding resources on LBGTQIA+ rights, Women’s studies, Black studies, and materials on other underrepresented groups of people;
- Add materials to library collections by authors with diverse perspectives;
- Address the needs of neurodiverse students, both environmentally and in recognizing diverse learning styles;
- Create a welcoming environment for accessing information, sharing knowledge, and learning from one another;
- Promote diversity in the field of library and information science by encouraging diverse candidates to participate in a library internship experience;
- Conduct inclusive searches when vacant positions arise; and,
- Engage in professional development and cultivate cultural competencies that address diversity, equity, and inclusive practices.

Compensation

This is a full-time position that will be performed on site in DeLand, Florida. Salary will be commensurate with experience and includes a generous benefits package.
The review of credentials will begin immediately and will continue until the position is filled. To apply, please submit a current curriculum vitae, a letter of interest describing interest in and qualifications for the position, and a list of references that may include administrators, faculty, students, and community leaders. Applications, nominations, and inquiries should be directed to:

Matthew Bunting, Managing Director
Susan Kart, Senior Search Associate
Alyssa Perez, Senior Search Associate
Storbeck Search
StetsonDeanLibrary@storbecksearch.com

Stetson University is an Equal Opportunity Employer that affirms cultural diversity and inclusion as a core value of academic excellence. We are committed to achieving equal access in education, employment and participation through the recruitment and retention of outstanding faculty, staff and students from diverse backgrounds, and to meaningful academic and intellectual transformation in curriculum, research and service.

We are dedicated to actions and policies that foster a community in which individuals with various identities, cultures, backgrounds and viewpoints work together to create opportunities for engagement through rewarding and fulfilling careers and personal experiences in a culturally and racially diverse society and a globalized world. We strongly encourage members of historically under-represented and economically disadvantaged groups, and women to apply for employment.

Stetson University is an EEO, ADA, ADEA and GINA employer.