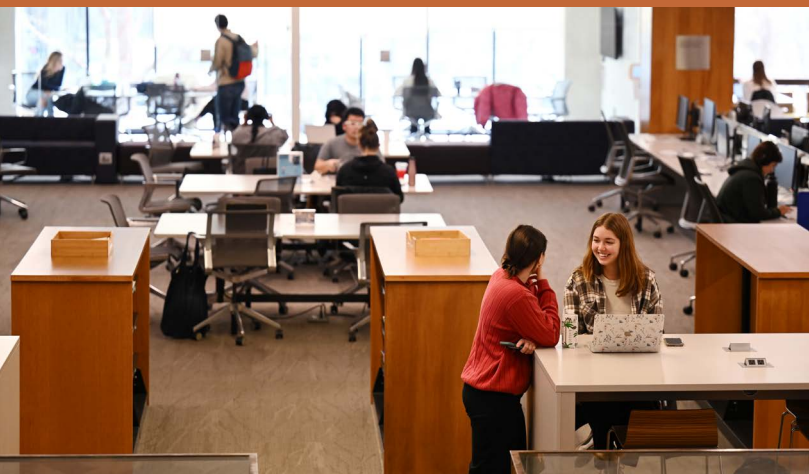


# CONNECTICUT COLLEGE



Vice President for  
Information Services  
& College Librarian



Leadership Profile

JANUARY 2023





## | The Opportunity

**CONNECTICUT COLLEGE** is a highly selective liberal arts college situated on a 750-acre arboretum campus above the Thames River and Long Island Sound. The mission of the College is to educate students “to put the **liberal arts into action** as citizens of a global society.” Combining rigorous academics with real-world experiences, graduates learn not just to make a living but to make a difference. This much has been true since the founding of Connecticut College in 1911, but in the past eight years, the College has seen its mission elevated to a whole new level.

It all started in 2015, with the renovation of a mission-critical building, the Charles E. Shain Library, a renovation that transformed a distinctly brutalist mid-century facility into a vibrant, light-filled space of teaching and learning. The new design features a striking two-story window at the entrance; many collaborative and quiet study spaces; a café that doubles as place for a late night study; high-tech learning and research areas; and a permanent home for our Academic Resource Center. The building **won a number of architectural awards** and currently counts as one of the most popular student spaces on campus.

At the same time as this library revitalization was underway, our faculty was hard at work on an equally transformative project: rebuilding the Connecticut College curriculum. The result was **Connections**, a nationally recognized program that promotes complex thinking, problem-solving, and off-campus learning to prepare graduates for next-generation success. Connections is a **holistic approach to higher education** that allows students to turn their academic major into something much greater—by combining it with interdisciplinary study, a world language, off-campus learning, guaranteed internships and focused professional development.





At the center of Connections is the “**integrative pathway**,” which provides a way for students to explore a personally meaningful question from multiple perspectives, here and abroad, in and out of the classroom. The goal is to unleash creativity; to ignite curiosity; and, ultimately, to promote the full participation of all students, in an environment where everyone can thrive, reach their fullest potential, and contribute to the flourishing of others. The program, which is unique to Connecticut College, is designed for undergraduates but its ethos extends to the whole community. Staff in library and information services play a central role in the ongoing development and implementation of Connections.

The College launched Connections in 2016, the same year that the Board of Trustees endorsed a 10-year strategic plan, **Building on Strength**, making this educational vision foundational to the College’s future. A campus master plan, an equity and inclusion action plan, an action plan for competitive athletics, and a comprehensive campaign plan followed, all of them built on the same vision and leading to a series of programmatic and capital investments that have strengthened the College.



In 2018, the opening of the **Walter Commons for Global Study and Engagement** has made it possible for every student to integrate global learning into the four-year experience. In 2019, the **Hale Center for Career Development** put professional development at the heart of a Connecticut College education. A \$10 million gift from anonymous donors in 2019 has expanded the College’s signature **Academic Resource Center**, and a gift from Agnes Gund ’60 launched the **Agnes Gund Dialogue Project**, adding dialogic skills to the curriculum. Spring 2022 saw the completion of the largest capital investment in a decade with

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the opening of the **Athey Center for Performance and Research at Palmer Auditorium**, a \$24 million renovation that affirms the centrality of the performing arts to the liberal arts, while preserving a stunning example of Art Deco architecture. Fall 2022 saw a major renewal of the College's beautiful riverfront to support rowing, sailing, recreation, and marine science. 2023 will mark the opening of the Stark Center for the Moving Image as a new home for film studies. Future projects include the renovation of the College Center at Crozier-Williams, adjacent to Shain Library, along with several sustainability initiatives, including a redesign of the central campus corridor to make a greener and more pedestrian-friendly landscape. In all these capital and programmatic investments, the library remains a central point of connection.

And the investments are driving **success**. Conn has been repeatedly recognized not only as a top producer of Fulbright scholars but also as a “most

innovative college” by U.S. News and World Report. In 2021, the College was awarded a gold ranking from the American Association of Sustainability in Higher Education, an honor given to just 15% of colleges and universities in the country. In the same year, the men's soccer team took the national championship in Division III, and the College publicly launched the \$300 million **Defy Boundaries** campaign, which has now raised over 82% of the goal. Counted among the many gifts are, once again, important new contributions to the Library, including endowments to support the Linda Lear Center for Special Collections and Archives as well as the Academic Resource Center.

We are eager to continue building on this momentum. With the imminent retirement of a talented and highly effective vice president, we are now seeking a strong, collaborative, and visionary leader in information technology and library science to take our infrastructure, programs, and services to the **next level of excellence**.

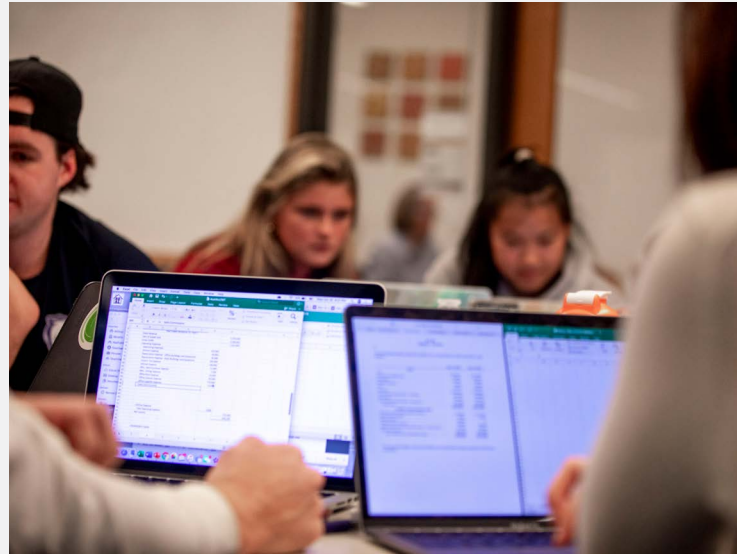




# The Role

**REPORTING TO THE PRESIDENT** and recognized as a participating member of the faculty, the Vice President for Information Services and College Librarian (VPIS/CL) is the chief information officer of the College, responsible for developing and articulating a vision for Information Services grounded in equity, inclusion, and the ideal of full participation in order to position the College for success. Addressing the technical advances and social environments of higher education and society more broadly, the Vice President is a member of the president's cabinet and works collaboratively with other senior leaders to advance and support equity in College planning, budgeting, and operations.

The VPIS/CL leads both the libraries and information technology of the College, including traditional library services, administrative computing, telecommunications, networks, desktop computer support, Web services, digital scholarship, special collections and archives, instructional technology, and data security. The division of Information Services manages and supports open-access computing labs, departmental computer labs, the Digital Scholarship and Curriculum Center, media services, and technology-rich classrooms—allowing students and faculty to achieve their research and academic goals, with the instructional skills to use resources ethically and effectively.



The VPIS/CL leads IT Governance and helps develop, prioritize, and manage upgrades and new system implementation and integration. The position also oversees planning, maintenance, and security of the campus technology infrastructure; manages enterprise software systems, including Ellucian Banner; maintains the College's public and internal websites; and supports the selection and integration of other administrative systems, such as Slate, Salesforce for Advancement, and Google Suite for Education, among others. In addition, Information Services offers technology and information security instruction for faculty, students and staff.

Connecticut College is a member of the Boston Library Consortium and is implementing the Ex Libris Network Zone to facilitate sharing over 3 million resources, both print and electronic, and numerous database licenses among Trinity College, Wesleyan University, Middlebury College, and the University of Vermont. The VPIS/CL is responsible for strengthening these and other important partnerships, including those with the Consortium of Liberal Arts Colleges (CLAC), the Council on Library and Information Resources CIO Group, NERCOMP, EDUCAUSE, and the Oberlin Group of Liberal Arts Colleges Libraries.

Direct reports to the Vice President include the Associate Chief Information Officer for Enterprise Systems; the Director of Research Support and Curricular Technology; the Director of Library Collections, Access, and Discovery; the Director of Network, Servers and Security and Chief Information Security Officer (CISO); the Director of Computer Support Services; and the Director of the Linda Lear Center for Special Collections and Archives.

*The Information Services Division is therefore comprised of the following seven units:*

### **Enterprise systems**

Leads the implementation, development, management, and integration of software systems to support the administration and educational aspects of the College, including Ellucian Banner, CamelWeb, WebFOCUS, CC Mobile Apps, Salesforce for Advancement, and Moodle LMS. Leads Project Management Office for systems upgrades and system implementations. Leads IT governance efforts to prioritize and plan systems work.

### **Research support and curricular technology**

Leads and administers library research and scholarship support, including reference services, research skills instruction, digital scholarship, open educational resources, instructional technology, government documents, and classroom and event audiovisual planning and support.

### **Collections, Access, and Discovery**

Leads and administers selection, acquisition, bibliographic control, and access to library resources and services, including ILL and support for Primo/Alma integrated library system (shared with CTW Consortium members) and management of library operations in Shain Library and the Greer Music Library.

### **Network, Servers, and Security**

Leads and administers technical support systems that protect College data and support access to internal and external software utilities and programs. Oversees information security, administrative computing, telecommunications, networks, and server administration. Internet access and support services are provided through this unit.

### **Computer support services**

Leads and supports acquisitions, deployment, and maintenance of computer systems for individual faculty, staff, and students, as well as open-access and lab-based computing. Manages WebHelpDesk application and resolves student, faculty, and staff user issues with software and hardware. Manages mandated information security training for the campus.

### **Special Collections and Archives**

Leads and manages the unique special collections of the College, including associated programs, reference, instruction, processing, collection development, and digital scholarship. Responsible for the Digital Commons, the College archives, the campus art collections, and the exhibit program in the library and the Charles Chu Asian Art Reading Room. Also oversees the Friends of the Library program, including the Sound Lab Lecture series.

### **Office of the Vice President and College Librarian**

Leads planning, budgeting, supervision, and overall vision for the unit. Purchasing, budget maintenance, IT procurement and asset management, surveys, and departmental publications are handled through this office.

*The next VPIS/CL will have an exceptional opportunity to work with a talented staff and a strong team of senior leaders to advance technology support, elevate faculty and student research, and build on the strength of Connecticut College as it enters its second vibrant century.*



# Desired Qualifications and Attributes

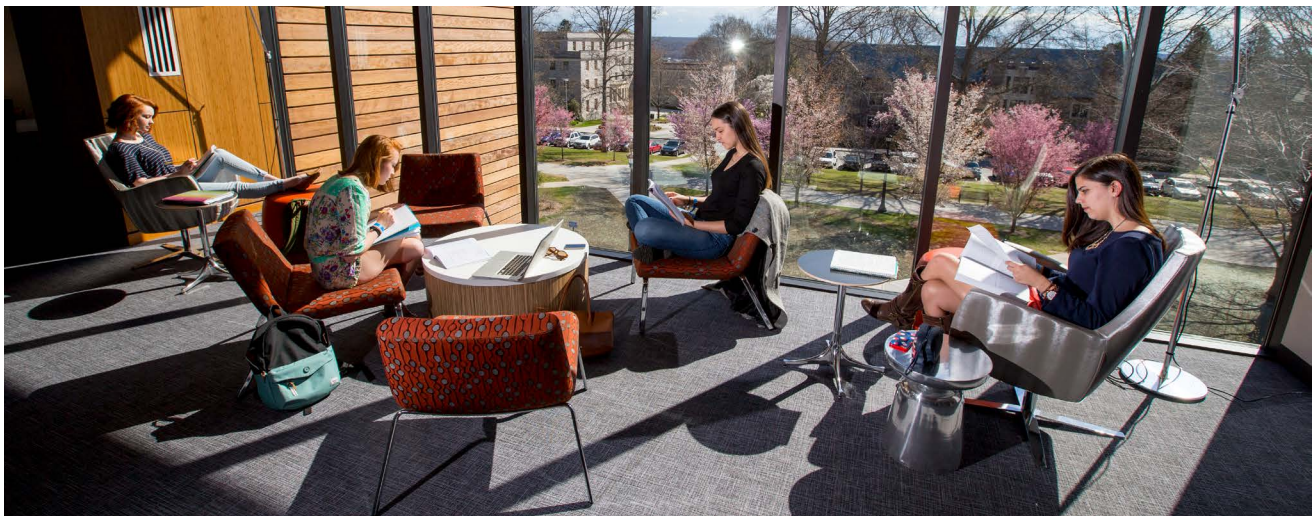
**THE IDEAL CANDIDATE** for this position will be a dynamic and visionary professional with an advanced degree (Ph.D. preferred) and at least 10 years of progressive leadership experience. The candidate will demonstrate a deep commitment to diversity, equity, and inclusion, and to developing the resources to support the evolving technological needs of 21st-century faculty, students, and staff. Success working with diverse constituents, along with sensitivity, humility, and discretion are necessary. A positive attitude is a must and a sense of humor is appreciated.

*The new Vice President for Information Services and College Librarian will be a:*

- Seasoned professional with expertise in Libraries and/or Information Services, and with a strong appreciation for and ability to advocate for all functional areas, especially those that may be less central to one's prior professional experience
- Thoughtful and inclusive manager who has experience supervising, mentoring, and developing a broad staff with different priorities, professional training, and functional expertise
- Visionary and optimistic leader, ready to join a campus of doers who are committed to raising the College to a new level, and able to navigate change in ways that honor the College's history and traditions while supporting its future and the evolving technology and intellectual considerations of Information Services and Libraries
- Consummate professional that sets the standard for character, competence, and service, by demonstrating sensitivity, confidentiality, and good judgment in all personnel and institutional matters

*The successful candidate will also demonstrate:*

- The ability to manage complex budgets, advocate for resources, and understand the incredible opportunities as well as the fiscal constraints of the College
- Intellectual curiosity about and devotion to the mission and vision of Connecticut College, as well as commitment to the ways that Information Services and the Library are core to that mission and vision
- A service-oriented mindset, fostering strong relationships and meeting the diverse needs of students, faculty, staff, administration, and alumni in a culture of shared governance
- Competence, confidence, and humility in welcoming the views of all constituents, especially those who may have deeper knowledge or expertise, while considering strategic initiatives and plans for the whole department





## President Katherine Bergeron

**KATHERINE BERGERON** became the 11th president of Connecticut College in January 2014. Over the past 9 years, her work has focused on building the College's reputation by building its academic, residential, community, and financial strength. Starting in 2014, Bergeron vigorously supported the faculty's development of Connections, a bold new venture in interdisciplinary education designed to prepare students for leadership in an interconnected world. During this same period, Connecticut College received some of the largest single gifts in its history to enhance financial aid, career education, academic support, athletics, and the arts. Capital projects completed during her tenure include the renovation of the Charles E. Shain Library, the creation of both the Walter Commons for Global Study and Engagement and the Hale Center for Career Development, the revitalization of the College's historic art deco theater, Palmer Auditorium, into the Nancy Athey '72 and Preston Athey Center for Performance and Research, the renewal of the College's riverfront for sailing, rowing, and marine science, and the completion of the Stark Center of the Moving Image as a new home for film studies. Currently in planning is the renovation of the College Center at Crozier-Williams, and rejuvenation of the central pedestrian corridor to support a greener, more sustainable campus experience.



A Phi Beta Kappa graduate of Wesleyan University, Bergeron earned master's and doctoral degrees in music history from Cornell University, and wrote two prize-winning books on French music and culture. Before coming to Connecticut College, she was dean of the college and professor of music at Brown University. She serves as Past-Chair of the Board of the Council of Independent Colleges; on the Board of the American Academic Leadership Institute; on the Board of the Community Foundation of Eastern Connecticut; on the Board of Directors of the Eastern Connecticut Symphony Orchestra. Previously, she was on the Board of the Association of American Colleges and Universities and a commissioner for the New England Commission on Higher Education. She has hosted a podcast, **Think. Do. Lead.**, about creativity and innovation, and has co-taught, with her husband, media artist Butch Rovin, a course on songwriting that has yielded **three albums of original songs** by Connecticut College students. She and her husband also wrote and produced an updated version of the Connecticut College alma mater, "**Alma Mater by the Sea**," and performed it together with a talented staff colleague and a group of student musicians for the Class of 2020 virtual Commencement.











President Bergeron leads celebrations of Founders Day



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## Connecticut College

**FOUNDED IN 1911**, Connecticut College is a highly selective four-year residential college with a history of excellence in the liberal arts and sciences. The College's unique mission of "educating students to put the liberal arts into action" has encouraged students, from the very beginning, to combine rigorous academics with real-world experience not just to make a living but to make a difference.

The College's bold new curriculum, Connections, realizes that mission for the 21st century. Connections is a holistic approach to the liberal arts that unleashes curiosity and promotes complex thinking and problem-solving to prepare students for next-generation success. Students maximize the impact of their academic major by combining it with interdisciplinary study, world languages, off-campus learning, guaranteed internships and other professional development in a personally meaningful pathway leading beyond college. 93% of the most recent incoming class said that the comprehensive, integrative vision of Connections was the reason they chose to enroll at Conn.

Students at Connecticut College have the opportunity to enhance their pathways with unique certificate programs in museum studies and in distinguished centers for interdisciplinary scholarship: the Holleran Center for Community Action and Public Policy; the Goodwin-Niering Center for the Environment; the Ammerman Center for Arts and Technology; the Toor Cummings Center for International Studies and the Liberal Arts; and the Center for the Critical Study of Race and Ethnicity. A sign of its commitment to equity and student success, the College supports the most highly endowed Academic Resource Center in the country, enabling excellence for every student. The new Walter Commons for Global Study and Engagement allows all students to integrate meaningful international experiences into their pathways. And the newly renovated Hale Center for Career Development enhances the academic programs of every student with its own four-year curriculum, offering the opportunity to integrate College-funded internships and research experiences into pathways in preparation for life beyond college.



The College supports approximately 700 employees, including 180 full-time faculty in 60 academic departments and programs. Excellence in research is evident through the many grants and awards garnered annually by faculty for their scholarship through disciplinary societies and through local, national, and federal foundations, including the National Endowment for the Humanities, the National Science Foundation, the National Institutes of Health, the Social Science Research Council, the Ford Foundation, the Andrew W. Mellon Foundation, the Sloane Foundation and many others. The intimate 9:1 student-to-faculty ratio means students benefit directly from this research, working closely with faculty on research programs and frequently serving as co-authors in faculty publications.

The community as a whole is bound by a fiercely held value of shared governance, by high academic standards, by a student-run honor code, and by a commitment to environmental stewardship and to full participation. The campus is known for its eclectic and creative mix of artists, scientists, researchers, and activists, with a strong sense of social justice. The College's scholar-athletes compete in NCAA Division III sports through the elite New England Small College Athletic Conference. In 2021, the College was crowned NCAA Division III Champions in men's soccer.

College more sustainable. Capital projects completed in the last five years include the renovation of the Charles E. Shain Library; the creation of both the Walter Commons for Global Study and Engagement and the Hale Center for Career Development; and the revitalization of the College's historic art deco theater, Palmer Auditorium, into the Nancy Athey '72 and Preston Athey Center for Performance and Research. Major renewals of the campus center, the athletics complex and the College waterfront, and the creation a center for justice, are also planned. A capital campaign has raised over \$247 million, nearly 82% of the goal, in just over five years, including the largest gift in College history, to support the plan's goals.

Excellent outcomes have been a hallmark of the College from its origins. Princeton Review has repeatedly ranked College's career program among the top twenty in North America. Nearly 100 percent of students are well situated in life less than a year after graduating, with over half going on to complete advanced degrees. In the last four years alone, seven Connecticut College alumni have been named to Forbes "30 under 30" list, recognizing the world's brightest young entrepreneurs, leaders, and stars. The College is consistently ranked a top producer of Fulbrights and in 2021 it graduated the first Marshall Scholar in our history.

► **The community as a whole is bound by a fiercely held value of shared governance, by high academic standards, by a student-run honor code, and by a commitment to sustainability, environmental stewardship, and full participation.**

The student body is drawn from 45 states and over 70 countries and supported by generous financial aid, with 29% domestic and international students of color in 2022, an increase of about 30% since 2015. The College's faculty includes 26% U.S. and international faculty of color. Of the 40 faculty hired between 2018 and 2022, almost 50% were faculty of color. Staff at Connecticut College reflect a similar proportionality, with 25% Black and Indigenous People of Color.

Connecticut College's strategic plan, Building on Strength, seeks to advance the academic program, enrich residential learning, and elevate the experience of all by making the community more equitable and the

This success is inspired by an exceptional faculty, who win an outsized share of competitive external grants and fellowships every year, from NEH, NIH, Andrew W. Mellon Foundation, Fulbright, Social Science Research Council, Ford Foundation, and more. Excellent teaching is also point of pride. The Joy Schechtman Mankoff Center for Teaching and Learning has been held up by the New York Times as a national model for teaching excellence, and, in the last two decades, at least four Connecticut College faculty have been honored with "Professor of the Year" awards from the Council for the Advancement in Higher Education. For more information about the College, visit [www.conncoll.edu](http://www.conncoll.edu).

## New London, Connecticut

### LOCATED ON THE NORTHEAST CORRIDOR

equidistant between Boston and New York, New London is a historic port city with a rich Native American and maritime tradition owing to its location on the Thames River and Long Island Sound. Before the arrival of European settlers, it was known as Nameaug, the home of the Mashantucket Pequot, the Eastern Pequot, Mohegan, and other indigenous tribal nations who continue to make their home in the region. In the 19<sup>th</sup> century, the city was a major trade and whaling center and the boyhood home of the great American playwright Eugene O'Neill. In the 20<sup>th</sup> century, it became the home of Connecticut College, the U.S. Coast Guard Academy, and Mitchell College. The City of New London was recently recognized for its [New London Black Heritage Trail](#), and has been designated a “[site of memory](#)” on the slave route project of the United Nations Educational Scientific and Cultural Organization.



**TODAY THE CITY OF 27,000** residents has a progressive culture and a lively music and arts community. The Providence Journal once described it as a “seaside haven with a funky, hipster vibe.” It neighbors many beautiful towns along the Connecticut shoreline—from Niantic to Groton to Mystic to Stonington—offering access to beaches, farms, and outdoor activities. Since the founding of Connecticut College, the City of New London and the College have enjoyed a mutually beneficial partnership that continues to this day. In Fall 2022, the College for the first time offered a new kind of residential living experience for students in downtown New London, in the brilliantly restored [Manwaring Building](#) on State Street.



# Application Process

**INQUIRIES, NOMINATIONS AND APPLICATIONS** are invited from all qualified applicants. Review of candidates will begin immediately and continue until the position is filled. Applicants should send a resume and cover letter describing how their qualifications and experience reflect those in this leadership profile and how they have demonstrated a commitment to diversity, equity, and inclusion in the context of Information Services and Library leadership.

Connecticut College has retained Opus Partners for this search, with Associate Partners Sarah Gaines and Katie Dean serving as consultants. To apply, email materials to Abigail Maynard, Senior Associate, at [Abigail.maynard@opuspartners.net](mailto:Abigail.maynard@opuspartners.net). For full consideration, materials should be received no later than March 1, 2023, though applications will be accepted until the role is filled.

As a selective residential liberal arts college, Connecticut College is committed to creating a vibrant community enriched by diverse perspectives, talents, and experiences. We encourage applications from candidates who share this commitment and will contribute to the diversity of our college community, especially members of historically under-represented groups. AA/EOE.





# CONNECTICUT COLLEGE

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