Candidate Brief for the position of
Vice-Provost (Libraries) and University
Librarian
University of Manitoba

January 2019
About the University of Manitoba

University of Manitoba campuses are located on the original lands of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation.

Established as Western Canada’s first university, the University of Manitoba is the largest university in Manitoba and the only medical-doctoral institution in the province. As a member of Canada’s U15 group of research universities, its community of 29,759 students, 4,754 academic faculty and staff, and 3,962 non-academic staff contributes $1.8 billion annually to Manitoba’s economy.

A leader in Manitoba’s knowledge economy, the University of Manitoba is known for its ground-breaking research in a variety of areas, including global health, human rights research, nanotechnology, functional foods and nutraceuticals, HIV/AIDS and climate change. The University’s current operating budget totals more than $600 million, and its research funding is approximately $136.8 million.

The University of Manitoba has two distinct but closely aligned campuses: the Fort Garry Campus, a 233-hectare complex bordering the Red River in south Winnipeg, and the Bannatyne Campus in central Winnipeg. It has four affiliated colleges — St. Andrew’s College (Ukrainian Orthodox), St. John’s College (Anglican), St. Paul’s College (Roman Catholic), and University College (secular)—and the Francophone Université de Saint-Boniface.

The University of Manitoba is home to 44 Canada Research Chairs, one Canada Excellence Research Chair, and 40 research centres, institutes and shared facilities. The university has produced its 99 Rhodes Scholars, more than any other institution in Western Canada, and faculty members at the university are frequently recognized for their achievements in teaching and research. Currently, the University of Manitoba has one faculty member who is an appointed Companion, five who are Officers, and five who are Members of the Order of Canada. Additionally, ten individuals have been appointed to the Order of Manitoba, and 45 individuals have been named Fellows of the Royal Society of Canada.

The University of Manitoba’s mission is: “To create, preserve and communicate knowledge, and thereby, contribute to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.” Attracting talent that are motivated by this mission is a fundamental reason for the university’s success.

The University of Manitoba strives to ensure that First Nations, Métis and Inuit values are acknowledged, embraced and infused into life on its campuses. Indigenous Achievement is a key component of the university’s strategic planning framework. The University is home to the National Centre for Truth and Reconciliation. The National Centre for Truth and Reconciliation (NCTR) was created to preserve the memory of Canada’s Residential School system and legacy. Officially opened in the summer of 2015, the NCTR is the permanent place for all statements, documents, and other materials gathered by the Truth and Reconciliation Commission of Canada (TRC). The NCTR is a creation of the Indian Residential Schools Settlement Agreement, signed in 2007 by representatives of former students of the schools, the Government of
Canada, Churches, the Assembly of First Nations, and the Inuit Tapiriit Kanatami.

One part of the Settlement Agreement created the Truth and Reconciliation Commission of Canada and mandated the Commission to create a permanent archive for all of the statements, documents and other materials it would gather over its years of operation. The University of Manitoba is honored to be selected to preserve these important records.

While the life of the NCTR begins with the statements and documents from the Truth and Reconciliation Commission of Canada, in future, it will house other Indigenous collections. It will also encourage dialogue on the many issues that support reconciliation.
Notable about the University of Manitoba Libraries

- With an annual operating budget of $28 million and approximately 150 employees, the Libraries are an essential partner in the mission of the University of Manitoba, providing access to knowledge in support of the University’s teaching, research and community service programs.

- The Libraries consist of 11-unit Libraries situated on the Fort Garry and Bannatyne Campuses. Overall, the Libraries house more than 2.9 million items, offering access to 75,000-plus print and electronic journals, and over 1.1 million e-books. These include prominent collections pertaining to Indigenous health, Slavic languages, and Icelandic studies.

- The Libraries’ collections and services support research and teaching across an extensive range of academic programming at University of Manitoba, including humanities, social sciences, STEM, health sciences, education, music, and law. Healthcare professionals in Manitoba are also supported by the Libraries through Manitoba’s Health Information and Knowledge Network and the Winnipeg Regional Health Authority Virtual Library.

- The Libraries are actively engaged in supporting research and study related to Indigenous peoples. The University is honoured to have been chosen to host the National Centre for Truth and Reconciliation, and the Libraries plays a strong role in the archival support of these important works.

- The Libraries are also home to the University of Manitoba’s Archives & Special Collections. The Archives maintain the historical record of the University and actively preserves and digitizes unique collections related to local, Canadian, and Indigenous history.

- The Libraries Research Support Services focus on accessibility, research services, digital strategies, and library systems that enhance the learning environment. These include the provision of repositories to support the deposit and preservation of research data, research publications and digital objects, and the systems that support the delivery of materials used for research purposes. Research Support Services includes Libraries Systems, Access Services, Digital Initiatives, Digital Curation, and User Experience.

- Through the Libraries’ discovery platform, the community has access to more than two million volumes of print and electronic materials. The Libraries’ digital collections website provides access to more than 1.4 million digital resources. It is the sole location to preserve the university’s unique digital content, including images, newspapers, books, videos and sound recordings.
Announcing the Opportunity

Vice-Provost (Libraries) and University Librarian – The Role

The University of Manitoba seeks a strategic leader to assume the position of Vice-Provost (Libraries) and University Librarian - a leader who oversees all areas of the Libraries direction, advancing the University’s research, scholarly work and creative activities, and teaching capacity of faculty, staff, and students, and championing the Libraries’ role in supporting the University’s strategic plan.

As part of the Provost’s leadership team, the newly created Vice-Provost (Libraries) will work collaboratively with vice-presidents, other vice-provosts, deans/directors, student groups, and all academic and administrative units that directly impact teaching, learning and research on campus. The Vice-Provost (Libraries) is an integral member of the University’s senior leadership team, serving as the principal expert regarding the libraries, archives, and digital technology. A champion of the University’s Strategic Plan and its role in guiding the Libraries’ priorities, the Vice-Provost (Libraries) supports the vision and mandate of the Provost of the University. The Vice-Provost (Libraries) provides advice, guidance and support to the Provost in regard to all aspects of the Libraries’ matters.

The Vice-Provost (Libraries) and University Librarian will bring strategic vision and innovative leadership to the Libraries’ portfolio, and oversee the administration, budget, planning, facility management and policy development across its multiple locations.

The individual who realizes success in this role is an experienced, innovative leader who will enhance the Libraries dedication to utilizing all resources to enhance teaching, research and learning. Relevant experience in a senior library leadership position, and a graduate level degree from an ALA-accredited institution in Library and Information Science, or Archival Studies, or equivalent are benchmark criteria. The term of appointment for the Vice-Provost (Libraries) and University Librarian will be for five years, renewable. The position carries a continuing appointment to the senior ranks of academic librarians at the University.

Candidate Attributes

What follows is a description of the ideal candidate for this influential role at the University of Manitoba. No one will possess all of the characteristics listed here, but this represents the background, experience and personal qualities the Advisory Committee will be looking for in the candidates it hopes to attract.

The Vice-Provost (Libraries) must have a commitment to, and support of, excellence in research, teaching, and service. The new Vice-Provost (Libraries) must possess the ability to develop a defined strategic direction for the Libraries that is aligned to the broader University direction, using expertise garnered from a combination of previous academic librarian leadership roles. The candidate will have a firm grasp of the issues and trends facing academic libraries that shape the ability to articulate, translate and implement a vision for the 21st century University of Manitoba Libraries. A natural curiosity for unique and leading-edge services, will allow the candidate to challenge the status quo. Likewise, the candidate will have a sophisticated understanding of the challenges and opportunities in the digitization of Library services and the utilization of emerging technologies within modern academic Libraries service provision, including data science and GIS tools, ensuring all users have accessible, inclusive, responsive and rich experiences accessing Library resources and services. The Vice-Provost (Libraries) will demonstrate experience in the development and implementation of major innovations in developing top tier library services in addition to the provision of traditional services.

In terms of administrative experience and background, the candidate will bring a proven track record of transformational leadership, and an ability to successfully lead people through strategic organizational and operational change. A demonstrated record of academic librarian and research success, and an established
understanding of research management, tools and processes will be necessary. The candidate will have a record of achievement in promoting the quality and diversity of library collections and research assets, teaching contributions and services, with a broad understanding of the importance of preservation management and curation, including digital assets. A foundation of highly developed, strategic planning, human resource, facilities, financial and budget management and organizational skills are necessary to manage administration effectively.

In order to be successful, a transparent, collegial, consultative, and participatory management style will be attributes of the incumbent, and the ability to advocate for and build effective relationships with a diverse population of librarians, staff, students, and external groups. The candidate will possess a commitment to excellence in the practice of professional skills in librarianship and will have the ability to inspire and foster a supportive working environment. The Vice-Provost (Libraries) will focus on supporting library staff throughout their careers, providing enriching job opportunities, talent development, mentorship and ongoing development.

In bringing leadership to the Libraries, the Vice-Provost (Libraries) must exhibit a commitment to equity, diversity and inclusion in all services, employment activities, and student and community engagement, while also advancing the University of Manitoba’s commitment to Indigenous achievement and engagement. The incumbent will embrace an appreciation of the role of the University of Manitoba and the Libraries to the people of Manitoba and personal engagement with the community.

The incumbent will possess strong communications and interpersonal skills, and a proven track record of listening, interacting with individuals in a manner that is thoughtful, nurturing and respectful. The Vice-Provost (Libraries) will support the Provost’s vision and mandate in each of their portfolios; working collaboratively with other senior executive team members to achieve the university’s strategic priorities.

Major Responsibilities of the Vice-Provost (Libraries) and University Librarian

The following are important responsibilities of the Vice-Provost (Libraries) and University Librarian.

Leadership

- Delivers strong leadership as the chief administrative officer of the University of Manitoba Libraries, and as a member of the Provostial team, the Vice-Provost (Libraries) plays a critical role in support of the university’s strategic goals.
- Provides strategic direction to the Libraries’ portfolio, and oversees the administration, fiscal management, budget, planning, and policy development for all multi-campus locations.
- Leads the planning activities necessary to create a collective vision for the Libraries and develop a Strategic Plan by consulting with the university community and engaging with librarians and staff around the development of the plan and subsequent implementation of a collective vision.
- Ensures the overall University vision is aligned with the Libraries’ vision.
- Develops plans for organizing and preserving collections for optimal use, while working to support teaching, learning and research through innovative services which enhance the student experience and support a flexible learning environment.
- Works in partnership with the Vice-President (External) and their team on fundraising activities.
- Provides students, faculty and all library users with a seamless, integrated, accessible, and dynamic user experience regardless of whether in the physical space or virtual/online and engages and responds to feedback with a focus on continued enrichment of the learning environment.
- Provides inspirational leadership to the librarians and staff, promoting a workplace where forward-thinking, professional achievement, diversity and staff contributions are valued, recognized and supported.
Ensures that staffing levels support effective delivery of service.

**Collegial governance**
- Demonstrates a high level of personal and professional commitment to the University of Manitoba and its values. Sets the appropriate tone by modelling ethical, open, transparent, respectful and collegial conduct.
- Partners and interfaces with other relevant units such as UM press, Copyright and Access, NCTR, and Information Services and Technology, to ensure the University’s library (print and digital) and archival collections and activities are supported and integrated.

**Resource Management**
- Remains knowledgeable of, and proactive in responding to and promoting current and emerging technologies and best practice in academic research libraries and their potential for University of Manitoba Libraries.
- Envisions and oversees digital learning environments and digitization initiatives, library collection development, services, information technology, physical facilities and the acquisition and retention of staff to properly facilitate service excellence.
- Supports and recognizes the strategic value of Indigenous and other special collections to the Libraries and the University.

**Administration**
- Oversees the preparation, management and monitoring of the planning and budget processes for the Libraries. Demonstrates financial acumen in budget administration and management, ensures fiscally responsible use of funds and transparent financial processes.
- Engages with librarians and staff to focus efforts on the development and implementation of services that meet the needs of the 21st century learner and researcher. Ensures that new hires to the team have the requisite technology skills that meet the needs of a forward-thinking library.
- Exercises good judgement in the management of change and risk.
- Ensures compliance with University policies and procedures.

**Relationship Management**
- Collaborates and builds effective working relationships with colleagues across the University including faculties/colleges/school, administrative service units, research services, student groups and the greater community to facilitate responsive, accessible, and engaged Library services.
- Advocates on behalf of the Libraries to a broad spectrum of external constituents, including community leaders, relevant professional organizations, media, academic and other key institutions, locally, nationally and internationally the value of Library services as is appropriate. Promotes and markets new library services to the broader community.
- Builds a profile and engages with the broader community of Winnipeg, Manitoba, Canada and beyond.
How to Apply for the Position

University of Manitoba Equity Statement

The University of Manitoba is strongly committed to equity and diversity within its community and especially welcomes applications from women, racialized persons/persons of colour, Indigenous peoples, persons with disabilities, persons of all sexual orientations and genders, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Application materials, including letters of reference, will be handled in accordance with the "Freedom of Information and Protection of Privacy Act (Manitoba)."

Announcing Your Wish to be Considered

Consideration of candidates will begin January 15, 2019 and continue until the position is filled. Interviews of shortlisted candidates are planned for early April 2019, with public presentations by finalist candidates mid to late April. If you wish to be considered for this position, please forward your resume, cover letter, and other relevant application material to Gerri Woodford or Amanda Bugatto at vplibrariesmanitoba@odgersberndtson.com

Your Personal Information

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By providing us with a copy of your resume and any subsequent personal information directly or from third parties on your behalf such as references, you understand that it has been furnished with your consent for the purpose of possible disclosure to our client, who has agreed to comply with our Privacy Policy. We will not disclose your personal information to clients without your prior knowledge and consent.

Please review the pages that follow for Appendices
Appendix A – University of Manitoba

For more information related to University of Manitoba, please visit the following websites:

Main University Website
President and Vice-Chancellor
Provost and Vice-President (Academic)
Vice-President (Research and International)
Strategic Plan
Facts and Figures
Financial Information
Libraries
National Centre for Truth and Reconciliation
Indigenous Connect
Indigenous Viewbook
Appendix B – About Winnipeg and Manitoba

The University of Manitoba is located in Winnipeg, which is near the geographic centre of North America. The Red and Assiniboine Rivers—the two main rivers of the city—meet in the centre of Winnipeg, at The Forks/La Fourche. Bringing together a rich ethno-cultural mix of individuals from around the world, Winnipeg is the seventh largest city in Canada, and dominates the Manitoba economy. The city is home to one of Canada’s largest urban Aboriginal populations, and encompasses Treaty One territory, the traditional territory of the Anishnaabe peoples and the homeland of the Métis Nation.

Although the city of Winnipeg is large, residents of Winnipeg enjoy easy, relatively rapid access to the downtown core from the neighbourhoods on the periphery of the downtown. Residential neighbourhoods offer affordable housing, and buyers from outside the province often discover their strong purchasing power in the local real estate market. The city has a public transportation system (including a Bus Rapid Transit connecting the Fort Garry Campus of the University to downtown), and also enjoys easy proximity to some of the most beautiful beaches and close access to lakefront cottage areas.

A vibrant arts and culture industry thrive in Winnipeg. Arts and culture not only contribute significantly to the collective voice and how the world sees the city, it also provides significant economic benefits estimated to be about one billion dollars annually. The Winnipeg Arts Council, a non-profit public benefit agency is charged by the City of Winnipeg to distribute funding to arts organizations and artists, to manage the City’s Public Art Policy, and to foster development of the arts for the people of Winnipeg. As a pre-eminent city building organization, the Winnipeg Arts Council focuses on the quality of life in the city and how arts and culture determines Winnipeg’s reputation as a City of the Arts, both nationally and internationally. The Winnipeg Art Gallery, founded in 1912, is Canada’s oldest civic gallery and the 6th largest in Canada.

Winnipeg is home to the Canadian Museum for Human Rights (CMHR), the first national museum to be built in nearly half a century, and the first outside the National Capital Region. The CMHR’s mandate is to explore the subject of human rights, with special but not exclusive reference to Canada, to enhance the public’s understanding of human rights, to promote respect for others, and to encourage reflection and dialogue. The museum rises from the Prairie earth in Winnipeg at The Forks, where the Red and Assiniboine rivers meet on Treaty One land, and at the doorstep of the historical location of Métis occupation and Louis Riel’s provisional government, on land that has been a meeting place for over six thousand years.

Winnipeg’s economy is strong and stable and is home to a robust and talented workforce. The city is known for its scientific breakthroughs, for bringing exciting new products and services to the marketplace, and for launching global companies. It is home to one of the most diverse economies in the country, hosting key industries which include financial services, transportation and distribution, aerospace, agribusiness, energy and environment, advanced manufacturing, communications and technology, and creative industries.
Manitoba boasts an abundance of opportunities for recreation and leisure across the province, and there are many natural outdoor environments that make Winnipeg a pleasant city to live in. The rivers in Winnipeg provide residents with a variety of recreational opportunities, which include boating or walking and cycling along the city’s river-walk system. The city also provides a scenic setting for several golf courses and regional parks, as well as many historic and traditional sites.

The Winnipeg Public Library System serves the needs of a diverse community through 20 branches, investing in programs and services that advance digital literacy, enhancing strategic partnerships and ensuring all spaces are welcoming and accessible. The main library of the system is the Millennium Library which underwent a complete renovation and extensive addition, reopening in 2005. The Millennium Library is a signature building in downtown Winnipeg. The 160,850 sq. ft. Library has won several architecture awards including the Canadian Architect Award of Excellence in 2004, Prairie Design Award of Merit in 2006 and the Governor General’s Medal in Architecture, 2008.

Winnipeggers embrace the winter season with numerous festivals and events, while boasting some of the world’s longest natural skating trails.

Winnipeg was recently ranked the 4th Best Place to Live in Canada by Moneysense.ca, is ranked Top 10 for Business Friendliness among mid-sized cities in the country and is considered one of the most intelligent communities in the world. For more information about Winnipeg, please visit www.winnipeg.ca, www.tourismwinnipeg.com, and www.travelmanitoba.com.
Appendix C – Presidential Advisory Committee

CHAIR

Dr. Janice Ristock, Provost and Vice-President (Academic)

ELECTED BY THE FACULTY:

Lori Giles-Smith, Associate Librarian and Coordinator, Access Services
Wei Xuan, Assistant Librarian and Head, Library Systems
Christine Bone, Associate Librarian, Technical Services
Kyle Feenstra, General Librarian and Coordinator, Learning and Instruction Support

PRESIDENTIAL APPOINTEES:

Dr. Stefi Baum, Dean of Science
Mr. Mario Lebar, Chief Information Officer
Dr. Todd Mondor Vice-Provost (Graduate Education) and Dean, Graduate Studies
Dr. Reg Urbanowski, Dean, College of Rehabilitation Sciences

SUPPORT STAFF REPRESENTATIVE:

Ginette Croteau, Library Supervisor

STUDENT REPRESENTATIVES:

Mr. Mbuli Matshe, Undergraduate Student
Ms. Seon Young (Sara) Min, Graduate Student