



OFFICE OF THE UNIVERSITY LIBRARIAN
DONALD C. DAVIDSON LIBRARY

UNIVERSITY LIBRARIES
SANTA BARBARA, CALIFORNIA 93106-9010
(805) 893-3256

ASSOCIATE UNIVERSITY LIBRARIAN FOR ORGANIZATIONAL DEVELOPMENT AND EFFECTIVENESS

The University of California, Santa Barbara invites applications and nominations for an Associate University Librarian for Organizational Development and Effectiveness (AUL/ODE). The successful candidate will provide leadership and program oversight of UCSB Library activities associated with promoting overall Library effectiveness through the collaborative development of human and organizational capacity. Reporting to the University Librarian (UL), the AUL/ODE serves as the senior AUL and deputy to UL. Working with a high degree of independence and initiative, the AUL/ODE facilitates organizational change and advancement by guiding critical functions related to talent needs identification, recruitment, training and professional development, as well as organizational performance assessment, measurement, and planning.

RESPONSIBILITIES

Leads the Organizational Development and Effectiveness unit (comprised of 5 FTE Librarian and staff professionals) delivering essential organizational functions that promote Library capacity and readiness to support the University's mission in concert with evolving user expectations and expertise requirements; rapid technological advancements; and continuous cultural, professional, and organizational change.

Designs and oversees HR processes and relevant analyses to promote continuity of staff recruiting with strategic Library expertise needs, and in collaboration with department heads and administration.

Establishes Library principles and practices for appointment and salary negotiations in compliance with University and campus guidelines.

Promotes the Library's capacity to meet the changing information services needs of a diverse user community by guiding the management of relevant, effective, and integrated staff training and professional development programming in collaboration with Library, campus, and external partners.

Facilitates the Library's growth as an innovative learning organization and culture of excellence through leadership and coordination of relevant team-building, environmental scanning, program assessment, and strategic planning activities.

Promotes evidence-based management (EBM) in Library decision-making and program development by designing and implementing ongoing and sustainable mechanisms guiding operational metrics, statistical

analysis, and reporting in accordance with administrative, campus, UC, and external organizational requirements.

Leads the Library's administrative participation in collective bargaining negotiations and engagement activities in conjunction with authorized campus and UC processes.

Promotes organizational trust and a climate of mutual respect through effective conflict management and appropriate interventions reflecting HR policies, procedures, and support services that adhere to campus, UC, and industry standards of professionalism and confidentiality.

Promotes Library achievement of a diverse workplace respecting varied perspectives and experiences as components of organizational effectiveness.

Ensures Library compliance with relevant University, state, and federal recruiting, performance management, and disciplinary requirements.

Serves as lead contact and liaison with campus and UC human resources and collective bargaining representatives.

Maintains currency with regard to trends and best practices in organizational and human resources development leadership, principles, and procedures.

Acts on behalf of the University Librarian as Deputy with requisite authority to address Library issues and decision-making as delegated. Represents the UL in relevant University and external capacities as needed.

Continually develops professional knowledge and skills by participating in relevant professional organizations, committees, and other developmental activities.

QUALIFICATIONS

Required:

Advanced degree in a relevant field.

Significant administrative and supervisory experience leading Human Resources, Organizational Development, or equivalent responsibilities in a library or other complex educational organization.

Working knowledge of developments and principles associated with Human Resources Administration.

Knowledge of relevant records retention, confidentiality, and reporting regulations and requirements pertaining to human resources administration.

Experience with team-building and ability to engage and work effectively across diverse workgroups and employees.

Experience with and commitment to workplace diversity promotion and goals.

Experience coordinating workshops or other developmental events.

Working knowledge of statistical applications and tools.

Strong analytical skills and report writing ability.

Outstanding oral and written communication skills.

Preferred:

ALA accredited MLS or equivalent degree.

Significant HR and/or Organizational Development experience in an academic research Library.

HR professional certification or advanced training indicating specialization in HR administration.

Training certification or significant training experience.

Experience working in or playing a responsible role in a collective bargaining setting.

Significant presentation or instructional experience.

Team development or facilitation experience.

ENVIRONMENT

The University of California, Santa Barbara, (UCSB) is one of ten campuses of the University of California system and one of only 61 research-intensive institutions elected to membership in the Association of American Universities. UCSB's increasingly strong reputation for collaboration and excellence is recognized in a growing number of high national rankings. Of the 31 campus programs reviewed, the 2010 National Research Council rankings placed nearly one third of UCSB's academic programs in the top five nationally, and 20 of the 31 programs in the top 20. U.S. News & World Report's 2011 guide to "America's Best Colleges" ranks UCSB number 10 among all public universities. The total student population is over 22,000 and faculty number over 1,100.

The UCSB Library is committed to the pursuit of excellence, diversity, innovation, and collaboration with a vision to be the premier scholar resource and information leader advancing UCSB's mission of exemplary research, teaching, and service to California and beyond.

The Library is actively engaged with partners on campus and with other University of California (UC) libraries to provide extensive resources and services to advance information discovery for research, scholarship and creativity in a dynamically evolving teaching and learning environment. UCSB Library is a member of the prestigious Association of Research Libraries and an active participant in UC's and other regional and national collaborative initiatives. Among the top research libraries in the country, the Library's collections include approximately 3 million volumes and over 6 million non-print and digital resources. The collection supports undergraduate and graduate programs in 33 academic areas and serves

the wide-ranging research needs of diverse campus programs and centers. Central to the campus skyline as well as to its mission, the Library takes pride in providing outstanding service to all its clientele.

SALARY AND BENEFITS:

Salary is competitive and commensurate with experience and qualifications. Consideration of applications begins immediately and continues until the position is filled; applications received by ***February 15, 2012*** will receive first consideration. Send cover letter, resume, and the names, addresses, telephone numbers and email addresses of three references to:

Judy Gorrindo
Human Resources, Davidson Library,
University of California
Santa Barbara, CA 93106-9010

*Applications may also be sent via email –gorrindo@library.ucsb.edu

Appointment and/or continued employment is contingent on successful completion of a background check.

The University of California, Santa Barbara is an Equal Opportunity/Affirmative Action Employer and invites applications from all who meet the stated qualifications.