



# ILLINOIS STATE UNIVERSITY

*Illinois' first public university*

# Dean Milner Library

LEADERSHIP PROFILE

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2024-25



# Dean Milner Library

## LEADERSHIP PROFILE

This leadership profile is intended to provide information about Illinois State University and the position of dean of Milner Library. It is designed to assist qualified individuals in assessing their interest in this position.

# About Illinois State University

On February 18, 1857, Illinois Gov. William Bissell signed a bill creating a normal school and establishing the Board of Education of the state of Illinois as its governing body. The bill stipulated that the permanent location would be the place that offered the most favorable inducements. Jesse W. Fell took up the campaign for Bloomington and obtained financial backing totaling \$141,000. Abraham Lincoln, acting as attorney for the Board, drew up the bond guaranteeing the Bloomington citizens would fulfill their financial pledges. Illinois State University was consequently founded as the first public institution of higher education in the state.

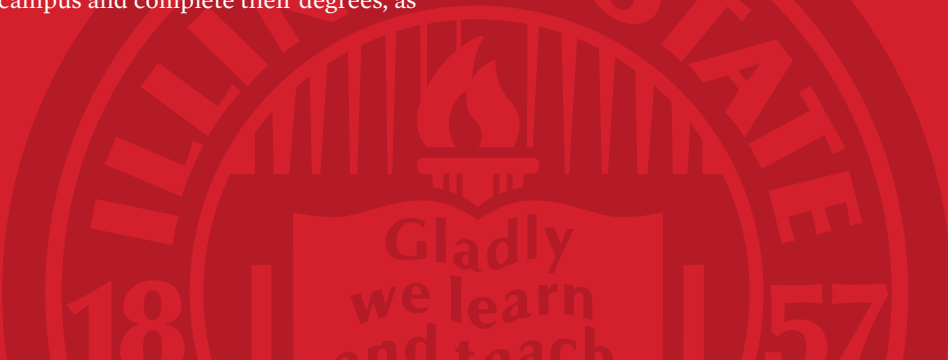
Established as a teacher education institution, Illinois State has developed into a multipurpose university with degree programs at the bachelor's, master's, and doctoral levels. Seven colleges offer approximately 174 undergraduate majors, 97 master's programs, 17 doctoral degrees, and 40 certificate options. One of 12 public universities in Illinois, the alumni base has now grown to more than 235,000.

In fall 2024, Illinois State welcomed its largest freshman class in university history and enrolled a total of 21,546 students. Illinois State's students appreciate the average 19:1 student-faculty ratio. Professors teach in the classroom, mentor, and partner with both undergraduates and graduates in research endeavors. Within the faculty, 98 percent hold a terminal degree in their field. Additional examples of excellence include Illinois State placing in the top 100 on the 2024 *U.S. News & World Report* Best Value Schools-National Universities rankings. Students return to campus and complete their degrees, as

shown by the fact the University's retention rate is among the highest in the nation at 81.3 percent. Graduation rates are more than 66 percent, which is well above the national average. Illinois State is also praised for providing an affordable education, with *Washington Monthly* honoring the University as one of the Best Bang for the Buck Colleges in the Midwest. There are many other reasons that reveal Illinois State's competitive advantage as a premier undergraduate institution—from record-breaking fundraising to student civic engagement and scholarly breakthroughs. Each explains the reason Illinois State University is “Redbird Proud.”

Illinois State affirms and encourages community belonging and a respect for differences. The University fosters an inclusive environment characterized by cultural understanding and engagement, ethical behavior, and a commitment to social justice. The University supports a diverse faculty and staff who mentor a diverse student population. The institution endeavors to provide opportunities for students, staff, and faculty to participate productively in a global society and be civically engaged.

Campus diversity at Illinois State increasingly reflects the nation's changing demographics. In the 2024-25 academic year, nearly 45 percent of the freshman class came from traditionally underrepresented groups. Over the past five years, there has been a 14 percent increase in African American students and a 9 percent increase in Latinx students. Students are mentored by a faculty that includes numerous teacher-scholars recognized at national and international levels, all dedicated to superior teaching.





# Community

**I**llinois State is in the Central Illinois community of Bloomington-Normal, which has a combined population of 132,000. The community is home to Illinois Wesleyan University, Heartland Community College, OSF St. Joseph Medical Center, Carle BroMenn Medical Center, Rivian Motors, COUNTRY Financial, and State Farm Insurance Corporate Headquarters. The community has distinguished itself for its outstanding school systems and educational attainment, parks and recreation, health care, job growth, economic opportunity, and low crime. The University's hometown was ranked as one of the top three [best college towns in America](#) based on its affordability and safety, while its entertainment scene, community, and quality of life are listed as reasons it also ranks as one of the [Best Places to Live in the United States](#).

There are plentiful activities, cultural events, and entertainment opportunities for students and staff locally, with more opportunity to explore nearby. Normal is centrally located in Illinois, making it possible to drive or catch a train to major cities such as Chicago, St. Louis, and Indianapolis. All are within 2-3 hours from campus. Public

transportation systems make the community easily accessible, with a train and bus station within a few blocks of campus. There is also a regional airport with free parking that removes many of the hassles of flying. For more information on our community, please visit [visitbn.org](#).

Ranked the No. 3 Best Small City for Job-Seeking College Grads, Bloomington-Normal offers multiple opportunities for students upon graduation. Illinois State partners with companies in the area, including State Farm Insurance and COUNTRY Financial—both with headquarters in the community—to provide internships and employment.

There are ample leisure activities as well, with five public golf courses in the area, several lakes, and the 45-plus miles of the hard-surfaced Constitution Trail. Converted from an abandoned railroad, the trail is bustling with individuals walking, biking, running, and blading. There are numerous restaurants and shops to visit as well. Uptown Normal is home to locally owned retail outlets with quality products and delectable food. There are unique movies, concerts, theatrical performances, and festivals to attend in every season.



# Academics

**I**llinois State University is currently composed of seven academic colleges and Milner Library, each of which contains academic departments and centers designed to provide—singly and collectively—a comprehensive and robust academic experience for students. Degrees are offered at the bachelor’s, master’s, and doctoral levels. Secondary education students major in their academic disciplines while completing their teacher preparation requirements under the auspices of the Council for Teacher Education. The University’s academic programs are supported by the services and collections of Milner Library.

**College of Applied Sciences and Technology** houses the Department of Agriculture, Department of Criminal Justice Sciences, Department of Family and Consumer Sciences, Department of Health Sciences, School of Information Technology, School of Kinesiology and Recreation, Department of Military Science, and Department of Technology. The college also includes several significant centers, including the University Farm; Horticulture Center; the Child Care Center; and Illinois State’s well-known Gamma Phi Circus, the nation’s oldest collegiate circus.

**College of Arts and Sciences** houses 16 departments and offers many majors and minors at the undergraduate level. Some of these programs are interdisciplinary, including African American Studies; Women’s, Gender, and Sexuality Studies; and Latin American and Latina/o Studies. Many departments have graduate programs leading to master’s and doctoral degrees. The college houses many of Illinois State’s study abroad opportunities, the Center for Child Welfare and Adoption Studies, and the University’s NPR radio station, WGLT.

**College of Business** is known for its comprehensive undergraduate programs, highly regarded master’s programs, and the outstanding accomplishments of its alumni. It is one of only 188 business colleges in the world to hold both business and accounting accreditation by AACSB International. It is also the only college of business in a public university in Illinois that has earned STEM designation for all its master’s programs.

**College of Education** prepares early childhood through middle-level teachers, special educators, and administrators in addition to partnering with departments across the University to offer teacher education programs in a wide variety of academic programs and areas of study. With 44 accredited teacher education programs and offerings at the bachelor’s, master’s, and doctoral levels, Illinois State remains true to its founding as Illinois State Normal University, specializing in teacher education. The College of Education is also home to Metcalf and University High School Laboratory Schools serving approximately 1,000 students.

**College of Engineering** anticipates enrolling its first cohort of students in fall 2025 with an initial offering of electrical, mechanical, and general engineering degree programs. The college will be uniquely designed with a vision of student success, diversity, and workforce development. Leveraging Illinois State’s reputation as a student-focused institution, the College of Engineering will prepare students for success by melding theory and practice in core engineering disciplines and innovative cross-disciplinary experiences.

**Menonite College of Nursing** offers nursing degrees at the bachelor’s, master’s, and doctoral levels. Building on the rich history of nursing education at Menonite College, established in 1919,

the College of Nursing was incorporated into the University in 1999 as Illinois State’s sixth academic college. The college is proud of NCLEX and FNP pass rates consistently exceeding state and national averages and offers a state-of-the-art Nursing Simulation Center with diverse clinical placements that prepare students to practice in a complex health care system.

**Wonsook Kim College of Fine Arts** includes the Wonsook Kim School of Art; the School of Music; School of Theatre, Dance, and Film; and the School of Creative Technologies. University Galleries, the Illinois Shakespeare Festival, Theatre for Young Audiences, the String Project, and the Big Red Marching Machine are also housed within the Wonsook Kim College of Fine Arts. Notable alumni include Jane Lynch, Sean Hayes, Brendan Hunt, Nicolas Africano, LaRoyce Hawkins, Gary Cole, Judith Ivey, Terry Kinney, John Malkovich, Laurie Metcalf, Jeff Perry, Cecilia Suárez, and Michelle Williams.

**Milner Library** personnel work closely with academic units to provide services and research materials across the academic spectrum. Librarians collaborate with faculty in all colleges, schools, and departments on information fluency instruction, collection development, and research assistance. Group study areas, quiet floors, collaboration stations, and a technology-rich environment support varied student learning styles. Library resources support textbook affordability initiatives, open access publishing, and primary source research. Milner is home to distinctive collections in Special Collections and the University Archives as well as a Federal Depository Collection of government information begun in 1858.

# Strategic Plan

The University's strategic plan, *Excellence by Design: 2024-2029*, approved by the Board of Trustees in the spring of 2024, is a shining example of the University's commitment to shared governance, with faculty, staff, students, and campus stakeholders playing an active role in contributing to the creation of the document. Guided by a strong foundational design and building on our past strategic plan, *Educate • Connect • Elevate: Illinois State: 2018-2023*, the plan emphasizes Illinois State's commitment to excellence through continued improvement to shape an exciting future.

*Excellence by Design: 2024-2029* lists our seven core values: Excellence in Teaching, Learning, and Scholarship; Individualized Attention; Equity, Diversity, Access, and Belonging; Collaboration; Community and Civic Engagement; Respect; and Integrity. By acting on these values, we create a learning environment that results in our university being the first-choice public university in Illinois for high-achieving, motivated students who seek an individualized educational experience combined with the resources of a large university.

With its four strategic directions—Cultivate a Culture of Success and Belonging, Foster a Culture of Responsible Stewardship, Elevate our Institutional Excellence, and Expand Mutually Beneficial Partnerships—*Excellence by Design: 2024-2029* will serve as a practical guide for all units within the University for planning and resource allocation decisions. This plan will guide Illinois State as it forges a new educational path across the next five years.

Illinois State University is in its first year of the campus-wide implementation of *Excellence by Design: 2024-2029*. Action teams are in the process of developing actions and metrics that will support the goals and objectives in the strategic plan.

# Master Plan

The Master Plan presents a long-range blueprint for the physical development of Illinois State University—its future size, form, function, character, image, and environment. The plan presents a series of recommendations designed to further the University's physical transformation beyond what has been accomplished in recent years. These recommendations have been tailored to support and enhance the University's strategic plan. A mid-plan review is currently underway.

For more information, visit [MasterPlan.IllinoisState.edu](https://MasterPlan.IllinoisState.edu).



ILLINOIS STATE UNIVERSITY

# METRICS OF Excellence



## FIRST-CHOICE INSTITUTION

Illinois State has welcomed our largest freshman class in history. We enroll more than 21,500 students, while maintaining academic quality and small class sizes.



## BANG FOR THE BUCK

Illinois State is ranked among the top universities for return on investment. *U.S. News & World Report* recognized the University as one of the Best Value Schools in the nation, and *Washington Monthly* included the University on the Best Bang for the Buck list in the Midwest. In addition, the University was also ranked among the top 30 percent of four-year higher education institutions for graduates' return on investment.



## HIGH RETENTION AND GRADUATION RATES

Illinois State students complete their degrees on time. ISU's retention rate remains among the highest in the nation at over 81.3 percent, and our high graduation rate (66.3 percent) is well above the national average.



## TOP PUBLIC UNIVERSITY

*Washington Monthly* ranked the University in the top 106 out of all public national universities for the institution's contribution to the public good through social mobility, research, and public services. Illinois State made *U.S. News & World Report's* 2025 rankings of America's top public schools, at No. 119. In addition, the University was ranked in the upper echelon of *Money's* 2024 list of Best Colleges in America for quality education and affordability.



## DIVERSE CAMPUS

Illinois State provides accessible opportunity and increasingly reflects the nation's changing demographics. We enrolled our most diverse

freshman class in school history this year with nearly 45 percent of these students and 34 percent of the total student population coming from traditionally underrepresented groups.



## RECORD FUNDRAISING

Illinois State University raised more than \$35.4 million in private support, reaching its third highest private support total in university history. Through these donations, more than 4,474 scholarships were awarded last fiscal year and 85 new scholarships were created.



## TOP COLLEGE TOWN

The University's hometown ranks as one of the top 3 best college towns in America based on its affordability and safety, while its entertainment scene, community, and quality of life are listed as reasons it also ranks as one of the Best Places to Live in the United States.



## MILITARY FRIENDLY SCHOOL

Illinois State supports veterans and those in the military. We are ranked a top 10 Military Friendly School by VIQTORY.



## CIVICALLY ENGAGED CAMPUS

Illinois State's campuswide commitment to our core value of civic engagement has earned us recognition with the Elective Classification for Community Engagement, as an Excellence and Innovation Award for Civic Learning and Community Engagement recipient, and as a Voter Friendly Campus.



ILLINOIS STATE  
UNIVERSITY  
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# Milner Library

Illinois State Normal University (ISNU) hired Angeline Vernon Milner (1856-1928) as its first university librarian in 1890, thus creating an official library on campus. The library lived in three campus buildings during its first 50 years: Old Main, Cook Hall, and North Hall. The University's second librarian, Eleanor Weir Welch, designed the first building dedicated to library services in 1940.

Named in honor of the first university librarian, Milner Library was established in what is now Williams Hall. The library was not just a place of scholarship, but also a thriving social center in which the ISNU community met and interacted. The student population increased dramatically after World War II, and the University raced to meet the academic needs of the growing campus community.

During the 1960s, the University became a liberal arts-focused institution, creating colleges and officially changing its name to Illinois State University. Milner Library moved to its current home next to the Bone Student Center at the north end of the Quad in 1976. It has since become a hub of student activity, and one of the most visited buildings on campus.

Located in the heart of campus, Milner Library is an active partner in the teaching, learning, and research activities at Illinois State. Library staff are committed to developing innovative services, collections, spaces, and programs that promote and support the discovery of knowledge to enrich teaching, learning, and scholarship. Illinois State University prides itself on individualized attention, as does Milner. The library provides subject librarians for every major, even for those students who are undecided.

Milner is also a pivotal point of collaboration on campus. The library houses the Office of Student Research and Wonsook Kim College of Fine Arts classrooms and offices

during a multiyear renovation to their building. Cross-campus partnerships include Career Services, Graduate School, Health Promotion and Wellness, the Julia N. Visor Academic Center, and University Galleries—in addition to partnerships with various academic departments and programs.

Illinois State operates on a model of shared governance. Through the Academic Senate, faculty, staff, and students participate actively in the development of university policy. The University Library Committee is an external committee of the Academic Senate, and advises the dean on behalf of faculty and students. In the past few years, the committee has supported the library's commitment to open-access publishing and expanding digital collections across disciplines and provided significant input on faculty and student needs.

Milner Library is a governing member of the Consortium of Academic and Research Libraries in Illinois (CARLI). There are 125 member libraries in the consortium that serve the research and information needs of more than 700,000 students and personnel.

Recently the state of Illinois included a \$60 million total renovation of Milner in its budget. While these funds will likely not be released for a few years, this is yet another sign that Illinois State University continues to be strong and stable, and that Milner Library promises to only get better.

While awaiting the release of capital funds, Milner is moving forward on other projects. The library completed a [Master Plan](#) that will guide improvements and changes into the future. For instance, the library is busy planning the new Student Success Center that will be located on the main floor. This center will serve as a satellite location for University College and the Graduate School to support tutoring, advising, and support for student research.







## Strategic Plan and Values

Milner Library strives to be central to the teaching, learning, and research excellence of the Illinois State University community through our resources, facilities, services, and personnel. The 2021-2026 Milner Library Strategic Plan guides the library in tandem with university strategic planning.

### Our values:

- Diversity, Equity, and Inclusion
- Enhancing the Library User Experience
- Individualized Attention
- Interdependence
- Sharing Knowledge through Stewardship
- Staff Empowerment

For more information, visit [Library.IllinoisState.edu/About/Mission](https://Library.IllinoisState.edu/About/Mission).

## Mission

Milner Library advances [student success](#), cultivates the creation of new knowledge, and stewards our shared cultural heritage.

## Vision

Milner Library will expand traditional notions of the academic library through experimentation, collaboration, and user-centered approaches to our work. We strive to create an increasingly accessible, equitable, and inclusive environment that is built on a culture of transparency and will respond to the evolving needs of our communities.

## Structure

The library's administration oversees and coordinates the work of all library units. The department's work consists of facilitating activities among library units, and ensuring the library's continuing responsiveness to the changing needs of the University community. Activities include library-wide annual and strategic planning initiatives, as well as managing library business operations, personnel, facility projects, public relations, and fundraising. Milner's administrative team is guided by a dean and two associate deans. One associate dean focuses on public services and organizational development, while the other oversees information assets. The dean manages a staff of seven, including the associate deans, business manager, facility manager, director of marketing and communications, director of library information technology services, and the director of the Library of Congress Teaching with Primary Sources Midwest Region program. The dean also serves as the University's copyright agent.



## Information assets

### Collection Development

Milner Library provides access to millions of items in a wide variety of formats. The physical collection is housed in the central library building and the north storage off-site repository. The collections budget of just over \$4 million is primarily invested in electronic resources. Recent strategic initiatives have included buying digital collections to facilitate space reclamation, paying out ongoing hosting fees, supporting open access publishing via transformative agreements, and expanding access via a variety of acquisition models, and offering students over \$7 million dollars in potential savings on eTextbooks.

### Copyright

The copyright librarian serves as liaison to the Graduate School and supports the work of scholars across the University as they publish and disseminate their original work, including providing copyright review for theses and dissertations. Working closely with the scholarly communication team, the copyright librarian assists with the institutional repository and provides expert training and support via workshops and consultations.

### Digital Scholarship

Milner Library opened a digital scholarship lab in fall 2023 and has since offered a diverse program of workshops and events. The Digital Scholarship Coordinator has coordinated digital scholarship services across campus, making Milner Library central to digital humanities activities for faculty and students alike.

### Digitization Center

This department coordinates digital reformatting projects with a focus on historical materials and manages digital collections across multiple platforms. Departmental personnel collaborate broadly to identify targets for digitization and facilitate the process of making materials available online.

### Dr. Jo Ann Rayfield Archives

Named after a former professor, this department is the official repository for documents and artifacts related to the University's history. The archives collects, preserves, and makes accessible these materials to support Milner Library and the Illinois State community's research and teaching goals.

Collected materials include official records from governing boards, campus offices, faculty and student governance bodies, committees, colleges, departments and faculty, and student organizations. The archives is the only repository in the United States to collect materials related to the pedagogy known as Herbartianism.

### Preservation and Conservation

This department coordinates services that extend the life of Milner Library's collections to help ensure continued access to students and faculty. Distinguished by having one of only four labs in the state of Illinois, department personnel provide conservation, binding, education, disaster preparedness, treatment of unique materials, and environmental monitoring services.

### Scholarly Communication

This department supports and promotes creative work and research produced at Illinois State. The scholarly communi-

cation librarian collaborates with stakeholders in the library and on campus to educate faculty, students, and staff about their rights as authors, open access, and emerging publishing models. The department also provides support for advancing affordability of course materials and textbooks. This department manages the institutional repository (ISU ReD), which houses and preserves locally produced creative and research outputs, including theses and dissertations. The repository is also a publishing platform, serving several peer-reviewed, open-access journals, conference proceedings, and scholarly communications in other formats.

## Special Collections

This department is an invaluable and rapidly growing part of Milner Library, with more than 42,000 books, artifacts, and other items, and a robust network of donor support. It houses four distinct collections: the Lincoln Collection of Harold K. Sage, Children's Literature and Historical Textbook Collection, Rare and Fine Books Collection, and the Circus and Allied Arts Collection. The Circus and Allied Arts Collection is one of the three largest circus history research facilities in the United States; a fellowship brings scholars to campus to engage with these rich resources.

The department reaches more than 1,000 students and scholars per year through instructional services to courses across disciplines and research assistance to scholars throughout the world.

## Technical Services

The Technical Services Department is responsible for acquiring, licensing, processing, and making discoverable and accessible all library materials. It provides customized metadata for unique and local collections and campus scholarship and creative activity. The department is a Name Authority Cooperative (NACO) member, participates in SACO (Subject Authority Cooperative), and has a history of early adoption of library systems.

# Public services

## Government Information and Maps

Milner Library has served as a selective Federal Depository for government information since 1858, and is an Illinois Documents Depository Program library. The federal and state government information collections support the curricular and research needs of the University, with up-to-date and historical sources reflecting all aspects of government activity. The Government Information and Maps Department offers research assistance, customized instruction sessions, and specialized workshops covering a wide variety

of topics that include public policy, legislation, statistics and data, and primary sources. Assistance is available for faculty, students, staff, and members of the community.

Milner Library is also a Digital Access Partner with the Government Publishing Office for the *Answering the Call* digital collection of World War I posters from federal agencies held in the government information collection.

## Instruction and Student Engagement

This department promotes information fluency by using established and emerging practices to provide multifaceted learning opportunities to guide students in their journey as content creators and consumers. The guiding vision is to impact students' success by helping them develop persistence, adaptability, and flexibility in an evolving information environment. These efforts promote an inclusive learning environment by fostering meaningful relationships, targeted outreach programming, and creating individualized, transformative learning experiences.

## Liaison Services

Milner Library has 15 subject librarians for nearly 50 disciplines. Subject librarians are liaisons with administrators, faculty, staff, and students in their disciplinary areas. They manage collections of all format types. They also teach instructional sessions, partner with subject faculty on curriculum and special projects, collaborate on the development of information fluency outcomes in their disciplinary curriculum, and provide specialized reference and research assistance to support the learning and research needs of patrons.

## Patron Services

This department provides circulation, interlibrary loan, stacks maintenance, and course reserves services. Milner Library annually circulates nearly 130,000 items, and is typically among the top five borrowers and lenders in the I-Share system. In addition to books and other traditional materials, the library also circulates laptops and a wide variety of devices that include camcorders and cameras, calculators, microphones, multimedia projectors, cables, and adaptors.

This department coordinates and supports the provision of library information and research assistance offered in person and by phone. By serving the research needs of students, faculty, staff, and the local area, Patron Services supports student learning, the curriculum, teaching, and scholarship.

The department epitomizes individualized attention, a core value articulated in the University's strategic plan, *Excellence by Design: 2024-2029*. The department makes re-

ferrals to subject librarians; plans and pursues initiatives to enhance and assess reference services; and selects print and online resources for, maintains, and evaluates the reference collection. Milner personnel handle over 23,000 reference transactions annually.

## Reporting to the dean

### Library Information Technology Services

This department supports the information technology (IT) needs of all library departments and personnel. Primary services include endpoint support, configuration, and security; phone and public address system management; digital signage management; graphic, user experience, and physical signage design; software purchasing, tracking, and licensing; lifecycle management of technology equipment; management of the library website; 3D printing services management, Linux and Windows server administration, configuration, and security; file storage management; integration support for library applications with campus data/services; and collaboration with campus technology departments to grow services and ensure compliance with University IT policies.

Milner Library provides technology resources that directly benefit the learning experience of all students. In addition to more than 170 student-facing workstations spread throughout the building, Milner also provides 15 technology enabled collaboration spaces and 13 drop-in offices for bring-your-own-device work sessions. The library also provides easy-to-use scanner stations, software from other college computer labs across campus, high-end workstations in the Digital Scholarship Lab, circulating laptops, and region-free Blu-ray and DVD viewing stations.

Milner also provides printing and copying solutions. These printing services generate more than half of all campus paid printing, and students can also exercise their creativity with the library's 3D printing service, the only campus-wide 3D printing service available to all students, faculty, and staff.

### Teaching with Primary Sources

The Teaching with Primary Sources program is the Library of Congress' premier educational outreach program. It provides funding opportunities to K-12 school districts, libraries, universities, and other nonprofit organizations to integrate the Library of Congress' digitized primary sources into teaching and learning. Milner Library has hosted the 17-state Midwest Region program for more than 20 years. The program's staff promote the program, solicit and manage subawards, and provide professional development to subaward recipients.

## Conclusion

Milner Library is a dynamic, multifaceted hub of teaching, learning, and scholarship on the campus of Illinois State University. Students, faculty, and staff rely on the library and its personnel to be welcoming, responsive, and inclusive. The library is an active and innovative collaborator in promoting student engagement and success. As an important online and physical destination for many, the library is crucial to the university and surrounding community.

The library is on the cusp of major, meaningful, patron-centered changes that will impact its future for many years to come.



# Opportunities *and* expectations

## FOR LEADERSHIP

The dean of Milner Library must possess the intellectual vision and energy necessary to lead a complex, comprehensive organization of higher education. An ability to successfully motivate a college-wide team at all levels; to develop an understanding of core values; and to demonstrate responsiveness to the needs and concerns of students, faculty, and staff is critical. The dean will advance the library's mission through the following actions, among others:

- Provide creative, collaborative, and transparent leadership to Milner Library.
- Promote and support diversity, equity, access, belonging, and inclusivity.
- Represent Milner Library internally to the campus community

and lead collaboration within the library and among university units.

- Represent the University and Milner Library to external constituents and library networks.
- Develop budgets and align fiscal resources to strategic priorities and identify opportunities to grow resources in mission-consistent ways.
- Continue momentum in advancement efforts—Milner Library had its best fundraising year in 2023-2024.
- Lead an inclusive library-strategic planning and implementation process in alignment with the University's strategic plan.
- Lead library efforts to contribute to student enrollment, retention, graduation rates, and other indicators of student success.

- Manage resources and develop opportunities for growth in ways consistent with the library's mission.
- Foster sustainable growth in the library's research enterprise.
- Lead implementation of the Milner Library Master Plan.
- Supervise and oversee the annual appointment, salary, promotion, and tenure process.
- Guide strategic thinking around the inclusion of a \$60 million Milner Library renovation on the State of Illinois' Rebuild Illinois capital bill.
- Fulfill other duties as may be assigned by the provost and president.

# Qualifications *and* personal qualities

The successful candidate will be an innovative, open, and persuasive leader, and gifted collaborator with a deep appreciation for the changing demands of an academic library. The successful candidate will also possess the networking skills required to work successfully with a wide range of individuals and constituencies, and the ability to multitask in a fast-paced environment.

## Required qualifications

- A master's degree from an ALA-accredited program or an ALA-recognized international equivalent.
- Recognition nationally for outstanding librarianship, scholarly and creative productivity, and service, meriting appointment at the rank of professor with tenure within Milner Library.
- Record of successful administrative leadership in dynamic academic organizations as dean, associate dean, director, or comparable leadership role.

- Demonstrated commitment to equity and support of the critical needs of a diverse faculty, staff, and student body.
- Experience developing and managing complex budgets.
- A record of accomplishment supporting high-quality academic library services and collections, scholarly and creative productivity, public engagement, and outreach activities.

## **Applicants for the dean of Milner Library may also demonstrate these preferred qualifications:**

- A doctorate in a discipline related to the University's curricula.
- A working knowledge of the pedagogical, andragogical, economic, and political relationships among academic units within the university.
- Demonstrated ability to work collegially with other deans, administrators, and diverse stakeholders in developing goals and programs

and a commitment to shared governance.

- Experience in the development and implementation of a strategic plan.
- Experience with fundraising, donor stewardship, and/or securing and managing external funding.
- Demonstrated understanding of state and federal library policy and legislation and of copyright and other intellectual property law.
- Experience with leadership and/or oversight of facilities resources.
- Demonstrated energy, intellectual curiosity, and the ability to communicate effectively.
- Ongoing participation in national/international library professional organizations.
- Demonstrated understanding of libraries in K-12 laboratory schools and a willingness to advise and support laboratory school library staff and operations.

# Procedure

## FOR CANDIDACY

Inquiries, nominations, and applications are invited. Initial review of applications will begin on January 13, 2025, and continue until the position is filled. Candidates should provide a curriculum vitae, a letter of application that addresses the responsibilities and requirements described in the leadership profile, and the names and contact information of five references. References will not be contacted without prior knowledge and approval from candidates. These materials should be submitted electronically via Illinois State University's application portal.

The direct link to apply is:

<https://jobsearch.illinoisstate.edu/cw/en-us/job/519578/dean-milner-library>

Questions and nominations may be directed to Cindy Lotz, director for executive search services, at **(309) 438-7487**.

## LEADERSHIP

# Dr. Aondover Tarhule, President

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**D**r. Aondover Tarhule joined Illinois State University in 2020 as vice president for academic affairs and provost and currently serves as president. His immediate prior administrative appointment was vice provost and dean of the Graduate School at Binghamton University (State University of New York). Before that, he was executive associate dean and department chair in the College of Atmospheric and Geographic Sciences at the University of Oklahoma. In these positions, he worked on creating new academic programs, increasing student enrollment, increasing diversity, faculty retention, shared governance, and international partnerships and linkages, amongst other things.

Having earned master's degrees and a doctoral degree in geography from McMaster University in Hamilton, Ontario, Canada, Tarhule received a postdoctoral fellowship from the Canadian Science Advisory Council to conduct research at Queens University in Kingston, Ontario, Canada. Tarhule earned an additional master's degree in environmental resources planning and a bachelor's degree in geography, both from the University of Jos, Plateau State, Nigeria.

A broadly trained physical geographer, Tarhule has wide-ranging research interests in hydroclimatic variability, droughts, water resources scarcity, and climate information dissemination and use. His scholarly research has appeared in prestigious international journals, including *Nature (Scientific Reports, Climate Perspectives)*, *Journal of Hydrology*, *Remote Sensing*, and *Bulletin of the American Meteorological Society*, and book chapters. His efforts as principal investigator (PI) or co-PI have resulted in more than \$5 million in grants from such agencies as the National Science Foundation, the United States Agency for International Development, the National Institutes of Health, and the United States Geological Survey. He has served on the editorial board of the *Scientific World Journal* and the *African Geographical Review*, and as guest editor on several journals including *Remote Sensing*, *Atmosphere*, and *Climate Research*.

Tarhule has served on committees of prominent national and international organizations, including as consultant to the World Bank (Climate Risk Assessment of the Niger River Basin Sustainable Development Action Plan) and member of the Executive Committee of the Board on Oceans, Atmosphere, and Climate, and Association of Public and Land Grant Universities. He is a member of the College of Mentors of the Council for the Development of Social Science Research in Africa (CODESRIA) and an executive board member of the Walker Institute, University of Reading, in England.

## LEADERSHIP

# Dr. Ani Yazedjian, Vice President for Academic Affairs and Provost

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**D**r. Ani Yazedjian, University Professor, joined the Office of the Provost in 2019 as associate provost and currently serves as vice president for academic affairs and provost. In her role as associate provost, Yazedjian oversaw new program development through the Illinois Board of Higher Education and institutional accreditation through the Higher Learning Commission, and was actively involved in the creation of the new College of Engineering. On campus, she supervised the Center for Civic Engagement, the Office of International Education, and University Assessment Services. Yazedjian served on the University strategic planning steering team and the COVID-19 steering team.

Yazedjian has also served as chair of the Department of Family and Consumer Sciences at Illinois State. As chair, she led the increase in the number of degree programs in the department, developed the first accelerated master's degree programs on campus, created a new online dietetic internship certificate, increased student enrollment, oversaw over \$1 million in equipment and facilities upgrades, and secured donor contributions for five new scholarships. She was named a University Professor in 2013 and received the University's Distinguished Service Award in 2023.

Over the last two decades, Yazedjian has received over \$7 million to support her scholarly interests in delivering evidence-based programs to support adolescent development. Most recently, between 2015 and 2020, she directed the *CARE4U* program which provided over 1,100 primarily African American and Hispanic youth with relationship education, job readiness, and financial management skills in order to support their successful transition to adulthood. In 2021, she received the Marie F. Peters Award from the National Council on Family Relations, a biennial recognition given to a distinguished scholar, researcher, or practitioner who has made significant contributions to the area of racial and ethnic diversity in families.

Prior to her time at Illinois State, Yazedjian was a faculty member in the Department of Family and Consumer Sciences at Texas State University. In 2010, she was appointed as presidential fellow where she served on the president's cabinet and focused on developing and implementing internationalization efforts across campus. She earned a doctorate and master's degree in human and community development from the University of Illinois Urbana-Champaign and a bachelor's degree in sociology from the University of Florida.

Nationally, Yazedjian has served in leadership roles with the National Council on Family Relations, the Council for Accreditation of the American Association of Family and Consumer Sciences, and the Council for Administrators in Family and Consumer Sciences. She was selected by the Higher Education Resource Services for the Wellesley Institute, which develops women leaders in higher education.

In the local community, she has been involved with the Family and Consumer Science Professionals of McLean County and volunteered with Junior Achievement. She also served for six years on the board of the Multicultural Leadership Institute and continues to serve as a mentor.





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