

Job Level	Associate Dean for Research	Senior Management Level I
Problem Solving	<p>* This Associate Dean provides leadership and planning responsibilities for library-wide and consortial programs and services related to purchased, licensed, locally produced or curated scholarly content, primarily in electronic formats. Overall internal responsibilities include developing strategic directions with division and department heads; fostering effective working relationships with library and academic colleagues; enhancing and assessing service quality; providing staff training and technology awareness programs; and shared responsibility for library fundraising and donor activities.</p> <p>* This highly visible senior administrative position, together with two assistant deans, is a member of the Libraries' executive leadership group, and reports directly to the Dean of Libraries/Vice President for Information Technology.</p> <p>* Provides operational management and leadership, management, planning, policy development, and strategic direction for several units</p>	<ul style="list-style-type: none"> <li>▪ Problems are often not clearly defined and fundamental principles may not apply.</li> <li>▪ Solutions must take into account future considerations.</li> </ul>
Interaction/ Communication	<p>* This position also oversees the research environment in CSU Libraries, that has grown over the last half decade to encompass millions of dollars of awards. This position serves as CSU Libraries' member of the College Research Associate Deans (CRAD), that is advisory to the Vice President for Research, to formulate and advise on policies for research at CSU and to recommend improvements in the efficiency and effectiveness in the research environment.</p>	<ul style="list-style-type: none"> <li>▪ Typically reports to a department head</li> <li>▪ Reconciles multiple stakeholder views</li> </ul>
University Impact	<p>* In this capacity, this position interacts with deans and directors at the other six libraries, with this highest administrative level of participation merited by the significant and growing importance of digital collections and institutional digital repositories.</p>	<ul style="list-style-type: none"> <li>▪ Translates strategy into operations processes.</li> <li>▪ May provide input into strategy of the department or function</li> <li>▪ Must be head of a department as defined and assigned by the University for Director designation.</li> </ul>
Financial/ Budget Responsibility	<p>* Responsible for decisions of acquisitions of about \$8 million annually of materials acquisitions</p>	<ul style="list-style-type: none"> <li>▪ May develop and manage a budget</li> </ul>
People Management	<p>* Three full-time Associate Professors (Unit heads)</p>	<ul style="list-style-type: none"> <li>▪ Manages teams of primarily professional roles; may supervise project management levels</li> <li>▪ People management responsibility for pay review, performance management and resource planning.</li> </ul>