

### **Criteria and Themes for the Evaluation of the University Librarian**

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The University Librarian will have fulfilled the following criteria to satisfy the evaluation of her competencies:

1. Provide vision and leadership in the continued development and success of the University Libraries and ensure that they remain at the cutting edge in the rapidly changing world;
2. Deliver the Webster and Vanier Library Transformation projects;
3. Ensure that the University Libraries continue to be active and valuable contributors to the teaching, research, and outreach programs of the University;
4. Develop and promote services that respond to the needs of students and faculty, and foster connections throughout the University and with external partners;
5. Promote the use of professional standards and guidelines to ensure the quality of the collections, facilities and services;
6. Advocate professional values and shape policy in the areas of intellectual freedom, copyright and privacy;
7. Provide information and training about best practices for information gathering, organization, and assessment in order to support the Concordia community and promote student success;
8. Identify critical University needs and work collaboratively with the librarians to provide leadership in addressing information challenges, looking at best practices in academic libraries and existing and emerging technologies sectors;
9. Ensure responsible stewardship of the University Libraries' human, physical and financial resources
10. Work in collaboration with colleagues across the University and through external partnerships to generate the resources needed to achieve the Library's mandate;
11. Lead fundraising initiatives for the University Libraries in collaboration with the Development Officer assigned to the Library;
12. Ensure that the Library environment is a stimulating, supportive, collegial and respectful workplace where creativity, professional achievement, diversity and staff contributions are recognized;

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13. Promote and support the recruitment and development of outstanding librarians and staff who are committed to excellence in service and responsiveness to users' needs;
14. Build effective relationships with the University community, including senior administration, faculty members, student bodies, and staff;
15. Advocate for the University Libraries and promote their values to a broad spectrum of external constituents, including the media, community leaders, relevant professional organizations, and educational and other key institutions, locally, nationally and internationally
16. In collaboration with the Office of the Vice-President Research and Graduate Studies, develop the Concordia University Press.