



Director of the Bentley Historical Library



The University of Michigan seeks nominations and applications for a creative, transformative, and dynamic leader for its next Director of the Bentley Historical Library.

The [Bentley Historical Library](#) was established as the Michigan Historical Collections in 1935 by the University of Michigan Regents to carry out two functions: to serve as the official archives of the University and to document the history of the state of Michigan and the activities of its people, organizations, and voluntary associations. As such, the BHL's holdings touch all corners of the campus and all parts of the State. The role of Director is an excellent opportunity for a thoughtful and pragmatic leader with an imaginative vision for the field of archival science. The University of Michigan seeks an

individual who can provide organizational leadership while also collaboratively designing new and innovative services that affirm the value of the Bentley's assets to the intellectual work of a global community of scholars, teachers, students, researchers, and the broader public.

With a staff of approximately 29 and a budget of \$4.4 million, the Director will have ample opportunities to envision the next phase of the Bentley's history of unique contributions to the Library's educational and archival mission. Reporting to the Dean of Rackham Graduate School and Vice Provost for Academic Affairs-Graduate Studies, Michael Solomon, and working in close partnership with the staff of the Bentley, the Director will continue to raise the profile of the institution, on campus and beyond, while developing and implementing the Bentley's strategic priorities in an intellectually stimulating environment.

ABOUT THE UNIVERSITY OF MICHIGAN

The University of Michigan has a long and distinguished history beginning with its founding in 1817 as one of the first public universities in the nation. It is one of only two public institutions consistently ranked among the nation's top ten universities. The University is distinguished by its broad excellence across many disciplines, with many of its departments and professional schools ranked among the top ten in the country. Currently with more than \$1.6 billion in research expenditures annually, the University ranked first overall in total research expenditures among U.S. public universities as of 2020, according to the tally made by the National Science Foundation. The University has an annual all funds budget of over \$10.7 billion for the 2021–2022 academic year and an endowment valued at \$12.5 billion. In October 2018, the University became the first public university to raise more than \$5 billion in the most successful fundraising campaign in its history.

Originally established in Detroit, the School moved to Ann Arbor in 1837, where its flagship campus is located. The University has two additional campuses located in Flint, opened in 1958, and in Dearborn, opened in 1959.

The University's academic programs are organized into 19 schools and colleges on the Ann Arbor campus. Collectively, the Schools and Colleges in Ann Arbor enroll more than 50,000 students, broken down into 32,300 undergraduates and 18,000 graduate students. The University has more than 5,200 faculty in Ann Arbor. Its faculty has received numerous awards, including MacArthur Foundation awards, Pulitzer Prizes, National Medals of Science, National Medal of Technology, and Nobel Prizes. Recognition for creative accomplishments in the arts, media, and public service is also widespread.

As one of the nation's great public research universities, Michigan encourages the members of its community to make a serious commitment to public service, to diversity in all its manifestations, and to access to opportunity on the widest scale. Faculty research addresses a large range of critical issues—health care, the environment, social issues, technology, educational reform and improvement, and many others. Students take part in community-based service and learning projects and take advantage of opportunities made possible by the University's many collaborations with other universities, colleges, and K-12 schools, as well as with a variety of national, state, and private agencies.

The administrative leadership model at the University of Michigan is decentralized in that the deans of the schools and colleges have significant autonomy in terms of their vision, activities, and budgets. In broad terms, the University's budgeting system is "activity-based," so that increases in certain activities lead to automatic flows of resources and costs to the units that do the work and obtain the revenue. In

addition, UM central administration provides a great deal of support for campus-wide activities and intellectual initiatives that cut across the schools and colleges.

LEADERSHIP



Michael J. Solomon, Dean of the University of Michigan's Rackham Graduate School and Vice Provost for Academic Affairs-Graduate Studies.

Solomon has 20 years of service at U-M, having joined the College of Engineering faculty as an assistant professor of chemical engineering in 1997. He was a Dow Corning Assistant Professor from 2000 to 2003. He became an associate professor in 2003 and full professor in 2009, teaching macromolecular science and engineering as well as chemical engineering. From 2013 to 2017, he served as associate dean for academic programs and initiatives at Rackham. He served as interim dean and vice provost before filling the permanent role in 2018.

Solomon has received numerous faculty awards, including U-M's Henry Russel Award in 2003, Faculty Recognition Award in 2008, and the College of Engineering's Education Excellence Award in 2010. In 2016, he was elected a fellow of the American Association for the Advancement of Science.

Prior to joining U-M, Solomon was a postdoctoral research fellow at the University of Melbourne, Australia. He received his Bachelor of Science degree in chemical engineering and economics from the University of Wisconsin–Madison in 1990 and his doctorate in chemical engineering from the University of California, Berkeley, in 1996.

Executive Committee

The Bentley also has an Executive Committee appointed by the Board of Regents, which oversees the policies of the Library (but not the budget) and advises the director. There are no *ex officio* positions on the Committee.

Paul N. Courant, Chair, Edward M. Gramlich Distinguished University Professor of Economics and Public Policy Emeritus, Provost Emeritus, Harold T. Shapiro Collegiate Professor of Public Policy Emeritus, Arthur F. Thurnau Professor and Professor of Information Emeritus, University of Michigan

Mary Sue Coleman, President, University of Michigan

Angela D. Dillard, Chair, Department of History, Richard A. Meisler Collegiate Professor of Afroamerican & African Studies, History, and in the Residential College, College of Literature, Science, and the Arts, University of Michigan

Chris Kolb, Vice President for Government Relations, University of Michigan

Timothy G. Lynch, Vice President and General Counsel, University of Michigan

Laurie K. McCauley, Provost and Executive Vice President for Academic Affairs, University of Michigan



ABOUT THE BENTLEY HISTORICAL LIBRARY

The Bentley Historical Library collects the materials for and promotes the study of the histories of two great, intertwined institutions: the State of Michigan and the University of Michigan. Situated on the North Campus of the University of Michigan, it constitutes one of the primary historical research facilities at the University and in the state. The Library is open without fee to the public, and welcomes researchers regardless of academic or professional affiliation.

The Bentley's impressive research collections range from the papers of 28 governors of Michigan, to the records of student and faculty life at the University, to the entire historical record of intercollegiate athletics at Michigan, and much more. The Library houses a state-of-the-art conservation lab that conserves books, maps, architectural drawings, and other materials. The lab is also where expert archivists and conservators teach conservation techniques and aid in the reformatting of preserved materials. In addition, the historic recently renovated [Detroit Observatory](#), located on the University of Michigan's central campus, is managed by the Bentley, as is the [History of U-M website](#).

The Bentley is named for Alvin Bentley, a member of Congress, a member of the U.S. Foreign Service, a University of Michigan Regent, and a philanthropist. Bentley died in 1969 at the age of 50. In the fall of 1971, his widow, Arvella, donated funds to build new quarters for the Michigan Historical Collections, which became the Bentley Historical Library.

Some eight decades after its founding, the Bentley Historical Library has amassed extensive holdings, including more than 75,000 linear feet of primary source material, 10,000 maps, 80,000 printed volumes, and 1.5 million photographs as well as architectural drawings and audio and visual material on a variety of digital and analog media. The Library's holdings are consulted by Michigan's citizens, the University's students, faculty, staff, alumni and administrators, scholars from across the nation and around the world, and others interested in questions that are informed by the history of the state and the University.

The Library is a center for the study of the history of American life with an emphasis on the period from the mid-nineteenth century to the present. This emphasis is reinforced by the wide-ranging holdings of the University archives. The Bentley offers, for example, documentation on the history of science,

women, immigration, labor, business, and manufacturing, along with materials revolving around intellectual history, politics, marginalized populations, science and technology, sports, military history, architectural history, and more. Further, the Library has engaged those interested in broader questions of memory, visibility, identity, and de-colonization. Thanks to substantial funding from the Office of the Provost's Third Century Fund, the BHL has also been at the forefront of engaged learning initiatives that promote the use of archival resources in undergraduate classroom teaching and in public history projects.



The Bentley Historical Library has three primary divisions:

The **University Archives** houses records of the University and related materials selected, preserved, and made accessible for their enduring historical and administrative value. Records are selected by the University Archives staff through a process of archival appraisal, in consultation with offices and individuals across campus. These records may be paper-based or on audio-visual media, but new records are mostly digital in origin. Within the University community, the Bentley Director must be a trusted and effective spokesperson on issues of archiving, information content, distribution, preservation, and access, making the case for records practices that support the University Archives to a range of on- and off-campus constituencies.

The Bentley Historical Library also houses the **Michigan Historical Collections**, which documents the history of the state of Michigan and the activities of its people and organizations. This is a statewide

collection for Michigan covering all periods from the days of exploration through to the present, with collections drawn from each of Michigan's 83 counties.

The Bentley Historical Library's newest division, **Digital Curation**, was established in April 2011 to develop and implement solutions for the long-term preservation and management of digital materials across their lifecycle. Digital Curation is responsible for the administration of born-digital and digitized materials in both the University Archives and the Michigan Historical Collections. The division's mission reflects the Bentley Library's belief that archives must take a proactive role in the preservation of digital content. Digital Curation staff therefore work closely with record creators and donors to provide guidance on best practices for record creation and administration as well as sustainable file formats and transfer methods. In addition to ensuring the long-term viability of content through various preservation procedures and secure storage, Digital Curation adds value to content through archival description, the development of access mechanisms, and the management of risk by enforcing restrictions on sensitive materials.

To learn more about the Bentley, please visit its website: <https://bentley.umich.edu/>.

DIVERSITY, EQUITY, AND INCLUSION

The Bentley Historical Library is committed to representing an array of perspectives in its collections, programs, and engagements. The Bentley staff fully and eagerly engages the University's work to directly connect academic excellence with diversity, equity, and inclusion and has supported a number of projects that raise serious questions about the interrelationship of archives to power as well as the ways in which the University has both supported and delimited equal access to all citizens, residents and students.

To learn more, please read the [Bentley's Diversity, Equity, and Inclusion strategic plan](#), prepared in conjunction with University-wide efforts.

ABOUT ANN ARBOR

Ann Arbor offers an exceptionally high quality of life, combining the safety and intimacy of a smaller city of about 123,000 residents with an abundance of cultural opportunities exceeding those of cities of much larger size. Situated on lush, rolling terrain along the banks of the Huron River, Ann Arbor is one of the world's great college towns. Intellectual, artistic, and recreational opportunities in the broader community abound for people of all ages. Ann Arbor perennially ranks in magazine polls as one of the best places in the United States to live and raise a family.

Ann Arbor and the University of Michigan provide a major venue for college sports. Several well-known sports facilities exist in the city, including Michigan Stadium ("the Big House"), the largest college football stadium in the country with a seating capacity of 107,601.

Ann Arbor is 30 minutes away from the Detroit airport, a major international hub, making day trips to the Eastern and Central U.S. common and offering easy access to cities around the world.

For additional information on living in Ann Arbor and in Michigan, see <https://www.annarbor.org/>.

THE ROLE OF DIRECTOR OF THE BENTLEY HISTORICAL LIBRARY

The next Director will be a collaborative and communicative community builder, responsible for the leadership and overall management of the Library's services and collections. The next Director will be responsible for planning, budget, and staffing of the Library in support of its mission to serve as the official archives for the University and to document the history of the state of Michigan.

Reporting to the Dean of Rackham Graduate School and Vice Provost for Academic Affairs-Graduate Studies, the Director supervises 29 staff and other professionals. Direct reports to the Director include:

- Associate Director
- Business Administrator
- Development Director
- Director of the Detroit Observatory
- Editorial Director

The Library's total annual operating budget for 2022-2023 stands at approximately \$4.4 million, including salaries. The endowment has grown in recent years to \$19.3 million; the return on the endowment supports a wide range of critical functions, including conservation, preservation of the historic Detroit Observatory, researcher travel, and graduate student fellowships.

OPPORTUNITIES AND CHALLENGES

The next Director will follow the current Director who is returning to faculty after nearly a decade in the position. The next Director will inherit a creative and devoted team of staff who have built within the Bentley an impressive ethos of service. The next Director will be asked to further enhance the Library and its services by addressing several compelling opportunities and challenges:

- **Collaboratively develop, articulate, and implement a distinctive and equitable shared vision for the future of the Bentley:** In concert with the strategic priorities of the University of Michigan, the next Director will work together with library staff and other key constituents to identify key priorities that take into account existing strengths as well as the changing nature of patron needs. Drawing upon a strong sense of national best practices and emerging trends in knowledge management and archival science, the Director will foster innovation while ensuring that both students and faculty, and the people of the state of Michigan, view the Library as an essential and supportive partner in their intellectual and creative work.

In addition, the next Director will lead a transparent and inclusive process to continue to identify an emerging set of priorities for the Library that attempts to honor the history and traditions of its archives and processes and also embrace a more equitable future for the Bentley's broad and diverse community—rethinking the ways that the Bentley has always done things in terms of its collecting policies and acknowledging, per the Bentley's [Statement on Potentially Harmful Language and Content](#), that many of its collection descriptions “are based on established systems and standards that often uphold and perpetuate many forms of oppression and bias.”

While it has a long way to go, the Bentley has taken steps to begin addressing these important challenges. In partnership with a diverse group of faculty, librarians, archivists, curators, collections managers, students, and members of the Filipino/Filipinx community, the Bentley has been involved in [ReConnect/ReCollect: Reparative Connections to Philippine Collections at the University of Michigan](#). In addition, the Bentley collaborated with faculty and students to help create and present impactful work like the [African American Student Project](#).

- **Continue to elevate the local, national, and international reputation of the Bentley:** The Bentley has a well-deserved reputation for excellence, and the next Director will play an integral role in continuing to enhance the Library's standing among archivists as a nationally and internationally renowned leader in the field of archival science. Engaging actively in national and international conversations, investing in signature programming and collections, and broadcasting to a diverse range of audiences will be crucial for increasing the Library's name recognition and reach.
- **Championing the recruitment, inclusion, support, retention, and promotion of individuals from underrepresented backgrounds:** The University of Michigan is proud to be home to an ever-diversifying student body, faculty, and staff; that important work must continue on campus and within the Bentley. However diversity is defined, the promise of a diverse community will be fulfilled only within a community that is inclusive, welcoming, and, even more, cohesive. The next Director will be actively antiracist and will reaffirm the Library's commitments to, and on-going training around, diversity, equity, and inclusion, continuing the work of creating and sustaining an intercultural community that respects differences and welcomes and empowers all of its members.
- **Championing the Bentley and its critical role in the University's educational mission, both internally and externally:** The next Director will be a passionate and thoughtful advocate for the Bentley across campus and beyond. As a creative, flexible, and intellectually generous leader, the Director will inspire engagement and collaboration and be a partner with a wide range of constituencies on campus, including the [University of Michigan Library](#) and [William L. Clements Library](#), among other units. The Director will also work to ensure that the Bentley continues to have the resources needed to do its innovative work by seeking grant opportunities and working closely with the Library's Development Director to build relationships with alumni, corporations, foundations, and others who share the mission of the Bentley.
- **Anticipating, planning, and advocating for the evolving needs of faculty, researchers, students, and the general public in ways informed by best practices for the future of libraries and archives:** The Bentley is a leader in adapting to the changing requirements of learning, study, and research in the twenty-first century. The next Director will help to create and implement a comprehensive forward-looking plan for making the most strategic use of its resources, which include space, funds, and personnel, in service of its mission. The Director will bring a deep and nuanced understanding of current issues and trends in order to meet the research and information needs of all users of the Bentley, as well as those of the future.
- **Supporting the Bentley's dedicated community of staff:** The next Director must bolster the community within the Bentley through listening and consensus-building focused on shared purpose and transparent communication. The next Director should solicit, consider, and

genuinely value the views and contributions of the staff by modeling and encouraging transparent decision-making and meaningful staff participation.

- **Mentoring and supporting the continued professional development of library staff:** The Bentley is fortunate to have a talented, motivated, loyal, and enthusiastic group of staff who care deeply about their work. The next Director will support the staff in reaching their fullest potential and empower them to take advantage of leadership, career, and professional development opportunities locally, regionally, and nationally.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The Bentley Historical Library seeks a creative, inspired leader whose professional experiences and personal values align with the Library's community-oriented ethos. The ideal candidate will be an intellectual leader with a strong background in a discipline relevant to the Bentley collections, such as American history or archives. The next Director will possess: a deep understanding of how scholars, faculty, and students use libraries of specialized research materials; a record of progressively responsible institutional and financial management; a demonstrated capacity for developing and sustaining relationships within the University and among a wide variety of external constituencies; a talent and enthusiasm for outreach and fundraising; the interest and ability to provide leadership in digital archiving, access, and publication; and the capacity to lead and support a professional staff of diverse backgrounds.

In addition, the ideal candidate will:

- Be entrepreneurial, creative, ambitious, and forward thinking;
- Be an inclusive, proactive, collaborative, self-reflective, and open-minded leader;
- Possess a strong and visible personal and professional commitment to diversity and inclusion, and experience applying these values with library collections, services, and programs, with a commitment to continually building a professional climate for library patrons and staff in which all are welcome and can thrive;
- Serve as a responsible steward of the Library's historical collections in the context of rapid change in the library environment and promote their academic use in the academic community both within the University and throughout the world;
- Embrace with respect and sensitivity the innovative spirit, progressive atmosphere, and decentralized environment of the University of Michigan academic community so that the University Archives can continue to be an asset in the past, present, and future of the University;
- Apply a strong understanding of current trends and developments in information technology to local and national leadership in archival policies and practices;
- Increase the visibility and presence of the Library to the campus community, especially with respect to opportunities for teaching, learning, and scholarship;

- Engage in the life of the University as a collegial and approachable representative of the Bentley and its user-focused mission; and,
- Engage students through internships and research experiences.

CONTACT

For best consideration, please send all nominations and applications to:



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Sex/Gender Identity/Gender Expression/Sexual Orientation, including sexual misconduct: ECRT Sexual and Gender-Based Misconduct Director and Title IX Coordinator

Disability: ECRT Disability Director and ADA Coordinator

Race/Color/National Origin/Age/Marital Status/Religion/Height/Weight/Veteran Status: ECRT Civil Rights Director