



Kalamazoo
Public Library

Serving Kalamazoo since 1872

Seeks a Director

Welcome to Kalamazoo!

Here you will find a unique and exciting city vibe, but with the comfort of warm people, an easy-going pace of life, and truly beautiful countryside. With abundant lakes, trails, parks and a walkable downtown that boasts the nation's first outdoor pedestrian shopping mall, there's a tailored experience for every interest! Our amenities include more than 450 restaurants, 83 lakes with public access, 69 public parks, 22 public golf courses, 5 wineries, 15 breweries/brewpubs, 3 ski resorts, and we are also home to world-class museums and attractions including the Smithsonian affiliated Air Zoo Aerospace and Science Museum and the Gilmore Car Museum, North America's largest automobile museum. Kalamazoo was also the first city in the United States to offer a scholarship for each Kalamazoo Public School resident graduate that provides up to 100% tuition for post-secondary education, called the Kalamazoo Promise!

About Kalamazoo Public Library (KPL)

Organized in 1860 and opened to the general public in 1872, KPL now serves a district population of 124,000 through five locations, a mobile library and multiple outreach ventures. Many Southwest Michigan residents use Kalamazoo Public Library through reciprocal agreements with neighboring libraries.

Services: KPL offers an extensive collection of books, movies, music, year-round programming for all ages, ONEplace—a management support center for nonprofits, a Local History Room featuring a vibrant website and local information database, the County Law Library and more.

Awards: KPL has received nationwide recognition for its innovative services and dedicated community support. In 2002, KPL won the prestigious National Library of the Year award by Library Journal. More recently, KPL was recognized as one of America's Star Libraries in 2019 as rated by the LJ Index of Public Library Services, and received the 2021 Community Inclusion Award from the Disability Network of Southwest Michigan. In 2023, KPL received the Marcia Jackson Hunger Advocacy Award for distributing emergency food kits by Kalamazoo Loaves & Fishes, and also received the Literacy Champion award from the Daughters of the American Revolution (DAR) Chapter.

Funding: Property tax revenues, collected through the authority of two voter-approved millages, fund about 94% of the library's budget. Kalamazoo voters have a long history of supporting their library.

Deadline to Apply January 1, 2024



Kalamazoo Public Library Seeks a Dynamic Director Who:

- Champions excellent service to patrons as their primary focus;
- Encourages diverse racial, cultural, linguistic, and socio-economic family and community involvement;
- Exhibits high level management skills and leads by example while holding themselves and others accountable;
- Proactively engages and builds bridges with community stakeholders, staff and the Board of Trustees;
- Serves as a credible and compelling advocate for diversity, equity and inclusion within the library;
- Builds consensus and commitment among individuals and groups while listening to input and being decisive;
- Promotes a positive and professional environment that includes mutual trust and respect among patrons, staff, administrators, and Board;
- Possesses a strong moral compass rooted in justice and equality together with the ability to develop and communicate a vision consistent with the interests and needs of patrons, staff, board, and community.

Salary and Benefits

The salary will be in the range of \$120,000 to \$145,000 plus a comprehensive benefit package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications and meeting Board criteria.

Requirements

The candidate must have a Master's Degree in Library Science from an ALA-accredited program and be able to obtain or already hold a Michigan Librarian's Permanent Certificate which requires four (4) years of full-time employment or an equivalent time period of paid professional library work following the completion of the MLS degree.

Apply online at:

rayassoc.com

Questions should be directed to:

Ray & Associates, Inc.

P.O. Box 10045, Cedar Rapids, IA 52410

319-393-3115 | kathy@rayassoc.com

Please do not contact the Board or Library directly.

Deadline and Selection

All materials submitted as part of this Director application will remain confidential to the fullest extent allowed by law. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the Kalamazoo Public Library Board of Trustees for consideration. Selection of candidates for interviews is the sole responsibility of the Board. All interviews will take place in open session. Persons wishing to be considered for the position should submit an online application file by **January 1, 2024** which includes:

- A letter of application stating personal qualifications, experiences, and reasons for interest in the position.
- The online application form, and a current resume.
- Four current letters of recommendation.