

MEMORANDUM

To: Faculty and Staff

From: Wanda M. Costen, Provost and Vice-President Academic

Date: February 11, 2026

Re: Search, Acting Dean Libraries

Following Michael Vandenburg's departure from Dalhousie on January 29, 2026, and with an interim appointment currently in place, we are now inviting expressions of interest for the position of **Acting Dean of Libraries** for a term of up to one year.

Reporting to the Provost and Vice-President Academic, the Acting Dean of Libraries serves as the senior academic leader and chief administrator for the Dalhousie Libraries and as part of Dalhousie's senior academic and administrative leadership team, they support the University's mission. The Acting Dean fosters excellence in research, scholarship, and service, and is responsible for shaping the Libraries' annual budget and guiding operational activities. This position is central in establishing and upholding the standards, integrity, effectiveness, and efficiency of a complex, multi-campus, research-intensive library system. The Acting Dean also serves as a key advocate for the Libraries and actively cultivates relationships across the University and with the diverse communities served by the Dalhousie Libraries system. In addition, the Acting Dean is accountable for ensuring transparent decision-making, responsible stewardship of resources, and clear communication of priorities and expectations. The role requires the capacity to lead through change by guiding the Libraries community with steadiness, adaptability, and a focus on continuous improvement while navigating evolving needs and emerging opportunities.

The ideal candidate for Acting Dean will bring a forward-looking vision for academic research library systems, along with a strong understanding of the emerging issues and trends shaping the sector. They will demonstrate a commitment to service excellence, sound decision-making, and a proven ability to think strategically, plan effectively, and manage operations with care. At a time when the university is navigating significant financial pressures, the Acting Dean must be particularly intentional and strategic in allocating and stewarding resources by ensuring

OFFICE OF THE PROVOST AND VICE-PRESIDENT ACADEMIC

Henry Hicks Administration Building | Room 108 | 6299 South Street | PO Box 15000 | Halifax NS B3H 4R2 Canada
902.494.2586 | FAX: 902.494.1658

decisions are principled, transparent, and aligned with institutional priorities. They should be adept at balancing competing needs while safeguarding the long-term sustainability of the Libraries. As an effective communicator, listener, and relationship-builder, the Acting Dean will foster a collegial and respectful workplace and provide leadership in advancing equity, diversity, inclusion, and accessibility. Leading a diverse community of professionals across multiple campuses, the successful candidate will act as a connector who engages authentically with colleagues at all levels. With demonstrated experience in change management and an approach that balances innovation with high-quality, user-centred service, the Acting Dean will be well-positioned to guide the Dalhousie Libraries through ongoing change while maintaining exceptional service delivery.

As with any leadership position at Dalhousie, candidates must demonstrate [Dalhousie's leadership competencies](#).

Dalhousie University commits to achieving inclusive excellence through continually championing equity, diversity, inclusion, and accessibility. The university encourages applications from Indigenous Peoples of Turtle Island (especially Mi'kmaq), persons of Black/African descent (especially African Nova Scotians), and members of other racialized groups, persons with disabilities, women, persons identifying as members of 2SLGBTQIA+ communities, and all candidates who would contribute to the diversity of our community. In accordance with our Employment Equity Policy, preference will be given in hiring processes to candidates who self-identify as members of one or more of the equity-deserving groups listed above. For more information, including details related to our Employment Equity Policy and Plan and definitions of equity-deserving groups please visit dal.ca/hiringfordiversity.

If you require any support for the purpose of accommodation, such as technical aids or alternative arrangements, please email exec.search@dal.ca to let us know of these needs and how we can be of assistance. Dalhousie University is committed to ensuring all candidates have full, fair, and equitable participation in the hiring process. Our complete Accommodation Policy can be viewed [here](#).

This is an administrative appointment, open to current Dalhousie employees only. Applications, including a brief letter of interest and CV, should be sent to exec.search@dal.ca no later than February 19, 2026. Please also include a [completed Self-Identification Questionnaire](#).

A small committee will be formed to review the applications, followed by an interview with shortlisted candidates.

Wanda M. Costen, PhD
Provost and Vice-President Academic