

Emy Nelson Decker, Ph.D.
Dean of the University Library
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PROFESSIONAL PROFILE

Collaborative academic library leader bringing vision, warmth, and strategic clarity to complex public institutions. As Dean of a major public university library, advances student success, faculty research, community partnerships, and donor engagement while championing libraries as spaces of research, learning, memory, and belonging. Trusted campus partner and narrative-driven communicator with a strong record of leading people, stewarding resources, and translating institutional values into visible impact. Leads a comprehensive academic library serving 36,000+ students, with responsibility for library personnel, collections, facilities, technologies, and campus partnerships at a Minority-Serving Institution.

EDUCATION

The University of Alabama, Tuscaloosa, AL
Ph.D., Higher Education Administration, August 2025

Valdosta State University, GA
M.L.I.S. (ALA-accredited), May 2010

The University of Chicago, IL
M.A., Art History, December 2001

University of California, Santa Barbara, CA
B.A., Sociology and Art History (double major); minor, Classics. Honors, June 2000

PROFESSIONAL EXPERIENCE

Dean of the University Library, California State University, Northridge, July 2025 - Present
Administrator IV (MPP – CSU system)

CSUN is a large, urban, comprehensive university serving more than 36,000 students and designated as a Minority-Serving Institution (MSI), Hispanic-Serving Institution (HSI), and Black-Serving Institution (BSI), with the nation's largest Deaf and hard-of-hearing student enrollment at a mainstream university.

Executive Leadership & Responsibilities:

Serve as chief academic and administrative officer for the University Library, providing strategic and operational leadership for library services, personnel, collections, technologies, facilities, and campus engagement. Lead long-range visioning and day-to-day execution to ensure the library advances institutional priorities, student success, faculty research, and inclusive excellence.

Key areas of responsibility include:

- Setting and advancing a comprehensive strategic vision for the library aligned with university goals.
- Leading initiatives in academic technology, digital scholarship, and scholarly communication.
- Overseeing planning, development, and assessment of innovative library services, programs, and resources.
- Stewarding a 235,000-square-foot University Library facility, ensuring safe, inclusive, and high-impact physical and digital environments that support student learning, faculty research, and community engagement.
- Advocating for library priorities at the university level and securing external funding support.
- Guiding collection strategies to meet evolving scholarly and curricular needs.
- Advancing DEI-centered educational initiatives and organizational practices.
- Directing instruction, reference, outreach, and community engagement efforts.
- Overseeing library facilities and stewarding physical and digital spaces.
- Leading recruitment, retention, evaluation, and promotion processes for library faculty and staff, including RTP.
- Serving as an active member of the Provost's Council and Deans' Council.
- Scope of Supervision:
 - Direct supervision: 5 direct reports within the Executive Group
 - Indirect supervision: 30 faculty librarians; 45 staff members, 3 MPPs

Selected Accomplishments:

- Led the standardization of LIB290 - the university's first for-credit library course - as a fully assessable offering taught by a rotation of librarian instructors of record.
- Redesigned Library Council governance to increase transparency, participation, and shared decision-making, opening meetings to all staff while retaining representative consultation.
- Repositioned the Friends of the Library into a Library Advisory Board, strengthening external engagement and long-term impact.
- Cultivated a positive, inclusive workplace culture through relational leadership, strengthening staff connection and morale via shared traditions, collaborative activities, and appreciation.
- Conceived and launched a comprehensive recognition event honoring faculty, staff, and student employees, reinforcing a culture of appreciation and belonging.

Associate Dean for Research Services & Information Technology, The University of Alabama Libraries, Tuscaloosa, AL, July 2019 - June 2025

Professor with tenure

The University of Alabama, a flagship R1 institution with over 40,000 students, is supported by an ARL member library with extensive physical, digital, and research infrastructure.

Executive Leadership & Responsibilities:

Senior member of the University Libraries' executive team, providing strategic, budgetary, and operational leadership across research, public services, technology, and digital scholarship in a complex ARL environment. Portfolio included research and public services, IT, digital humanities, and branch libraries, encompassing 12 faculty, 25 staff, and multiple service points.

Key areas of responsibility included:

- Serving on the Libraries Executive Committee (LEC), providing strategic, budgetary, managerial, and operational oversight of Gorgas Information Services, Access Services, Branch Library Services (2019-22), the ADHC, the Sanford Media Center (SMC), and University Libraries IT.
- Collaborating with portfolio leaders to cultivate a shared vision, strong managerial culture, and alignment with University Libraries and institutional priorities.
- Advancing student success through library-hosted workshops, consultations, information fairs, and strategic partnerships with SGA and campus stakeholders.
- Engaging faculty and administrators to assess scholarly and instructional needs and evolve the research library's services, spaces, and technologies.
- Embedding assessment and accountability through monthly reporting and a data-driven culture of continuous improvement.
- Overseeing faculty affairs within portfolio areas, including tenure and promotion processes.
- Recruiting, mentoring, evaluating, and empowering library faculty and staff to lead innovation and operational excellence.
- Providing indirect leadership for large, distributed teams while maintaining direct supervision responsibilities.
- Scope of Supervision:
 - Direct supervision: 3 faculty librarians; 1 professional staff member
 - Indirect supervision: 9 faculty librarians; 24 staff members

Selected Accomplishments:

- Promoted in January 2022 to an expanded associate deanship, adding oversight of Libraries Information Technology and the Alabama Digital Humanities Center, significantly increasing the strategic breadth of the portfolio.
- Led the development of a comprehensive portfolio-level strategic plan through inclusive engagement, aligning library priorities with institutional goals and conducting quarterly stakeholder reviews to ensure sustained relevance and impact.
- Represented the University Libraries on the Academic Diversity Council / Division of Opportunities, Connections, and Success, implementing a robust slate of DEI programming and training for library and campus communities; co-authored the Libraries' successful 2024 Library Excellence in Access and Diversity (LEAD) Award nomination dossier.
- Partnered with Access Services and Administrative Services leadership to design and implement a comprehensive reorganization of Access Services, including a revised salary structure to improve recruitment, retention, and workforce stability.
- Revitalized librarian engagement in the STEM-MBA program, strengthening instructional integration and relationships among librarians, faculty, and students.
- Contributed to leadership of the \$300M University Libraries Master Plan, developing library space use cases for multi-phased renovations and new construction projects.

- Created and sustained a collaborative student art exhibition program with the Student Government Association for four consecutive years, formalizing a lasting partnership and launching an art initiative within Gorgas Library.
- Led the Sanford Media Center's adoption of a new, integrated statistical reporting framework aligned with portfolio-wide assessment practices.
- Directed the rapid pivot of library public services during the COVID-19 pandemic, transitioning services online, launching new live chat platforms, implementing remote training for operators, and reopening facilities safely in compliance with CDC guidance.

NextGen Public Services Manager, Georgia Institute of Technology (Georgia Tech) Library, Atlanta, GA, February 2016 - July 2019

Georgia Tech Library is an ARL member serving a public R1 university, nationally recognized for its LibraryNext transformation and collaborative space-forward service model.

Innovation Leadership & Responsibilities:

Led public services innovation for Georgia Tech Library's nationally recognized LibraryNext initiative, transforming frontline services, staff roles, space use, and user engagement through strategic experimentation and assessment-driven design during a multi-year renovation and service redesign.

Key areas of leadership included:

- Providing vision and operational leadership for the Public Services Department's transition from a traditional, desk-based service model to an innovative, relational, and proactive approach known as the "Library Store."
- Designing and implementing a roving customer service model that anticipated patron needs, reduced barriers to access, and redefined librarian-user interaction.
- Serving as program and project manager for multiple service initiatives and cross-functional design teams during a \$100M library renovation, aligning service philosophy with architectural and spatial transformation.
- Leading comprehensive assessments of staff workflows, service impact, and space utilization to inform iterative redesign and evidence-based decision-making.
- Collaborating with library leadership and campus partners to define the strategic purpose, use cases, and long-term evolution of desk-free service models within a research library.
- Championing user-centered design principles to create library spaces that integrated academic work, creativity, relaxation, and student wellness.
- Developing and assessing outreach strategies and service benchmarks to sustain and scale new models.
- Managing a complex, 24/7 public services operation within a high-demand academic environment.
- Scope of Supervision:
Direct supervision of 18 full-time staff and 10 student interns within a continuously operating service model.

Unit Head, E-Learning Technologies, Atlanta University Center (AUC), Robert W. Woodruff Library, Atlanta, GA, August 2012 - January 2016

The Robert W. Woodruff Library serves the nation's largest HBCU consortium and is an ARL member supporting four degree-granting institutions.

Leadership highlights:

- Identified trends in emerging learning technologies and strategically targeted their application for the library.
- Promoted innovative online tools and services for on- and off-campus users.
- Led training for faculty, students, and staff on emerging technologies, significantly improving their digital literacy and tech-use skills.
- Designed and produced compelling informational and promotional materials, elevating the visibility and appeal of the unit's services.
- Provided expert technical guidance to faculty, integrating technology and library resources into traditional, online, and hybrid courses, enriching the learning experience.
- Collaborated with AUC faculty and library staff to develop innovative courses featuring creative and instructional visuals and related instructional technology projects.
- Created pedagogically sound digital learning objects, enhancing student engagement.
- Leveraged social media platforms to promote the library's resources, programs, and services, significantly increasing outreach and engagement.
- Hired, trained, and evaluated 3 FTE and 2 student interns.

Director, Visual Resources Center (VRC), Lamar Dodd School of Art, University of Georgia (UGA), Athens, GA, July 2005 - August 2012

The Lamar Dodd School of Art at the University of Georgia is a nationally recognized art program serving over 1,000 students and housed in a state-of-the-art facility.

Selected achievements:

- Managed a collection of approximately 280,000 slides and 75,000 digital images.
- Demonstrated financial acumen by executing the center's budgetary functions.
- Created a robust digital archive revolutionizing access to art image resources at UGA.
- Amplified the impact of the digital archive by spearheading a strategic, grant-funded collaboration with the Classics department, where I served as the Principal Investigator.
- Engaged and consulted with leading libraries, universities, and digital imaging services nationwide, fostering a network of excellence and innovation.
- Expanded, meticulously cataloged, and maintained an extensive visual data collection, using VRA Core metadata standards to ensure accuracy and effective retrieval.
- Co-led a digital imaging summer session in Havana, Cuba, in 2007.
- Recruited, trained, and oversaw part-time student assistants; maintained payroll records.

Acting Director / Assistant Curator, Visual Resources Center (VRC), The University of Chicago, IL, October 2001 - June 2005

- Cataloged and accessioned an extensive collection of visual materials, utilizing various bibliographical resources, many of which were in foreign languages. Implemented innovative methods for organizing the existing collection, enhancing usability. Recruited, trained, and supervised student assistants, ensuring the efficient execution of daily VRC

tasks - assumed responsibilities of Acting Director after three successful years as Assistant Curator.

PUBLICATIONS

Books:

Decker, E.N. & Porter, S.M. (2018). *Engaging design: Creating libraries for modern users*. Santa Barbara, CA: Libraries Unlimited, an imprint of ABC-CLIO.

Edited Volumes:

Glover, K., & Decker, E. (Eds.). (2027). *Practical applications and case studies for AI-augmented library operations*. Hershey, PA: IGI-Global. (under development)

Decker, E.N., & Townes, J.A. (Eds.). (2015). *Handbook of research on disaster management and contingency planning in modern libraries*. Hershey, PA: IGI-Global.

Selected Peer-Reviewed Journal Articles and Scholarly Book Chapters (Thematic):

Publications reflect sustained scholarly leadership in academic library practice, advancing equity, user-centered design, digital innovation, and data-informed decision-making.

Academic Library Leadership, Organizational Change, and Professional Practice

Decker, E.N. (2020). Engaging students in academic library design: Emergent practices in co-design. *New Review of Academic Librarianship*, 26(2-4), 231-242. DOI: 10.1080/13614533.2020.1761409

Decker, E.N. (2020). The X-factor in academic libraries: The demand for soft skills in library employees. *College & Undergraduate Libraries*, 27(1), 17-31. DOI: 10.1080/10691316.2020.1781725

Decker, E.N. (2020). "Whose line is it anyway?" Using improvisation to hone library employees' customer service skills. *Education Libraries*, 43(1), 1-11. DOI: 10.26443/el.v43i0.356

Decker, E.N. (2017). The sum of its parts: Building teamwork in the modern academic library environment. In C. Harris-Keith (Ed.), *So you want to be an academic library director: Leadership lessons and critical reflections*. (pp. 31-38). Chicago, IL: ALA Editions.

Decker, E.N. (2017). Encouraging continuous learning for librarians and library staff. *Library Management*, 38(6/7), 286-293. DOI: 10.1108/LM-10-2016-0078

Decker, E.N., & Odom, R. (2016). Publish or perish: Librarians collaborating to support junior faculty to publish within the contemporary academic environment. In B. Doherty (Ed.), *Space and organizational considerations in academic library partnerships and collaborations*. (pp. 298-316). Hershey, PA: IGI-Global. DOI: 10.4018/978-1-5225-0326-2

Decker, E.N., & Townes, J.A. (2016). Going vertical: Enhancing staff development and training through vertically integrated instruction. In P. McDonnell (Ed.), *The experiential library: Transforming academic and research libraries through the power of experiential learning*. (pp. 135-146). Oxfordshire, UK: Chandos Publishing.

Decker, E.N., & Townes, J.A. (2015). Libraries, librarians, and disaster management in the 21st century. Optimizing Library Services column, *Against the Grain*, 27(4), 70. (Invited article).

Decker, E.N. (2013). Making the best of a reduced staff: Utilizing student workers to reach library goals. In C. Smallwood, L. Fraser and J. Kuhl (Eds.), *Time and project management strategies for librarians*. (pp. 89-96). Lanham, MD: Scarecrow Press.

Diversity, Equity, and Social Contexts

Peer-reviewed and invited scholarship positioning the library as a civic institution shaped by equity and social identity.

Decker, E.N., & Lugu, B. (2024). Black religious engagement and post-college educational pathways: The role of demographic variables. *Innovative Higher Education*, 49(3), 581-599. DOI: 10.1007/s10755-024-09698-5

Decker, E.N., & Simpson, L. (2023). Implementing Project READY at an academic library: Survey analysis of a DEI training experience. *The Journal of Academic Librarianship*, 49(2), DOI: 10.1016/j.acalib.2022.102634

Decker, E.N. (2011). Baby Boomers and the importance of the public library as a social space. Guest Forum - *Informed Librarian Online*. (Invited article).

Decker, E.N. (2010). Baby Boomers and the United States Public Library System. *Library Hi Tech*, 28(4), 605-615. DOI:10.1108/07378831011096268

Decker, E.N. (2009). Hegemony of the west and the librarian's role in the struggle against HIV/AIDS in Africa. *Collaborative Librarianship*, 1(2), 48-59. DOI: 10.29087/2009.1.2.05

Public Services Innovation

Goss, H., & Decker, E.N. (2022). Replacing staff with students to monitor LibChat service: Transition process and lessons learned. *Reference Services Review*, 50(3-4), 419-431. DOI: 10.1108/RSR-06-2022-0024

Decker, E.N., & Chapman, K. (2022). Launching chat service during the pandemic: Inaugurating a new public service under emergency conditions. *Reference Services Review*, 50(2), 163-178. DOI: 10.1108/RSR-08-2021-0051

Glover, K., Winter, E., & Decker, E.N. (2020). Building an infrastructure: Integrating access and technical services for improved service quality utilizing a supply chain model. In S. Marien

(Ed.), *Technical services: Adapting to the changing environment* (pp.197-210). West Lafayette, IN: Purdue University Press.

Decker, E.N., Givens, M., & Henson, W.B. (2017). From a transactional to relational model: Redefining public services via a roving pilot program at the Georgia Tech Library. In C. Antonucci & S. Clapp (Eds.), *The LITA leadership guide: The librarian as entrepreneur, leader, and technologist*. (pp. 13-24). Lanham, MD: Rowman & Littlefield.

Decker, E.N., & Henson, W.B. (2016). The Library Store: A new place and space within the Georgia Tech Library. In S. Hines & K. Crowe (Eds.), *Future of library space (Advances in Library Administration and Organization)*. V.36. (pp. 285-306). Bingley, UK: Emerald Group Publishing, Ltd.

Decker, E.N. (2013). University art school and classics department collaboration to build an image database. In A. Woodsworth & W. D. Penniman (Eds.), *Advances in librarianship, mergers and alliances: The operational view and cases*. V.37. (pp. 49-58). United Kingdom: Emerald Group Publishing Limited.

Resource Sharing, Access, and Evolving Service Models

Glover, K., & Decker, E.N. (2025). Fifteen years of insights: Leveraging access services conference themes to inform LIS education. *Journal of Library Resource Sharing*. DOI: 10.1080/26915979.2025.2591960

Decker, E.N. (2021). Reaching academic library users during the COVID-19 pandemic: New and adapted approaches in access services. *Journal of Access Services*, 18(2), 77-90. DOI: 10.1080/15367967.2021.1900740

Decker, E.N. (2021). Making sense of the lending fill rate in interlibrary loan: Investigating causes for low fill rates and developing potential remedies. *Journal of Library Resource Sharing*, 30(1-2), 3-18. DOI: 10.1080/1072303X.2021.1929642

Decker, E.N., & Arthur, M.A. (2020). Expediting the delivery of content to library users: When to buy versus when to borrow. *Journal of Access Services*, 17(4), 213-228. DOI: 10.1080/15367967.2020.1826951

Technology, Digital Scholarship, and Emerging Tools

Decker, E.N., & Waltemate, B.G. (2024). Mapping library lending: Using GIS technology to explore ILL lending data. *The Journal of Academic Librarianship*, 50(2). DOI: 10.1016/j.acalib.2024.102858

Decker, E.N. (2018). Tweeting to success: Managing an academic library's Twitter campaign to enhance user engagement. In N. Verishagen (Ed.), *Social media: The academic library perspective*. (pp. 115-122). Atlanta, GA: Elsevier S & T Books.

Decker, E.N. (2017). Enhancing pedagogy with technology: Librarian-guided peer-to-peer instruction for faculty. In C. Smallwood & L. Sanborn (Eds.), *Teaching technology in*

libraries: Creative ideas for training staff, patrons, and students. (pp. 190-196). Jefferson, NC: McFarland and Company, Inc.

Decker, E.N. (2016). Pin this: Working with faculty to enrich the classroom environment via Pinterest. In M. Gregor & S. Rice (Eds.), *E-Learning and the academic library: Essays on innovative initiatives.* (pp. 79-88). Jefferson, NC: McFarland and Company, Inc.

Decker, E.N. (2014). The role of robotic telepresence in the academic library. In M. Khosrow-Pour (Ed.), *Encyclopedia of information science and technology*, 3rd ed. Chapter 653. (pp. 456-463). Information Science Reference, An imprint of IGI Global.
DOI: 10.4018/978-1-4666-5888-2.ch653

Decker, E.N., & Tomlinson, M.D. (2014). Using blogs in the library to reach diverse and non-traditional student groups. *Journal of Library Innovation*, 5(2), 60-70.

Decker, E.N. (2014). How to flip and land on your feet: Strategies for empowering faculty to use flipped classrooms. *Transformations, a publication of the NITLE Academic Commons.* Reprinted in Hagood, A. (Ed.). 2014. *Making the Connection: Six Studies of Technology and Collaboration in Liberal Arts Institutions.* Associated Colleges of the South (pp. 9-18).

Assessment, Finance, and Data-Informed Decision-Making

Decker, E.N. (2023). Responsibility Center Management (RCM) and enrollment, graduation, financial aid, and retention: Examining trends at four public institutions. *Journal of Education Finance*, 49(1), 1-25.

Decker, E.N. (2023). A statistical analysis of the tangible fine art book collection at an academic library. *The Journal of Academic Librarianship*, 49(2), DOI: 10.1016/j.acalib.2022.102648

Meehan, W.F. III, Swanson, M., Yates, P., & Decker, E. (2010). Sports holdings in the southeastern conference university libraries: Football as a case study. *The Southeastern Librarian*, 58(1), 19-29.

CONFERENCE PRESENTATIONS

Keynote and Invited National & Regional Presentations:

“Special Topic Panel Discussion: Professional Development for Staff in Access Services,” Access Services Conference, Atlanta, GA, November 17, 2022.

“Understanding ILL in Today’s Context: Post-Pandemic Usage and Service Enhancements.” The Information Delivery Services (IDS) Project Conference. Virtual. July 25, 2022.

“Organizational Change in Support of New Spaces and Services,” panel with Mavrinac, M. A. and Crema, L., *Designing Libraries VIII*, Atlanta, GA, October 8, 2019.

Keynote Address: “From a Seed to a Flower: Professional Development in the Contemporary Library.” Grow Local Conference, Georgia College and State University, Milledgeville, GA, July 28, 2017.

“The Visual Resources Center & the Department of Classics: A Cooperative Project.” ARLIS/NA Southeast Chapter Conference, Athens, GA, November 8, 2012.

Refereed National and Regional Conference Presentations:

“Real-World Wins and Fails: A Candid Look at AI for Administrative and Content Work,” with Glover, K., EDUCAUSE, Nashville, TN, October 29, 2025.

“ILL and GIS: Using Spatial Data to Understand Lending Patterns,” with Waltemate, B., Access Services Conference, Atlanta, GA, November 15, 2023.

“Reflections on Deflections: Investigating Causes for Low ILL Fill Rates and Developing Potential Remedies,” Access Services Conference, Atlanta, GA, November 18, 2021

“ILL and Acquisitions: Working Together to Get Users What They Need When They Need It,” with Arthur, M., Charleston Conference, Charleston, SC, November 3, 2021.

“Access Service Unbound: A Customer-Focused Service Model for the 21st Century,” with Glover, K., SIGUCCS, New Orleans, LA, November 6, 2019.

“The Library Store: Proactively Engaging 21st Century Library Users in the Academic Library.” Re-think It: Libraries for a New Age, Austin, TX, January 10, 2018.

“Coloring Yourself to Success: Visual Aesthetics and Usability in the Academic Library,” with Porter, S., The Library Collective, Knoxville, TN, March 2, 2017.

“Space, Place, and Information Literacy: The Importance of Visual Aesthetics in the 21st Century Research Library,” with Porter, S., Ignite Session, ALA, Orlando, FL, June 27, 2016.

“The Power to Publish: How Academic Librarians Support and Promote Scholarly Publishing,” with Townes, J., Library Publishing Coalition Forum, Denton, TX, May 19, 2016.

“Academic Writing Workshop: Librarians Supporting Faculty to Publish,” with Odom, R., HBCU Faculty Development Network Conference, Atlanta, GA, October 23, 2015.

“Creating a Vertically Integrated Instruction Environment in the Library,” with Townes, J., GaCOMO, Athens, GA, October 8, 2015.

“C3PO Meets the Library: Using the VGo Robot to Market Library Resources, Provide Virtual Reference & Library Tours, and to Foster Student Creativity,” with Townes, J., ACRL TechConnect session, Portland, OR, March 27, 2015.

“Librarians and Faculty Collaborating to Flip a Classroom,” with Odom, R., HBCU Faculty Development Network Conference, Raleigh, NC, October 18, 2014.

“Using Robotic Telepresence to Address Students in the Classroom and Beyond,” with Townes, J., AA-BIG Conference, Cartersville, GA, June 20, 2014.

“Collaboration is Key: Developing Interdisciplinary Image Databases” presented at ALA, in an ACRL (IRIG) sponsored session. Anaheim, CA, June 24, 2012.

“Georgia Libraries: An Illustrated History (Part II).” GaCOMO, Athens, GA, October 6, 2011.

“Teaching the Essentials of Copyright in a Freshman Seminar” presented at ALA, in an ACRL (IRIG) Sponsored Session. New Orleans, LA, June 26, 2011.

“Georgia Libraries: An Illustrated History.” GaCOMO, Athens, GA, October 15, 2010.

"A Focused Look: Working with Freshmen in a Digital Imaging Class." VRA Annual Conference, Atlanta, GA, March 20, 2010.

“Image as Message: Visual Literacy for Deep Learning,” with Chatterjee, D. and Pereira, M., GaCOMO, Athens, GA, October 16, 2008.

“Institutional Visual Resources: Strategies for Cross-Campus Collaboration.” SECAC Conference, Charleston, WV, October 19, 2007.

"Core 4.0 and Metadata: Overview from SEI." VRA Southeast Chapter Conference, Athens, GA, August 3, 2007.

“Communicating with the Technologists -- Are We Speaking the Same Language? Communication Strategies for the VR Professional.” VRA Annual Conference, Kansas City, MO, March 31, 2007.

“Ask the Experts: Image Enhancement & Photoshop.” SECAC Conference, Vanderbilt University, Nashville, TN, October 27, 2006.

Selected Posters, Panels, and Roundtables:

“Librarians Supporting Faculty to Publish ... Not Perish in the Contemporary Academic Environment.” (Poster), with Odom, R., HBCU Faculty Development Network Conference, Atlanta, GA, October 24, 2015.

“Blogs in the Library: Creating an Inclusive Mode of Communication for Diverse & Non-Traditional Student Populations.” (Roundtable Host), with Tomlinson, M., ACRL, Indianapolis, IN, April 12, 2013.

Additional regional posters and roundtables presented between 2006–2013.

INVITED TALKS, PUBLIC ENGAGEMENT, & MEDIA CONTRIBUTIONS

The following reflect leadership in academic librarianship, organizational change, and public-facing scholarship.

International, Civic, and Leadership Engagements

“Academic Librarianship,” with Yi, D. and Garcia, E., Career Day HTLA (High Tech Los Angeles) High School, Van Nuys, California, November 20, 2025.

“The University of Alabama Libraries: A Leadership Path and Current Library Initiatives,” USAID - grant-funded project, Pakistani Women’s Leadership, The University of Alabama, July 22, 2022.

“Responses to Evolving User Needs: The University of Alabama Libraries,” with Arthur, M., Kiwanis Club, Tuscaloosa, AL, February 21, 2022.

“Innovative Change: Anticipating 21st Century User Needs in an Academic Library,” Atlanta University Center - Strategic Planning Event, Atlanta, Georgia, May 20, 2019.

Media and Public Scholarship

Co-host and Producer, *Lost in the Stacks* (live radio program), WREK 91.1 FM, Atlanta, GA, August 2017-August 2018:

- Episodes 354 - 392.

Interviews, *Lost in the Stacks*:

- “Engaging Design,” Episode 401, November 2, 2018.
- “On the Rove,” Episode 306, June 10, 2016.

Selected Campus and Professional Development Talks

“Where’s the Desk?”: The Evolution of Public Services in the Library Store,” Georgia State University - Library Employee Development Day, Atlanta, Georgia, August 8, 2018.

“Flipped Classrooms and Social Media: Blending Technology and Pedagogy to Achieve Student Learning Outcomes,” Teaching & Research Success Stories Workshop, Clark Atlanta University, Atlanta, GA, April 23, 2015.

“An Academic Writing Institute for Atlanta University Center Junior Faculty,” LYRASIS online, April 21, 2015.

“Using Blogs in the Library to Reach Diverse and Nontraditional Student Groups,” The Celebration of AUC Faculty Achievements Week, Atlanta University Center, Atlanta, GA, March 20, 2015.

“How to Flip Your Classroom and Land on Your Feet,” The Connected Educator Series, Spelman College, Atlanta, GA, October 10, 2014.

“From Concept to Completion: Thoughts on Publishing in the Library and Information Science

Field,” The Celebration of AUC Faculty Achievements Week, Atlanta University Center, Atlanta, GA, March 21, 2014.

“E-Learning Technologies: Using Technology to Enhance the Learning Experience in the Classroom and Beyond,” Recruiting Tomorrow’s Library Leaders Program, Atlanta University Center, Atlanta, GA, April 26, 2013.

“Flipped Classroom: Faculty and Librarians Collaborating.” ARCHE meeting, Jimmy Carter Center Library, Atlanta, GA, April 18, 2013.

Additional invited campus lectures and professional workshops delivered between 2007-2012.

PROFESSIONAL DEVELOPMENT

ACRL Harvard Leadership Institute for Academic Librarians, Harvard Graduate School of Education, Cambridge, MA, August 2017.

Leading Change Institute (Frye), EDUCAUSE/CLIR, Washington DC, June 2014.

CERTIFICATES

ICAgile Certified Professional, International Consortium for Agile, August 2018.

Lean Six Sigma White Belt, Emory University Continuing Education, February 2017.

Project Management, J. Mack Robinson College of Business, Georgia State University, Atlanta, GA, December 2016.

Grant Writing, Center for Continuing Education, University of Georgia, Athens, GA, March 2007.

Summer Education Institute for Visual Resources and Image Management, Indiana University, Bloomington, IN, June 2007.

GRANTS

“Publish or Perish? An Academic Writing Institute for Atlanta University Center Junior Faculty,” funded by the Expanding Library Support for Faculty Research in HBCUs Grant Opportunity, 2014-15. Principal Investigator. Awarded \$6,000.00.

“Humanities Digital Media Archive,” funded by the Learning Technology Grant Opportunity, University of Georgia, 2009-10. Principal Investigator. Awarded \$14,889.00.

AWARDS & HONORS

Professional:

- Emerald Literati Award, 2018

- Office of the Provost Professional Development Grant, Georgia Tech, October 2016
- Leadership Award, Atlanta University Center, Robert W. Woodruff Library, 2015
- Travel Award, Gallery Systems Corporation, Kansas City, March 2007

Student:

- Most Outstanding Graduate Student – Research; Ph.D. program, April 7, 2023
- National Society of Leadership and Success, January 2023
- Kappa Delta Pi, Xi Chapter, International Honor Society for Education, July 2022
- Beta Phi Mu, International Library & Information Studies Honor Society, April 2011
- Alpha Kappa Delta, International Honor Society in Sociology, May 2000
- Golden Key National Honor Society, March 1999

SERVICE

Sustained professional service at national, regional, and institutional levels, including elected leadership roles, editorial service, and governance responsibilities.

National Professional Service:

AERA (American Educational Research Association) SIG 155, Educational Change:

- Officer; Event Coordinator, December 2022 - August 2024

ASiL (Access Services in Libraries):

- Chair, Networking Committee, February 2022 - Present
- Steering Committee Member, February 2022 - Present
- Coordinator of Conference Volunteers, 2017

RUSA (Reference & User Services Association):

- Co-Chair, Awards Coordinating Committee, July 2023 - June 2024
- Chair, Awards Coordinating Committee, July 2022 - June 2023
- Officer, Leadership Council, July 2022 - June 2024

ACRL (Association of College and Research Libraries):

- Membership Committee Member, July 2022 - June 2026)

HathiTrust:

- Program Steering Committee Member, July 2022 - June 2025

Project ReShare:

- Financial Sustainability Task Force Member, January 2022 - August 2022
- Lead Contact, ReShare Nominating Committee, November 2020 - November 2022
- Community Engagement Team Member, May 2020 - June 2025
- Representative, University of Alabama Libraries, August 2019 - June 2025

EDUCAUSE Learning Initiative (ELI) Annual Meeting:

- Proposal Reviewer, 2018

VRA Foundation:

- Secretary, Board of Directors, March 2008 - March 2009

Visual Resources Association (VRA):

- Co-Chair, Development Committee, March 2008 - March 2011
- Travel Awards Steering Committee Member, March 2007 - March 2010
- Planning Committee Member, Luraine Tansey Fundraiser, June 2006 - March 2007

Editorial Board:

- *Journal of Access Services*, January 2024 - Present

Peer Reviewer Positions:

Journal of Academic Librarianship, 2025; *Journal of Librarianship and Information Science*, 2023; *The Library Quarterly*, 2023; *New Review of Academic Librarianship*, 2023-24; *Education Libraries*, 2020; *Library Hi Tech*, 2017-19; *Social Media: An Academic Library Perspective*, 2018; *Handbook of Research on Academic Partnerships and Collaborations*, 2015; *Journal of Library Innovation*, 2014; *Transformations*, Associated Colleges of the South and NITLE, 2014; *Encyclopedia of Information Science & Technology*, IGI-Global, 2013

Local / State / Regional Service (Selected):

West Coast Region:

COLD (CSU-system Council of Library Deans):

- Member, July 2025 - Present

Southeast Region:

NAAL (Network of Alabama Academic Libraries):

- Strategic Planning Task Force Member, January 2021 - April 2022

ADPNet (Alabama Digital Preservation Network):

- Treasurer, Steering Committee, August 2021 - October 2022
- Chair, Steering Committee, October 2019 - October 2020

Georgia Library Association (GLA):

- Selected Papers Review Committee Member, January - December 2017

Southeastern College Art Conference (SECAC):

- Co-Chair, SECAC-VRA Group for Conference Programming, October 2006 - 2007

Visual Resources Association (VRA) - Southeast Chapter:

- Founder and Chapter Chair, July 2006 - February 2009

University Service (Selected):

Sustained record of university and library service, including elected governance roles, senior-level committee leadership, strategic planning, diversity leadership, and institutional change initiatives.

California State University, Northridge:

- President's Commission for Diversity and Inclusion, December 2025 - May 2027
- Vice Chair, University Art Collection Commission (UACC), November 2025 - Present
- Records Management Representative, Data Governance Committee, September 2025 - Present
- University Planning and Budget Group (UPBG) Member, July 2025 - Present
- Executive Secretary, Faculty Senate Library Committee, July 2025 - Present

The University of Alabama:

- Libraries Representative, Academic Diversity Council, July 2023 - June 2025
- Core Curriculum Oversight Committee (CCOC), including Writing Intensive and Humanities, Fine Arts, World Languages, and Literature subcommittees, July 2022 - June 2025

- Leader, University Libraries Agility Continuous Improvement Initiative, December 2021 - June 2025
- Council for Associate and Assistant Deans (CAAD) Member, August 2019 - June 2025

Georgia Institute of Technology (Georgia Tech):

- Fellow, Provost's Faculty Development, Deliberate Innovation, January - May 2019
- Elected Member, Student Honor Committee (elected twice), August 2016 - July 2019
- Chair of Library Involvement, FASET Orientation, April 2016 - July 2019
- Co-Chair, "RATS Night," Welcome Event for first-years, April 2016 - July 2019

University of Georgia:

- Facilitator, Faculty Learning Community, Visual Thinking, August 2007 - April 2008
- Chair, Lamar Dodd School of Art Technology Committee, 2006 – 2008

Chair or member of 20+ faculty and senior administrative search committees at three R1 and comprehensive public universities, including Associate Deans, department heads, IT leadership, and tenure-track librarian positions.

Library Service (Selected):

California State University, Northridge, University Library:

- WISE (Women in Science and Engineering) Board Treasurer and Executive Secretary, July 2025 – March 2026
- Member, Library Safety Team and Library Communications (eNews) Team (2025–Present)

The University of Alabama Libraries:

- Harassment Resource Person, July 2022 - June 2025
- Leader, FOLIO Public Services Implementation, October 2019 - June 2025
- Chair, Library Strategic Planning Committee, August 2021 - March 2022
- Chair, University Libraries Diversity Committee, January 2020 - June 2025

Georgia Institute of Technology (Georgia Tech) Library:

- Library Faculty Organization (LFO), Nominating Committee Member, April 2016 - April 2018
- "Library Next" Portfolio:
 - Program Manager, Enticement & Inspiration Services, May 2017 - July 2019
 - Projects included: Research Engagement, Library Store, Instruction, Interactive Media, Self-Checkout Service, and Public Programming
 - Co-Project Manager, Library Services Desk Removal, 2017

Atlanta University Center, Robert W. Woodruff Library:

- Leader, Scholarly Communication & Open Access Group, August 2015-16
- Leader, Technology Framework (2015-20 Strategic Plan), November 2014-15
- Co-Chair, Customer Service Initiative, July - December 2014
- Co-Curator, Staff Creative Showcase, May 20, 2014
- Chair, Social Media Working Group, October 2012 - January 2016
- Chair, EMS Pro Implementation Taskforce, October 2012 - December 2013

Service on additional internal committees, task forces, and working groups between

2006–2019.

COURSES TAUGHT

FRES Seminar 1010: Digital Images in the Classroom and Beyond (79-511), University of Georgia

- Fall and Spring Semesters 2006-2008 (6 semesters), face-to-face section.
- University-led initiative to engage first-year students via computer lab instruction.
- In-depth introduction to scanning, enhancing, and using digital images.
- Navigating copyright complexities.
- Hands-on experience with advanced presentation equipment and A/V technology.

LIBRARY INSTRUCTION SESSIONS (Selected)

The University of Alabama Libraries:

- Multiple sessions annually of English 102 and 103 (first-year experience); STEM-MBA 372; graduate biology 652; and graduate mechanical engineering seminar.

University of Georgia:

- Multiple sessions annually of Arts 2400 (sculpture); 4620 (BFA jewelry); 4900 (professional practices seminar); 7630, 7640, 7650 (advanced jewelry); 7990 (teaching practicum); and multiple Classics department workshops.

FACULTY AND STAFF INSTRUCTION (Selected)

Atlanta University Center, Robert W. Woodruff Library:

Designed and conducted a series of comprehensive workshops with class materials aimed at enhancing the expertise and capabilities of faculty and staff in technology, innovative teaching methods, and digital literacy. These included:

- “Meet-Up” groups and “Tech Design Labs:” Adobe Suite, iMovie, iPhoto, Final Cut Pro, Mac Basics, Camtasia, Garage Band, and tools to enhance online courses (including robots VGo and Swivl).
- “Contemplative Computing,” “Flipped Classrooms,” “Blogging for Faculty Who Don’t Have Time to Blog,” “Visual Literacy,” “Creating Surveys for Faculty,” “Best Uses of Social Media in Courses,” “Best Apps for Use in the Classroom,” “Gaming for Faculty”

PROFESSIONAL MEMBERSHIPS

American Educational Research Association (AERA), January 2022 – Present

- SIG 155 Educational Change; SIG 70, Multiple Linear Regression: The General Linear Model; SIG 8 Arts & Learning; SIG 4 Adult Literacy & Adult Education; SIG 112 Sociology of Education; SIG 117 Stress, Coping, and Resilience

Reference & User Services Association (RUSA), March 2022 – Present

American Library Association (ALA), March 2011 - Present

Association of College and Research Libraries (ACRL), March 2019 - Present

Georgia Library Association (GLA), October 2016 - August 2019

HBCU Faculty Development Network, August 2014 - August 2016

Visual Resources Association (VRA), December 2001 - December 2012

- Southeast Chapter, July 2006 - December 2012; Midwest Chapter, October 2003-05

Southeastern College Art Conference (SECAC), July 2005 - December 2012

LANGUAGES, & SPECIALIZED TRAINING

Languages: German and Spanish cataloging ability

Gemological Institute of America (GIA), Carlsbad, CA

- Graduate Pearls Certificate, January 2013
- Accredited Jewelry Professional Certificate, September 2010