

- Initiative One – A campus-wide strategy form defining information infrastructure needs, standards, and efficiencies to maximize distributed IT investments and operations.
- Reorganized central IT and network/telecommunications functions into a unified division designed to promote integrated services and resource delivery.
- The Enterprise Application Resources Prioritization Board – IT governance model for the evaluation and prioritization of major technology projects/implementations and the promotion of efficient IT project management.

Selected Significant Technical Accomplishments:

- Expansion of institutional/regional connectivity and capacity through the acquisition and implementation of optical fiber from KU to the Internet2 point of presence and dedicated to educational and research traffic. The resource is a collaborative initiative involving the University of Kansas Medical Center and Kansas State University.
- Oracle/People Financials 9.0 and Student System 9.0 implementations. Human Resources reimplementation pending.
- Wireless network expansion initiative delivering 1200 additional access points to campus academic, laboratory, and common areas.
- Implemented enterprise deployment of the *Hawk Drive (Zyθος)* content management system to enable a secure environment for productivity and collaboration.
- Restructured Help Desk Services and expanded access to support with the implementation of a web-based *24/7 IT KnowledgeBase*.
- Development of a comprehensive *Advising Tool* supporting student success with integrated functionality for student academic planning and faculty/professional advising administration.
- Redesign and implementation of campus-wide identity management structure.
- Negotiation and implementation of multi-campus volume purchasing agreements with Dell, Oracle, and Microsoft to leverage application and hardware investments across the University.

2002- 2005

SYRACUSE UNIVERISTY

Syracuse University Library, Syracuse NY

Acting University Librarian

January 2004 – June 2005

Served as Acting University Librarian, reporting to the Provost and Vice Chancellor for Academic Affairs during the incumbent's medical leave and sub. Leadership and administrative oversight of all library areas, including information technology/systems. General oversight of the library's resources, including collections of approximately 2.7 million volumes and 200 FTE professional, exempt, and bargaining unit personnel. Oversight of a total operating budget and

expenditures of \$14 million. Lead representative on senior campus administrative committees and governing bodies, as well as regional and national associations and consortia. Decision leader for joint ventures with Computing and Media Services (SU's central computing division) on cooperative technology purchasing and other collaborative projects.

Leadership Outcomes:

- Implemented professional library development programming and objectives in collaboration with Institutional Advancement by creating and staffing a Development and Outreach unit.
- Strengthened benefactor relations and library support with the redefinition and implementation of the Library Associates – promoting fund-raising as the group's focus.
- Led the development of the New Century Library Initiative, a strategic vision and imperatives-based foundation for future library-wide planning and program development. Implemented a major organizational restructure based on this strategy.
- Implemented a library wide assessment program, supported by a standing Assessment Team with collaborative campus partners.

Associate University Librarian for Public Services

January 2002 – December 2003

Lead the management, planning, and policy development for the Library's public service operations, comprising approximately 100 professional, classified, bargaining unit staff. Provide administrative guidance, supervision, and program development for three public service divisions (research and information services, access and digital services, and information systems). Ensure the integration of Library vision and strategic goals into the delivery of public services programs (including reference, interlibrary loan, instruction, circulation, reserves, stacks maintenance, media services, digital programs, and web development) for the SUL system (including the main library and 5 five specialized library facilities). Provide Library-wide leadership for assessment programming and projects. Oversight of a \$4 million public services operating budget (excluding collection development). Serve as a member of the Library's senior management committee. Represents the Library and the University Librarian in institutional and national settings.

Leadership Outcomes:

- Implemented a library wide assessment program, supported by a standing Assessment Team with campus wide collaborative partners.
- In collaboration with the AUL for Administrative Services, developed and implemented comprehensive new performance standards for professional librarians and managers, aligning performance evaluation with organizational goals.
- Established the Digital Services Unit, providing coordinated technology-intensive services and expertise for faculty and advanced student research activities (GIS, Imaging, Numeric Data, Audio and Video)

- Implemented the integration of Systems operations into the Public Services division, linking the service culture to the delivery of IT services and resources.

Significant Technical Outcomes:

- Library migration to GroupWise email/calendaring, increasing organizational accessibility and collaboration with campus colleagues
- Implementation of SFX [SULinks] linking protocol via electronic database interface, allowing greatly expanded user access to full-text scholarly resources
- Piloted and planned program implementation of ContentDM digital content asset management system for digital library collections production, management, and delivery
- Migration to Windows XP as Library administrative operating system
- Adopted wireless networking and implemented an associated wireless laptop loan program
- Program development and implementation of the Digital Services unit and service point for user digitization and production activities
- Collaborative development of campus-wide Blackboard courseware application and faculty instruction programming with campus Computing and Media Services

2000 – 2001 UNIVERSITY OF KANSAS
University of Kansas Libraries, Lawrence KS

Head, Anschutz Library
January 2000-December 2001

Provide planning and operational leadership for Anschutz Library, the University's second-largest research library. Coordinate the development and management users services, technology initiatives, collections, administration, human resources, and support activities in a multi-disciplinary facility housing approximately 1.3 million volumes and other materials supporting research in the Sciences and Government Information, Business, and the Social Sciences. Oversight of 21 FTE faculty librarians and classified staff and \$2 million in annual expenditures. Design and coordinate strategic processes for setting organizational goals, objectives, and practices.

Leadership Outcomes:

- **Organizational Development.** Led the merging of two campus libraries into an integrated department by facilitating the design of research services, collections, performance expectations, work flows, and decision processes.
- Initiated program development and University partnerships for emerging digital services (GIS and Numeric data services)

Significant Technical Accomplishments:

- Led the proposal, program design, and implementation for the Academic Data Research Services Alliance (ADRSA), a distributed suite of technology applications supporting faculty research.
- Led the planning and implementation of the University's first wireless facility with the Anschutz Instruction Center, promoting effective student scholarly research

1993- 1999 UNIVERSITY OF VIRGINIA
University of Virginia Library, Charlottesville, VA

**Coordinator, Information and Access Services
Science and Engineering Libraries**

April 1998-December 1999

Development, implementation, and evaluation of customer services practices and standards for the Science and Engineering Libraries (General Science/Engineering/Environmental Sciences, Biology/Psychology, Chemistry, Mathematics/Astronomy, and Physics). Member of the Library Management Team. Planning and management of technology/computing assets, Online databases, and Digital Initiatives. Team leadership for Information & Access Services Unit (including reference, circulation, stacks maintenance, and electronic reserves services), coordinating the work of 8 professional and classified staff, in addition to 16 Library Assistants). Coordinate and performs staff training. Collection development responsibility for Science Reference, Environmental Sciences, and Geography. Short course development and instruction.

Significant Accomplishments:

- Facilitated group-based strategic planning activities for the development of library services goals and standards
- Developed and implemented imaging and science data services through SEDI (Science and Engineering Digital Initiative), bringing digitization capabilities to the Science Library and its users in a new service point.

Geographic Information Coordinator

May 1995-March 1998

Designed and managed the Geographic Information Center, one of the library's five technology centers. Coordination and development of spatial data-dependent research and educational information services in a combined UNIX/PC laboratory and Map Collection. Supervise, train, and evaluate a staff of 1.5 FTE Library Assistants and 2.5 FTE programmers. Provide user project consultation and coordination and production planning/delivery. Design and develop the program Web site, interactive applications, digital library data collections. Geographic Information and Government Documents public service, and collection development. Budget management, selection and evaluation of software, hardware, and peripherals. Short course development, user instruction, and staff Training.

Documents Information Services Librarian

June 1993-April 1995

Management of federal materials processing in a Regional depository with holdings of two million federal publications and 100,000 annual additions. Manage general service desk, federal documents processing, and maps processing in a collection of more than 175,000 sheets. Provide public service and library instruction in a large, active library instruction program. Responsible for Documents stack maintenance and participate in space management. Collection development and management of student wage budget. Supervision, training, and evaluation of 2 FTE Library Assistants and 2 FTE student assistants.

1985 – 1993 UNIVERSITY OF OKLAHOMA

University of Oklahoma Library, Norman, OK

Library Technician II

Bizzell Library, Government Documents Section

May 1987-June 1993

Student Library Assistant

Government Documents Section

January 1985-May 1987

PRESENTATIONS

“CIO Panel on IT Challenges During Budgetary Uncertainty.” Conference on Higher Education Computing in Kansas (CHECK) Meeting. Wichita, KS. May 22, 2009.

“Emergency Notification: Strategy & Issues for the University of Kansas, Lawrence.” Big XII Facilities Conference, Lawrence, KS, April 14, 2008.

“IT Problems and Solutions (Panel).” 7th Kansas City IT Leadership Forum. Overland Park, KS. June 7, 2007.

“Deep Collaboration in the Syracuse University Library,” New York Association of Research Libraries Meeting (NYACRL). Syracuse NY, October 11, 2002.

“GIS in Business”: Building Relationships and Services in the Library. Panel discussion sponsored by RUSA/BRASS. American Libraries Association Annual Meeting, Chicago IL, July 8, 2000.

“Digital Services in the Academic Library: Issues in Development and Sustainability”.
Presentation delivered to the Computers in Libraries Meeting (CIL’97), Arlington VA. March 11, 1997.

“Geographic Tools in Genealogical Research”. Presentation delivered to the Central Virginia Genealogical Association, Charlottesville, VA. November 9, 1996.

“Making GIS Available as a Research Tool”. Presented to the Virginia Association of Planning District Commissions Annual GIS Conference, Wintergreen, VA. October 8, 1996.

“Spatial Data the Internet Way: The University of Virginia Library”. Presented to the Great Lakes Commission/ Great Lakes Information Network Meeting, and IMAGIN (Information Management and Geographic Information Network meeting), Lansing MI, April 9 and 11, 1996 (respectively).

“Generalizing GIS Technology in the Library”. Virginia Commonwealth University Library, Richmond VA. October 13, 1995.

“GIS as a Library Service”. A lecture presented to the College of William and Mary Library, Williamsburg VA. May 1995.

“Geographic Information Systems in the Library: A Unified Approach to Service”. LITA Pre-Conference sponsored by the GIS Interest Group, ALA Annual Meeting, Chicago, IL. June 1995.

“An Awkward Romance: Maps and GIS in the Academy”. Association of North American Geographers, Southern Map Libraries Division Meeting, Virginia Beach. VA. November 1994.

”Landview”. A demonstration and critique presented to the Federal Depository Library Meeting, Arlington, VA. April 1994.

PUBLICATIONS

Organizational Development and Leadership. With Keith Russell (Issue Editors.) Library Trends, Vol.53, No.1 (Summer 2004).

“Organizational Development, Leadership, Change, and the Future of Libraries.” With Keith Russell. Library Trends, VOL.53, No.1 (Summer 2004), 238-257.

“Academic Data Research Services Alliance: Bridging the Gap between Data and Discovery.” With Beth Warner and Loretta Spurling. Proceedings, EDUCAUSE 2002, Atlanta GA (October 1-4, 2002): <http://www.educause.edu/asp/doclib/abstract.asp?ID=EDU0280>.

Cultural Diversity and Gender Role Spillover: A Working Perspective”. With Vicki Coleman and Bertie Greer. Journal of Library Administration, Vol.33, No.1 (2001): 135-139. Initially presented as a table discussion at “Diversity Now: People Collections, and Services in Academic Libraries. (Big XII Plus Libraries Consortium), Austin TX, April 3-4, 2000.

“Leading Technology: The Case for Participation Throughout the Library.” Leading Ideas, 9 (August 1999): 2-5.

“Managing the Web-Enhanced Geographic Information Service”. Journal of Academic Librarianship, Vol.23, No.6 (November 1997): 498-504.

“Landview II” (Review). Journal of Government Information, Vol.23, No.2 (March/April 1996): 199-201.

“POP MAP: Integrated Software Package for Geographic Information, Maps and Graphics” (Review).
Journal of Government Information Vol.22, No.5 (September/October 1995): 484-485.

SERVICE ACTIVITIES

Boards and Councils

Simmons College PhD in Managerial Leadership Advisory Board, 2005-

Federal Depository Library Council (to the U.S. Public Printer), 2006 – 2009

Great Plains Network (GPN), 2008 -
Executive Council 2008 -
Representative Council 2008 -

BioOne Board of Directors, 2006 - 2009

Kansas Research & Education Network (KanREN), 2006 –
Board of Directors, 2006 –
Legislative Committee, 2006 -

National Imagery and Mapping Agency (NIMA), Cartographic Users
Advisory Council (CUAC), 1996-1998

State & Governmental Committees

Information Technology Advisory Board (ITAB), State of Kansas (2005 -)

Board of Regents Information Technology Council (RITC), State of Kansas (2005 -)

Selected Professional Service Activities

Great Plains Network (GPN) Strategic Planning (2007), Invited Guest Participant

Educause Seminars on Academic Computing (SAC) 2007 Program Committee (2006 -2007)

Professional Associations and Committees

American Library Association 1993-

Office of Women in Higher Education (OWHE) Program Planning Committee, Kansas Region (2007-2008)

Educause (Institutional Representative), 2005 –

Association of Communication Technology Professionals (ACUTA), 2005 -

EDUCATIONAL PROFILE

M.L.I.S., University of Oklahoma Graduate School of Library and Information Studies, May 1993.

B.A. (Political Science), University of Oklahoma College of Arts and Sciences, May 1987.

PROFESSIONAL REFERENCES

Available upon request.