

## *Yolanda L. Cooper*

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### **HIGHER EDUCATION**

Indiana University, M.L.S., School of Library and Information Science: 2003

Indiana University, B.G.S., General Studies, emphasis: Psychology: 1998

### **EXPERIENCE**

#### **Academic:**

*University of Miami Libraries; Librarian Associate Professor  
Deputy University Librarian, 2006 to present*

The University of Miami Libraries ([www.library.miami.edu](http://www.library.miami.edu)) system consists of six libraries on the Coral Gables and Virginia Key campuses, and two independent libraries for Medical and Law. The Libraries system provide support and services for approximately 10,100 undergraduates, 5,100 graduate students, and 10,000 full and part time faculty and staff. Library staff consists of 37 librarian faculty, 33 professional/administrative staff, and 110 support staff.

#### Duties:

- Responsible for the services and operations of the University of Miami Libraries to include Information Management and Systems, Digital Initiatives and Services, Access, Information, and Research Services, Business Resources, the Architecture library, the School of Marine and Atmospheric Science Library, the Music Library, Special Collections, the Cuban Heritage Collection, and Human Resources. The staffing in these areas consists of 35 librarian faculty, 32 professional staff, and 93 support staff.
- Works with the Dean and University Librarian to develop and implement strategic directions, budget allocations, services and operations, and to establish priorities.
- Fully participates in collection development and development activities.
- Participates as a member of the Libraries Executive Committee and Chairs the Directors Group, and the Departmental and Council Representatives Group.
- Develops collaborative relationships and partnerships with University departments, faculty, and staff to encourage and enhance existing services, programs, and support.

*University of Virginia Library: Associate Librarian  
Associate University Librarian for Organizational Development; 2003 to 2006*

The University of Virginia Library (<http://www.lib.virginia.edu>) system consists of twelve libraries with independent libraries for health sciences, law, and business. These 15 libraries support 13,000 undergraduates, 7,000 graduate students and 2,100 teaching and research faculty.

Duties:

- Participated as a member of the Library's Senior Administrative Team.
- Worked as a part of the Administrative Team to determine Library vision, planning, assessment, problem-solving, organizational agility and skills development for staff.
- Developed strategies and worked to implement programs and initiatives to enhance diversity in the University environment.
- Represented the Library and participated in University-wide initiatives, and worked closely with other University administrators.
- Provided leadership for Library Human Resources, Training and Professional Development; Management and Information Services, Grants/Sponsored Programs, Library Budget, Financial Services and Business Operations.

**Professional/Administrative:**

*Indiana University Bloomington Libraries;  
Assistant Dean for Libraries Human Resources (1999 – 2003)*

The Indiana University Libraries are one of the leading academic research library systems in North America, providing strong collections, quality service and instructional programs, and leadership in the application of information technologies. The University community includes approximately 39,000 students and 1,800 faculty on eight campuses. The IU Libraries consist of 18 libraries on the Bloomington campus, five libraries in Indianapolis, and a library at each of the six campuses across the state.

Duties:

- Provided leadership for the Libraries Human Resources and Staff Development Department to include training, promotion, recruitment, appointment, classification, evaluation and employee relations.
- Member of the Libraries Executive Team and Allocations Committee.
- Served as the Libraries Diversity Officer
- Liaison with campus Human Resources Office, and the Dean of Faculties Office
- Monitored all faculty policies and processes for all IU Libraries state-wide

*Assistant to the Dean of Libraries/Member of the Digital Library Program Team, Indiana University Libraries Bloomington (1995-1999)*

- Developed agendas for various meetings and meeting summaries
- Research for speeches, planning, and conferences
- Web Development, Usability & Planning
- Assisted in technology training for staff focusing mainly on web development.
- Founding member of the Digital Library Program in planning and project implementation responsible for web design and usability for project development.
- Library Publications (Annual reports, newsletters, online newsletter for staff)
- Reports, surveys (ARL, IPEDS, Spec, etc.), and documentation
- Special projects

*Serials Cataloger/Special Projects, University of Northern Colorado, Michener Library, Greeley, Colorado (1990-1994)*

- Serials cataloger
- Bibliographic maintenance
- Special projects
- Resource person for serials unit
- Database conversion

**Other Academic Library Experience:**

*University of Illinois (Graduate and Undergraduate Libraries), Urbana, IL. (Held 4 different positions from 1979-1990)*

- 1979- 1981: U of I, Graduate Library, Automated Records Maintenance (ARM Unit) Bibliographic maintenance and serials reference. Promoted to Unit Head before leaving to go to the undergraduate library (Supervised 6 FTE + student employees).
- 1981-1982: U of I Undergraduate Library, Office Manager (Supervised approx. 6 FTE) – Supervised shelving maintenance, ordering, secretary to the directors, and security.
- 1983- 1984: U of I Graduate Library, Special Project: Bibliographic System Implementation for the U of I Libraries and Cataloging (Supervised 2 FTE) – Assisted in the implementation of the Library's new bibliographic system, created documentation, developed training and implemented. Also responsible for monographic cataloging.
- 1984- 1990: U of I Graduate Library, Acquisitions Department (Supervised 4 FTE + 6 student employees) – Implemented automated serials check-in, bibliographic maintenance, unit head for bib maintenance and orders. Programming and technology and systems trainer staff.

## **PROFESSIONAL**

### ***Honors and Awards:***

2004 FRYE Fellow, FRYE Leadership Institute, Emory University, Atlanta  
2002 White Collaborative Award; Indiana University Bloomington Libraries  
2001 Indiana University Bloomington Staff Merit Award

### ***Presentations:***

*Religious Diversity:* ALA Council Committee on Diversity, Diversity Interest Network and Exchange: Presenter and Facilitator at ALA Annual, New Orleans, Louisiana 2006.

*Cultural Competencies for 21<sup>st</sup> Century Library Services:* ALA Council Committee on Diversity, Diversity Interest Network and Exchange: Presenter and Facilitator at ALA Midwinter: San Antonio, Texas 2006.

*Evaluating Library Faculty:* Presenter for Staff Development: University of Virginia Library: Charlottesville, Virginia 2005.

*Implementing a Program of Continuous Training and Development for Library Staff:* Presenter: North Carolina State University Libraries: Raleigh, North Carolina.

*How Do We Achieve Diversity in Academic Libraries:* Panel Participant for a Discussion on Diversity for ALA/SCALA: Indiana University Bloomington Libraries, Bloomington, Indiana 2003.

*Diversity: Building a Strategic Future, Multicultural Outreach:* Presenter for the Diversity in Libraries Conference: University of Iowa: Iowa City, Iowa 2002.

*Libraries Human Resources:* Class Presentation for SLIS Library Management Course: Indiana University Bloomington Libraries: Bloomington, Indiana 2002.

*How to Negotiate a Good Contract with Employers:* A Panelist for the ALA Student Section Program: Indiana University Bloomington Libraries: Bloomington, Indiana 2002.

*Introduction to the Internet.* Presentation for Staff Development: Indiana University Bloomington Libraries, Bloomington, Indiana 1996.

*Web Design and Development:* Staff Presentation: Indiana University Bloomington Libraries, Bloomington, Libraries 1996.

*Multicultural Library Resources.* A Panelist at the Gatekeeper of Wisdom Program sponsored by the UNC Black Faculty Council: University of Northern Colorado, Greeley, CO 1992.

### ***Reports/Publications:***

*Faculty Learning Communities to Enhance Undergraduate Education: With an Initial Focus on Information, Communication, and Technology Literacy:* Developed, Wrote, and Edited in collaboration with University Administrators, University of Miami's Quality Enhancement Plan 2008

*Fiscal Management Series:* Presenter & Curriculum Developer: University of Virginia Library: Charlottesville, Virginia 2004.

*Library Leadership Institute:* Program and Curriculum Developer: University of Virginia Library: Charlottesville, Virginia 2004.

*Worklife Survey:* Developed survey tool and Implementation Process: Indiana University Bloomington Libraries, Bloomington, Indiana 2002.

Section 60 Revision: ALA Handbook of Organization Policy Manual; ALA Committee on Diversity 2006.

Business Plan of Operations: ALA Council Committee on Diversity 2006.

### ***Sponsored Research:***

IMLS, Museum Grant funded to the Black Archives History & Research Foundation for \$149,549. Consultant to assist in the inventory and processing of the collection and technology associated with collections management and web development.

The Goizueta Foundation: Principle Investigator, \$2,443,500 grant over a five year period. The grant will fund staff, collections, digitization, preservation, and programming.

Submitted request for funding from the Council of Library and Information Resources: Uncovering Hidden Collections grant. Proposal title: Uncovering Primary Sources from South Florida's African Diaspora. (The proposal was not granted, but the Libraries will continue to seek funding and begin implementation activities and an inventory to submit the proposal in 2009). The request was for \$483,000.

Cuban Heritage Collection Photographs & Manuscripts Grant: Administration: Digital Library Project Funded by the Florida Department of State, Division of Cultural Affairs 2007, (\$199,500).

Cuban Heritage Collection Interpretive and Technical Programs: Administration: Digital Library Project Funded by the Miami-Dade County Department of Cultural Affairs 2006, (\$100,000).

The Hoagy Carmichael Collection: 10% contribution for Web design: Digital Library Project Funded by a National Leadership Grant from the Institute for Museum and Library Services (IMLS) 1999.

***Continuing Education and Development:***

ALCTS Symposium: And Now for Something Completely Different: Our Future from Outside the Box, ALA Midwinter, Boston, MA, 2010

Taiga 3: Everything is Miscellaneous, Forum, University of Pennsylvania, Philadelphia 2008.

Copyright and the Digital Library: Making New Opportunities Work (sometimes), ACRL 13<sup>th</sup> National Conference Preconference Program: Baltimore, Maryland 2007.

National Dialogue on the Curriculum of Readiness for the 21<sup>st</sup> Century Librarian, ALA Annual Conference: Chicago, Illinois 2005

Learning Spaces, Pre-Conference, ALA Annual Conference: Chicago, Illinois 2005

Introduction to Emotional Intelligence: ARL Workshop: Washington, D.C. 2004  
Executive Leadership Summit: *Passing the Torch*, Hampton University, Hampton, Virginia 2004

Managing Individual and Organizational Change: Society for Human Resource Management (SHRM) 2003

Financial Decision Making: Society for Human Resource Management 2003

Creating a HR Strategy: Society for Human Resource Management 2003

Assessment for Advancing Diversity in Libraries, Association of Research Libraries/OLMS Online Lyceum 2002

Advanced Generalist Certificate, Society for Human Resources Management 2002  
Ergonomics 101, University of Dayton, Dayton, Ohio 2001

Conference on State and Federal Personnel Laws, Indianapolis, Indiana 2000

***Professional Memberships:***

American Library Association 2003 – present

- Library Administration Management Association 2004 – present
- Association of College and Research Libraries 2004 – present
- Black Caucus of the American Library Association 2003 - present

Society of Human Resource Management (SHRM) 2001-2006

**SERVICE**

***National:***

ALA, LAMA, Board ex-officio member; 2009 - present  
ALA, LAMA, Chair, Committee on Organization; 2007 - present  
ALA, Council Committee on Diversity 2005-2007  
ALA, COD, Diversity Interest Network & Exchange (DINE) dine@ala.org – List Co-Moderator  
BCALA 6<sup>th</sup> Annual Conference Planning Committee, pre-conference programming (2005-2007)  
Diversity Now, Big 12 Plus Libraries Consortium, Conference Planning Committee, (April 3-4, 2000)

***University of Miami:***

Vice President, Woodson, Williams, Marshall Association (WWMA), 2009 – present  
Steering Committee, COAS, Interdisciplinary Program in Africana Studies 2009-2012  
Quality Enhancement Plan Committee: for SACS Accreditation 2006 - 2007  
Graduate School Council ex-officio 2007- present  
Freshman Year Experience Planning Committee 2006 - 2007  
Information Technology Advisory Committee (ITAC) 2006 – present  
Faculty Learning Communities/QEP Steering Committee 2008 - present  
Academic Deans Administrative Council 2008 - present

***University of Miami Libraries:***

Steering Committee, Shared Shelf Development Collaborative 2009 - present  
Libraries Executive Group 2006 - present  
Departmental Representatives Group, Chair 2006 - present  
Library Faculty Council  
Directors Group, Chair 2006 – present  
Staff Council; ex-officio member 2006 - present

***University of Virginia:***

Equal Employment/Affirmative Action Committee 2004 - 2007  
Provost's Policy Committee 2004 - 2007  
Search Committee for the Vice Provost for Faculty Advancement and International Affairs 2005  
Fiscal Administrators 2003 - 2006  
Black Faculty Council 2003 - 2006

***University of Virginia Library:***

Triad Services Task Force, Chair 2005 - 2006  
Administrative Team 2003 - 2006  
Administrative Council 2003 - 2006  
Library Faculty Assembly (ex-officio) 2005 - 2006

Library Classified Staff Assembly (ex-officio) 2004 - 2006  
Library Allocations Committee, Chair 2004 - 2006  
Staff Web Revision Committee, Chair 2004-2006  
Balanced Scorecard Steering Committee (ex-officio) 2003 - 2006  
Office of African American Affairs, (OAAA) – Mentoring Program 2004 - 2006

*Indiana University:*

Campus Appeals Committee 2000 - 2003  
HR Partners 1999 - 2003  
University HR, Personnel Representatives 1999 - 2003  
Professional Council, district 5 representative 1994 -1999

- Professional Concerns Committee
- Communications Committee

Dean of the Faculties Review Committee 1998-1999  
Advisory Committee for the Dean of African American Affairs 1995 - 1998  
FASE (Faculty and Staff for Student Excellence): Mentor 1998 - 2000

*Indiana University Bloomington Libraries:*

Intranet Working Group 2003- 2003  
Libraries Executive Committee 1999 - 2003  
Libraries Management Team 1999 - 2003  
Senior Management Group 1994 - 2003  
Auxiliary Library Facility Steering Committee 2002 - 2003  
Ergonomics Committee 1999 - 2003  
Staff Development Committee 1999 - 2003  
Web Training/Support Working Group: Participant  
Intranet Planning Group: Participant  
Strategic Planning Committee ex-officio member  
Professional Council: Chair 1999 – 2000