

MARY KATHRYN (Kitty) MORGAN MCNEILL

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EDUCATION

2017 Doctor of Philosophy, Dissertation: *Leadership Influence to Transform Organizational Cultures*, School of Library and Information Science, Simmons College; Boston, MA
1985 Master of Librarianship, Division of Library and Information Management, Emory University, Atlanta, GA
1980 Bachelor of Science, Winthrop College, Rock Hill, SC

PROFESSIONAL EXPERIENCE

2014-Present Dean of the Library, Oxford College, Emory University
2005-2014 Associate Dean and College Librarian, Oxford College, Emory University
2001-2005 Director of the Library and Assistant to the College Dean for Special Initiatives, Oxford College, Emory University
1989-2001 College Librarian, Oxford College, Emory University
1988-1989 Acting College Librarian, Oxford College, Emory University
1985-1988 Assistant Librarian, Oxford College, Emory University
1980-1985 Media Specialist/Reading Teacher, Thurston Elementary School, Thomaston GA

SUMMARY OF POSITION RESPONSIBILITIES

Reporting to the Dean of Oxford College, the Dean of the Library is a member of the senior leadership team for the College and has leadership, management, policy, and planning responsibilities for the Oxford College Library. Responsibilities include: strategic planning; evaluation and assessment; finance and operations; facilities planning and management; external relations; fundraising; human resources; and organizational development in support of the Library, College, and University teaching, learning, and research missions and visions.

With a dual reporting relationship to the University Librarian, the Dean of the Oxford library is an active member of the Emory Libraries Cabinet and the University Librarian's Direct Reports Group. Also, the Dean serves as a strategic partner with the University Librarian, and the libraries senior leadership team to coordinate strategic and annual planning. These individuals oversee Emory Libraries systems, services, policies, and programs including evaluation and assessment activities; financial planning, fiscal oversight and resource allocation; library facilities planning and management; external relations including public programming, and exhibitions.

The Dean is a member of Librarians' Council which includes the directors of the Emory libraries. In this role, she works closely and collaboratively with the directors of the Emory Libraries, including the Woodruff Research Library in support of Emory College and the Graduate School, Health Sciences Center Library, Business, Theology, Law, and the Manuscript, Archives and Rare Books Libraries.

AWARDS

- Oxford College of Emory University Honorary Alumna Award, 2013.
- Fellow, Frye Leadership Institute, Class of 2007.
- Vanderbilt University, Peabody College Summer Fellowship for Academic Library Leadership, 2006.
- Georgia Library Association Academic Library Division "Best Paper" Award, 2002.

- Who's Who of American Women – 20th, 21st, and 22nd editions.
- Who's Who in the South and Southwest – 24th, 25th, and 26th editions.
- Who's Who in America – 52nd, 53rd, and 55th editions.
- Who's Who in the World – 13th, 15th, and 17th editions.
- Outstanding Young Women of America, 1986, 1997.

SPECIAL PROJECTS AND INITIATIVES

Teaching and Learning

- Support Oxford College Teaching Librarians in their development of the library's instructional program, specifically serving as an exemplar for other teaching librarians at Emory University.
- Integrate the library's information literacy instructional program into the Oxford College curriculum, 2009-present.
- Create and coordinate a comprehensive assessment process for the library's instructional program, 2009-present.
- Work with faculty and College Leadership to successfully incorporate information literacy as one of three outcomes for the new required Discovery Course for all entering first-year students, 2017- present.
- Serve as a member of the Faculty Milestone Committee that is implementing digital portfolios, a high impact practice, for students to reflect on their Oxford College liberal arts experience and plan for future educational opportunities at Emory University, 2017- present.
- Work with the Oxford College Signature Outcomes Assessment Committee to develop new signature outcomes for the College curriculum, 2018-present.
- Member of Strategic Planning Oxford College Curriculum Group, 2016.
- With Oxford College Library Research Practices Teaching Librarians, continue to develop and deliver curriculum for customized library research instruction program. Program components include collaborative planning with individual faculty members; group instruction sessions to include multiple, sequenced sessions within courses in the disciplines of science, social sciences, and humanities; individual research project consultations for students; and information sessions/orientations for faculty, staff, and new students, 2000-present.
- Baron, C., McNeill, K, Neufeld, E., & Robinson, J. (Forthcoming August 2019). Research practices for first- and second-year students: A multi-faceted and team-based approach to teaching information literacy. In *Hidden architectures of information literacy programs: Structures, practices, and contexts*. Association of College and Research Libraries.
- Moser, M, Heisel, A., Jacob, N. & McNeill, K. (2011). *A more perfect union: Campus collaborations for curriculum mapping information literacy outcomes*. Paper presented at the Association of College and Research Libraries (ACRL) National Conference, Philadelphia, Pennsylvania and published in Conference Proceedings.
- With Beth Haines, conducted Scholarship of Teaching research project to assess our library instruction program and wrote paper about results in 2002. Presented paper at the Georgia Library Association (GLA)/GaCOMO fall 2002 Conference on "Building Georgia's Learning Communities" and won "A Best Paper" award from the Academic Library Division of GLA. Also presented project as a poster session at Oxford College's Cross-Disciplinary Inquiries into the Scholarship of Teaching and Learning Conference. The paper was published in the winter 2003 issue of the *Georgia Library Quarterly*.

Digital Library Initiatives

- Key stakeholder for the ongoing multi-year Emory Libraries Digital Library initiative through the

implementation of Samvera (formerly Hydra) technology stack which includes Fedora, SOLR, and Blacklight; 2014-present.

- Advocate for the Oxford College initiative to prepare digital materials for ingest into Emory libraries digital repository to allow for greater discoverability of archival resources.
- Continued work with the Emory Libraries to digitize selected portions of the Oxford library collections and to build a repository of born digital materials (ongoing).
- Key sponsor for the Oxford College Research Scholars project to digitize archival material, curate, and provide access through a SCALAR digital exhibition site; 2017-present.
- Hired Teaching and Digital Projects Librarian in 2018; supported librarian-faculty collaborations to use Omeka as a digital publishing and exhibit tool for oral history class projects, 2018- present.

Oxford College Library and Academic Commons Facility Project

- Coordinated Library and Academic Commons Project, 2005-2014. The project was a \$10.1 million library renovation with new construction. Library occupied on May 2013 with Grand Opening/Ribbon Cutting celebrated August 2013.
http://news.emory.edu/stories/2013/08/oxf_new_library_opens/campus.html
- Coordinated move to and operation of the library in a temporary location during construction of the new library 2012-2013.
- Oxford College Library Proof of Concept completed 2010; reduced cost of new library from \$25 million to \$10.1 million dollars with installation of more efficient compact shelving.
http://www.emory.edu/EMORY_REPORT/stories/2010/10/25/campus_oxford_library.html
- Co-led fundraising of new library, with Hugh Tarbutton, Jr., Chair, Board of Counselors (BOC) Library Fundraising Committee, 2006-2013
- Contributor, Oxford Space Utilization Study, 2006.
- Contributor, Oxford Master Planning Process, 2006.
- Programming and Conceptual Design, 2005.
- Feasibility Study, 2000-2001.
- With Myra Frady, "Project to Create a New Library and Information Technology Center (LITC) for Oxford College," Rationale document to request approval for feasibility study, September 2000.
- With Myra Frady and Charles Forrest, "Program Statement for the Library and Information Technology Center," February 2000.

Emory University Libraries Digital Library Services and Next Generation Library Systems

- Chair, Emory University Libraries Core Systems Governance Group, 2013-2016.
- Chair, Emory University Libraries Digital Library Services and Next Generation Library Systems Strategic Planning Committee, 2006-2009.
- Led group of staff from all the Emory libraries and University Technology Services staff to develop cutting-edge search and discovery strategic initiatives designed to meet the needs of our digital age users. Completed January 2009 and transferred leadership to newly hired Chief Information Technology Strategist for the Emory Libraries.
- Chaired Search Committee for Chief Information Technology Strategist for the Emory Libraries that included representatives from the Emory Libraries, University Technology Services (UTS) and key Emory University faculty. Successfully concluded search in June 2008.
- Chartered, led, and guided four new teams that included Emory Libraries and UTS staff and librarians responsible for the implementation of PRIMO discovery system. Assisted with hiring of lead and portal programmers for project teams. Focused on developing an environment that included new expectations for

collaboration, transparency, agility, and modifications based on user needs and expectations. Six months after the contract was signed, PRIMO was released to staff. A month later in April 2008, Beta version of PRIMO was released to the public. Development of PRIMO (*discoverE*) is ongoing.

- Established a Usability Team that completed baseline studies on the Emory libraries' websites and the first iteration of PRIMO. Began development and support for a culture that uses information from usability studies to drive modification of user interfaces and services.
- Guided the University Libraries Branding Team to successfully market *discoverE* as the new search and discovery interface for the Emory Libraries in the fall 2008. In a survey conducted by Emory libraries about *discoverE*, Oxford College significantly outranked all other Emory divisions in measures of awareness, importance, and satisfaction.
- Planned and facilitated a "Portal Visioning" meeting and participated in additional joint conversations between the Emory Libraries and University Technology Services about development of a Digital Scholarship Portal for the University.

Oxford College Strategic Planning Process

- Co-Chaired with Academic Dean Kent Linville, Oxford College Strategic Planning Process, 2004-2005 in coordination with University Strategic Planning office and following University guidelines. Facilitated planning with a diverse group of faculty and administrators that resulted in a comprehensive ten-year plan for the College as a key component of the overall University strategic plan. The plan was fully implemented by 2015.
- Key to the success of the College Strategic Plan was the involvement of faculty, staff, students, alumni and Board of Counselors in the planning process and in the development of the *Environmental Assessment, Vision, Goals and Strategic Initiatives*.

Human Resources Leadership

- Continue to develop and emphasize a team-oriented, customer-focused library staff. Work is organized around annual goal areas.
- Inspired staff to develop library student employee training and development system that is currently being used as a model for other College departments.
- Chair, Search Committee for Director of Human Resources, Oxford College, fall 2014; successful search completed December 2014.
- Chair, Search Committee for the Dean of Enrollment Services, Oxford College spring 2014; successful search completed May 2014.
- Developed and implemented *Performance Review and Development Process* for Oxford College Staff, 2000.
- Established staff development, communications, and other Human Resources initiatives for the College, 2004-2005.
- Served as Oxford College's representative and Chair of the Emory University's Human Resources Advisory Committee, 2002-2004
- Documented the need for a College Human Resources Officer during College Strategic Planning. Served on search committee and assisted with transition when the College's first Human Resources Manager was hired in 2007.

Carnegie Foundation and American Association of Higher Education (AAHE) designated national leadership site

- Member, Carnegie Cognitive-Affective Learning (CAL) Leadership Site Team, 2003-2006.
- With Ken Carter and Beth Haines, published the *Journal of Cognitive Affective Learning*

(www.jcal.emory.edu), an open access journal, Executive Editor, 2004-2009.

- Member, Conference Planning Committee, CAL 2006 Conference, 2005-2006.

PUBLICATIONS

- Baron, C., McNeill, K, Neufeld, E., & Robinson, J. (Forthcoming August 2019). Research practices for first- and second-year students: A multi-faceted and team-based approach to teaching information literacy.” In *Hidden architectures of information literacy programs: structures, practices, and contexts*. Association of College and Research Libraries.
- Moser, M, Heisel, A., Jacob, N. & McNeill, K. (2011). A more perfect union: Campus collaborations for curriculum mapping information literacy outcomes. Paper presented at the Association of College and Research Libraries (ACRL) National Conference, Philadelphia, Pennsylvania and published in Conference Proceedings.
- McNeill, K., Haines, B., & Carter, K. (2005). “Supporting New Models for Scholarly Publishing: A 'Blueprint' for Launching an Open Access Journal.” Paper presented at the Association of College and Research Libraries (ACRL) National Conference, Minneapolis, MN and published in Conference Proceedings.
- McNeill, K. and Haines, B. (2003), “Scholarship of Teaching and Librarians: Building Successful Partnerships with Faculty,” *Georgia Library Quarterly*, 39(4), 4-8.
- “Review System Builds Teamwork,” *Emory Report*, April 30, 2001.

PUBLICATONS IN DEVELOPMENT

- *Leadership Influence to Transform Organizational Cultures* (Dissertation).
- “The Practice of Innovation Leadership in ARL Libraries.”
- “A Proof-of-Concept Academic Learning Commons: Evaluation of Student Use.”
- With Cynthia Landrum, Sharon Morris, & Tyler Walters. “User Content Creation, Copyright, and Fair Use in 2027: Scenarios for Libraries.”

PRESENTATIONS (Selected)

- “Teaching Librarians: Information Literacy Connections to the Oxford College General Education Program.” For Emory University Librarians. June 11, 2018.
- “Incorporating Information Literacy into Your Discovery Courses.” Institute for Pedagogy in the Liberal Arts for Oxford College Faculty. May 15, 2018.
- “Academic Integrity, First-year Student Orientation, 2015, 2016, 2017.
- “Copyright,” Faculty Teaching and Learning with Technology Institute, 2017, 2018.
- Instructor, Academic Library Planning and Revitalization Institute, “Investigating User Needs and Applying them to Your Planning,” Denver, CO, March 26-28, 2014.
- With Marguerite Abd El-Shahid, Capital Planner, Emory University & Tracy Carusi, Principal, Collins Cooper Carusi Architects. “Transformation Meets Tradition: The Library Re-imagined for a Historic Campus.” Society for College and University Planning (SCUP) Southern Regional Conference, Orlando, FL, October 20-22, 2014.
- University Library Policy Committee, “Oxford College Library Update,” December 12, 2014.
- State of the Oxford College Library Address to Faculty and Staff, July 28, 2014.
- Oxford College Library and Academic Commons Grand Opening and Ribbon Cutting, August 24, 2013.
- Oxford College of Emory University Faculty Retreat Presentation, August 16, 2013.
- State of the Oxford College Library Address to Faculty and Staff, May 23, 2013.
- With Charles Forrest, “Georgia Research and Academic Library Building Project Round-up,” GACOMO Macon, GA, October 10, 2013.
- With Charles Forrest, “Georgia Research and Academic Library Building Project Round-up,” GACOMO

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Athens, GA, October 14, 2010.

- "Library and Academic Commons Project Fundraising Update," Oxford College Board of Counselors Meeting, September 2, 2009.
- With Dean Stephen Bowen, Presentation on Library and Academic Commons Capital Campaign Project, Troup County Oxford College Alumni Event, October 16, 2008.
- "Library and Academic Commons Video Presentation," Oxford College Capital Campaign Kickoff for Significant Donors, Burge Plantation, September 26, 2008.
- With Alan Cattier, Presentation to Emory University's Information Technology Steering Committee, Instructional Group on behalf of Rich Mendola, Emory University CIO and Rick Luce, Vice Provost and Director of the Emory Libraries, May 22, 2008.
- "Transformed and Transformative: The Library in the 21st Century," Presentation for Oxford College Alumni, May 12, 2007.
- Panel Presenter, "Integrating Hearts and Minds: The Cognitive-Affective Connections in Teaching and Learning," Association for Integrative Studies Conference, Atlanta, GA, October 4, 2006.
- "Library as Place in the Twenty-First Century," Sixth Annual Emeritus Faculty Luncheon, Emory University, May 19, 2005.
- Poster Session, "Journal of Cognitive Affective Learning: Call for Papers," Carnegie Colloquium, Atlanta, GA, March 16, 2005.
- Presenter, "Expanding Scholarship of Teaching and Learning Work through Electronic Journals," Carnegie Colloquium, Atlanta, GA, March 16, 2005.
- With Ken Carter and Beth Haines, "*Journal of Cognitive Affective Learning: A Blueprint for Building an Open Access Journal*," Symposium on Open Access and Digital Preservation, Emory University, October 2, 2004.
- Co-facilitated with Dr. Patti Owen-Smith, CAL Community of Practice Sessions, AAHE Conference, San Diego, April 2004.
- With Andrea Heisel and Jennifer Howard, "It's as Easy as C.A.K.E.: Promoting Effective Customer Service in Student Employees/Volunteers," GACOMO (GLA), Jekyll Island, October 23, 2004.
- Program Introduction, "To Change Things for the Better: Women at Emory in the 19th and 20th Centuries," Oxford College, September 16, 2003.
- Poster Session, "Cognitive-Affective Connections in Teaching and Learning," Carnegie Summer Academy for the Scholarship of Teaching and Learning, Utah, July 2003.
- With Beth Haines, "Scholarship of Teaching and Librarians: Building Successful Partnerships with Faculty," GACOMO (GLA). Athens, October 9, 2002. (Awarded "Best Paper Award" by the Academic Library Division of GLA).
- With Beth Haines, "Copyright." Teaching and Learning with Technology Institute, Oxford College, May 29, 2003.
- "Copyright." Teaching and Learning with Technology Institute, Oxford College, June 3, 2002.
- With Myra Frady, Oxford College Board of Counselors Retreat, "Library and Information Technology Center: a Support Structure for the Academic Program," Callaway Gardens, May 18, 2002.
- With Charles Forrest, "Georgia Research and Academic Library Building Project Round-up," GACOMO Jekyll Island, November 2, 2001.
- "Copyright," CIVL (Citizenship in Virtual Life) Panel, Oxford College, October 26, 2000.
- "Copyright." CIVL (Citizenship in Virtual Life) Panel, Oxford College, October 14, 1999.
- With Myra Frady, Library and Technology Update to Board of Counselors Library and Technology Committee, October 2, 1998.
- With Myra Frady, "The Layered Classroom: A Multimedia Approach to Interactive Distance Learning," Syllabus 98 Conference, Sonoma State University, July 25-31, 1998.

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- With Myra Frady, “The Layered Classroom: A Multimedia Approach to Interactive Distance Learning,” Mid-South Instructional Technology Conference, Middle Tennessee State University, April 5-7, 1998.

GRANTS

- With Gretchen Schulz, Patti Owen-Smith and Myra Frady, University Teaching Fund Grant to attend AAHE/Carnegie Summer Academy in Snowbird, Utah, July 16-20, 2003, Oxford College Program on the Cognitive-Affective Relationship in Teaching and Learning, Phase One.
- With Sharon Lewis, Patti Owen-Smith, Ken Carter, Fang Chen, Penny England, Myra Frady, Heather Patrick, Gretchen Schulz, and Kent Linville submitted successful proposal to AAHE/Carnegie for Oxford College to lead a cluster of institutions in the Scholarship of Teaching and Learning, “Cognitive-Affective Connections in Teaching and Learning,” 2002-2003.
- With Ken Carter, Sharon Lewis, and Myra Frady, “Establishing A Teaching Resource Collection for Emory University,” Proposal to the University Teaching Fund, 1999, Awarded \$2,500.
- With Myra Frady, “Strategic Plan for Routine Replacement of Information Technology Infrastructure at Oxford College,” Superfund Proposal Submitted to the University Digital Information Resources Council (DIRC), November 14, 1997, Awarded \$114,800.
- “Research Database Network,” Proposal to the University Instructional Computing Development Fund (ICDF), 1992, Awarded \$19,379 to install Ethernet connections and computer workstations in the Oxford library to connect to a CD-ROM database network at the Woodruff library.

SERVICE

University Service

- Assistant University Archivist Search Committee, 1999-2000.
- Chair, Emory Libraries Core Systems Governance Group, 2013-2016.
- Co-Chair, Emory Libraries Systems Librarian Search Committee, 2013.
- Co-Chair, Emory Libraries Systems Librarians (Sr. & Jr.) Search Committee, 2014.
- Emory Card Users Group, 1993-2007.
- Emory FIRST (Faculty Information Repository on Research, Scholarship, and Teaching) Humanities Pilot Planning Group 2017- 2018.
- Emory Libraries Ad Hoc Reference Database Committee, 1995-1996.
- Emory Libraries Cabinet, 2013-present.
- Emory Libraries Chief Information Technology Strategist Search Committee, Chair, 2007-2008.
- Emory Libraries Collection Development Group, 2009-present.
- Emory Libraries Copyright Committee, 1985.
- Emory Libraries Director of Core Library Systems Search Committee, 2008.
- Emory Libraries DOBIS Automation Project, 1985-1993.
 - Project Management Council, 1988-1993.
 - Acquisitions Taskforce, 1991-1993.
 - Database Taskforce, 1985-1993.
 - Online Public Access Catalog (OPAC) Taskforce, 1986-1993.
 - OPAC SWAT Team, 1986-1987.
 - Serials Taskforce, 1985-1993.
 - Training Taskforce, 1985-1987.
- Emory Libraries Document Delivery Working Group (DOCWG), Chair, 2003-2006.
- Emory Libraries Preservation Committee, 1985-1987.
- Emory Libraries Preservation Officer Search Committee, 1997-1998.

- Emory Libraries Preservation Officer Search Committee, Chair, 2001-2003.
- Emory Libraries Open and Affordable Resources Group, 2017.
- Emory Libraries Records Management and Documents Management Pilot Project Group, 2001-2003.
- Emory Libraries SIRSI Automation System.
 - System Migration Steering Committee, 1993-1995.
 - EUCLID Steering Committee (ESC), 1995-1996.
 - OPAC Working Group, 1994.
 - Circulation Working Group, 1994; 2002-2003.
 - Serials and Acquisitions Working Group, 1994-2003.
- Librarians' Council (Directors of all the Emory Libraries), 1988-present.
- Oxford College Dean Search Advisory Committee (appointed by University Provost), 2004-2005.
- University Award of Distinction Selection Committee, 2001-2002.
- University Librarian's Direct Reports Group, 2014-present
- University Council on Information Resources and Technology (CIRT), 2000.
 - CIRT Library Taskforce, 2001.
- University Digital Information Resources Council (DIRC), 1998-2000.
 - DIRC Subcommittee to Promote the Use of Electronic Journals, 1998-1999.
- University Human Resources Advisory Committee (HRAC), 2000-2005.
 - Chair, 2002-2004. Executive Committee, 2002-2004.
 - Network Committee for Emory Medical Plan Redesign, 2001-2002.
- University One Card Committee, 1992-1993.
- University Senate Library Policy Committee. Ex officio member, 2001-present.
- University Technology Services/University Libraries Collaborative Initiatives Planning Group, 2007-2009.

College Service

- Advisory Council on Teaching, Learning, and Professional Development (ACT), 1999-2004.
 - ACT Resources and Support Subcommittee, 1999-2002.
 - ACT Teaching and Learning with Technology Taskforce, 2001-2004.
 - ACT Technology across the Curriculum Discussion Series, 2002-2003.
- Board of Counselors (BOC), 1994-present.
 - Equipping Students for the Future Committee, 1994-1995.
 - Facilities and Land Use Master Plan Committee, 1996-1998.
 - Library and Technology Committee, 1998-2005.
 - Library & Academic Commons Fundraising/Planning Committee, 2006-2013.
- Bookstore Advisory Committee, 2002-2006.
- Carnegie Cognitive-Affective Learning (CAL) Leadership Site Team, 2003-2006.
- Carnegie Cognitive-Affective Learning (CAL) Conference Planning Committee, 2005-2006.
- Center for Academic Excellence (CAE) Director Search Committee, 2006-2007.
- College Catalog Revision Committee, 2017-2018.
- College Curriculum Group, 2016.
- College Curriculum Milestone Committee, 2017-present.
- College Strategic Planning Committee, Co-coordinator, 2004-2005.
- Computer Committee, 1987-2001.
- Dean's Council, 1988-present.

- Dean’s Long Range Planning Council, 1996-1999.
- Dean’s Leadership Education Reading Circle, Fall 2017
- Director of Development Search Committee, 2002-2003.
- Director of Facilities, Planning, and Operations Search Committee, Spring 2018.
- Director of Writing Program Search Committee, 2016-2017.
- Energy Taskforce, 2003-2005.
- Faculty Library Committee, 1985-2005.
- Faculty Information Technology Committee, 2001-present.
- Faculty Rackley Award Selection Committee, 2002-2003.
- Freshmen Seminar Facilitator, 1995-1999, 2003.
- Health and Wellness Committee, 2002-2004.
- Human Resources Manager Search Committee, 2006-2007.
- *Journal of Cognitive Affective Learning (JCAL)*, Executive Editor, 2003-2009.
- Library and Information Technology Center (Library and Academic Commons) Project Coordinator, 2005-2014.
- MLK Celebration Slide Show Committee, 2002-2003.
- Performing Arts Committee, 1999-2000.
- Scholars’ Day Group Co-Leader, Fall 2001.
- Scholarship of Teaching Teams, 2001-2002.
- Strategic Action Committees.
 - Building and Grounds Committee, 2006-present.
 - Educational Programs Committee, 2006-present.
- Students for a More Inclusive Curriculum, 2016-2017.
 - Access to Educational Materials.
- Writing and Research Initiative Group, 2014-2015.

PROFESSIONAL ENHANCEMENT

Library Leadership and Management

- American Library Association, Library Leadership and Management Association (LLAMA) Webinar, “Making Difficult Conversations Effective: An Essential Competency for Life and Leadership,” January 14, 2015.
- Association of College and Research Libraries (ACRL)/Harvard Leadership Institute, July 30-August 4, 2000.
- Birkman Assessment, June 27, 2018.
- Creating an Environment of Courtesy and Respect, August 1, 2017.
- Crucial Conversations, July 25, 2018 and August 1, 2018.
- DISC (Dominance, Influence, Steadiness, Conscientiousness) Assessment, Training, and Staff Development, 2016-2017.
- Design Thinking Program, Emory Executive Education, Goizueta Business School, January 17-18, 2019.
- Eliminate Campus Sexual Violence, February 24, 2015.
- Feedback Essentials, Oxford College, March 20, 2009.
- Frye Leadership Institute, Emory University, Atlanta, 2007.
- Implicit Bias Awareness Training, November, 2016.

- “Leadership Practices Inventory (360 Review),” Workshop for Oxford College Senior Leadership Team, June 17, 2014.
- Leadership Reading Circle at Oxford College: *Leading Minds: An Anatomy of Leadership* by Howard Gardner and *Thinking about Leadership* by Nannerl O. Keohane, 2017-2018.
- Library and Information Technology (LITA)/ Library Leadership and Management Association (LLAMA) National Conference, Pittsburgh, October 13-16, 1996.
- Managerial Leadership in the Information Profession (MLIP) PhD Program; 2010 Cohort; Simmons College; School of Library and Information Science; Selected Coursework:
 - Managerial Leadership
 - Research for Managerial Leadership
 - Statistics and Evaluation Research
 - Human Resource Management
 - Fundraising and Entrepreneurial Strategies
 - Leadership in Financial Management
 - Managing and Leading in a Political Environment
 - Issues in Information Policy
- Navigating Beyond Conflict, July 17, 2018.
- Performance Management: New Competencies, New Perspective, November 15, 2013.
- Performance Management Update, March 27, 2018.
- Situational Leadership, June 13, 2018.
- Supervisor Skills, Oxford College, July 17, 2012.
- Vanderbilt University Peabody College Summer Institute for Academic Library Leadership, July 9-13, 2006.

Other Conferences & Institutes (Selected)

- Academic Library Planning and Revitalization Institute, Denver, CO, March 26-28, 2014.
- American Association of Colleges and Universities (AAC&U) 2012 Annual Meeting, *Shared Futures/Difficult Choices*, Washington, D.C., January 25-28, 2012.
- American Association of Colleges and Universities (AAC&U) Forum on Digital Learning and E-Portfolios, Washington, D.C., January 26, 2019.
- American Association of Colleges and Universities (AAC&U) Forum on Digital Learning and E-Portfolios, Washington, D.C., January 27, 2018.
- American Library Association Annual Conference and Midwinter Meeting, multiple years.
- Assessing Learning Outcomes in Preparation for Southern Association of Colleges and School (SACS) University Accreditation Review, Barbara Walvoord, Emory University, March 17, 2009.
- Association of College and Research Libraries (ACRL) National Conference, multiple years.
- Association of Southeastern Research Libraries (ASERL) Library User Studies Forum. Atlanta, GA, July 31, 2008.
- CAL 2006 Conference: The Scholarship of Teaching and Learning: The Cognitive-Affective Connection, Oxford College of Emory University, March 24, 2006.
- Carnegie Colloquium, Atlanta, GA, March 16-17, 2005.
- Carnegie Colloquium/American Association of Higher Education (AAHE) Conference, San Diego. March 31-April 3, 2004.
- Carnegie Summer Academy for the Scholarship of Teaching and Learning, 2002, 2003.
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- Council on Library and Information Resources (CLIR) Symposium: *Libraries and Learning*, Washington, D.C., April 13, 2004.
- Critical Thinking Workshop, Oxford College, October 9, 2008.
- Digital Preservation Forum, Research Libraries Group (RLG), Emory University, May 20, 1999.
- EDUCATE Conference, Emory University, 2004, 2005.
- Excellence in Teaching Series, Oxford College Program of Teaching Excellence and Scholarship, fall 2001, spring 2002.
- Georgia Library Association (GLA)/GACOMO Fall Conference, multiple years.
- Greenbuild Expo, Atlanta, GA, November 10, 2005
- Institute for Pedagogy in the Liberal Arts, Oxford College, May 15-16, 2018.
- Learning Communities Conference (AAC&U), Atlanta, April 4-6, 2002.
- Mid-South Instructional Technology Conference, Middle Tennessee State University, April 5-7, 1998.
- NISO Webinar: Strategic Directions: Strategic Thinking: Five Years Ahead (for University Libraries), October 18, 2017.
- NITLE (National Institute for Technology in Liberal Education) Summit and Symposium. April 15, 2013.
- Scholarly Communication & Technology, Andrew W. Mellon Foundation, Emory University, April 24-25, 1997.
- SIRSI Users Group Meeting, Huntsville, AL, April 26-29, 1994.
- Society for College and University Planning (SCUP) Southern Regional Conference, Orlando, FL, October 20-22, 2014.
- Society for College and University Planning (SCUP), "The Engaged Library," Webcast September 12, 2008.
- Southeastern Library Association Conference (SELA), Nashville, TN, December 4-7, 1990.
- Southeastern Library Association Leadership Conference, Atlanta, May 16, 2003.
- Steelcase University, March 13-14, 2006.
- Syllabus Conference, 1997, 1998, 1999.
- U. S. Patriot Act Teleconference, December 11, 2002, sponsored by ARL, AALL, ALA, MLA, and SLA.

PROFESSIONAL SERVICE AND MEMBERSHIPS

External/National Service/Contributions

- AAHE Cognitive-Affective Community of Practice (COP), Synthesizer/Resource Coordinator, 2004-2005.
- American Library Association, 1980-present.
- Association of College and Research Libraries, 1985-present.
 - College Libraries Section (CLS).
 - Nominating Committee for 2010 Officers, fall 2009.
 - Secretary, 2004-2005.
 - Membership Committee, 2003-2007, Chair, 2006-2007.
- Bridgewater College Library, Consultant to Andrew Pearson on Library Building and Temporary Location Project, fall 2017.
- Delta Kappa Gamma, Beta Upsilon Chapter, 1991-2000.
 - Chapter Secretary, 1992-1996.
 - Chapter President, 1996-1998.
- Georgia Library Association, 1989-present.
- Library Administration and Management Association, 1988-present.
- Rollins College Writing Program, External Reviewer, 2015-2016

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- Sirsi/Dynix Academic Library Advisory Council, November 17-18, 2005.
- Southeastern Library Association, 1991-2006.
 - Co-chair, Rothrock Award Committee, 2004-2005.