

TIM R. GRITTEN

17234 Cedarlawn Street
Southgate, MI 48195

tgritten@gmail.com
(812) 243-8449

SUMMARY

High-energy professional whose skill sets include strategic visioning, innovative thinking, problem solving, and a rapid grasp of new challenges. Information management specialist focused on fostering student success, reclaiming academic scholarship as a non-profit activity, and promoting libraries as educators of cultural literacy. Performance emphasizes leading diverse professionals in the pursuit of unparalleled service, developing shared goals around teaching and learning through technology, and leveraging the strengths of library personnel to connect with users wherever they are located.

LIBRARIANSHIP

Positions Held

Wayne State University Libraries, Detroit, MI

2016-2018

Associate Dean, University Libraries, February 2016-January 2018

- Reported to the Dean, University Library System;
- Led 15 direct contractually represented and non-represented full-time reports, 56 indirect contractually represented and non-represented full-time reports, and additional part-time permanent and temporary employees, graduate student assistants, and undergraduate student clerks;
- Supervised management of \$10 million collections budget;
- Provided strategic oversight for all operations in central libraries: Learning & Research Support (liaison services, instruction, reference), Technical Services and Discovery Services (cataloging, metadata, systems), Collection Strategy (acquisitions, collections, special collections, ILL), User Experiences (circulation, security, servers, general classroom technology support), Classroom Design & Special Events, Scholarly Communications & Copyright, Digital Publishing, and Communications (marketing, social media);
- Provided guidance on AAUP-AFT labor contract;
- Created calendars for librarians' and archivists' contractually mandated promotion process;
- Managed the review processes for annual reviews, promotions, and selective salary (including equity requests) for academic staff;
- Managed the academic staff recommendations for new hire's salary and rank;
- Coordinated librarians' applications for Employment Security Status;
- Oversaw development of slate of librarians and archivists for Article XXX nominations (university-wide contractual committees);
- Resolved complaints against patrons and against staff with Office of Equal Opportunity;
- Co-drafted Annual Budget Report with the Director of Business Affairs;

- Created and organized the Distinctive Collections Committee, an umbrella committee connecting librarians from across the library system who focus on special collections;
- Designed and coordinated library-wide strategic planning process;
- Developed template for Library Tactical Plans;
- Launched the Diversity & Inclusion Council;
- Initiated a Leadership Academy to develop leaders and managers throughout organization;
- Reorganized Library Operations and User Services Unit to reallocate 28 direct reports;
- Co-wrote Data Services Needs Assessment and Report, which led to creation of new Researcher Support Coordinator;
- Worked with Director of Library Operations to create his new position of Assistant Dean for Transformative Services;
- Worked with senior librarian to prioritize her responsibilities into new position of Special Collections Librarian;
- Worked with Instruction Coordinator to prioritize her responsibilities into new position of Student Success Librarian;
- Worked with mid-career librarian to move her into new role of Subject Librarian Coordinator, and to help her create new Subject Librarian Assembly;
- Shepherded creation of new Special Collections Metadata Librarian position;
- Based upon feedback from listening tour, led process to develop organizational chart for the University Library System;
- Created monthly Associate Dean Town Halls and building meetings;
- Acted in place of the unit peer committee for an archivist's request for promotion;
- Launched division-wide promotion and tenure task force;
- Developed a formula to distribute salary equity dollars for Reuther Library academic staff, which required union approval;
- Certified in Professional and Administrative (P&A) Method II;
- Prioritized need and identified new space for Special Collections room;
- Created standardized hiring practices and procedures;
- Redrafted and institutionalized onboarding procedures for new hires;
- Created detailed mentoring program for academic staff, with objectives and expectations;
- Helped develop strategy for food service opportunities in Undergraduate Library with Associate Vice President for Business and Auxiliary Operations and Chief Housing Officer;
- Coordinated new collaboration with TechTown Detroit, a business accelerator with whom Wayne State University partners, to assist with market research and information literacy;
- Oversaw final development of new campus survey of library collections and services;
- Completed Fraud Awareness Training;
- Instituted a 360-degree annual review for my division and my colleagues to evaluate my performance;
- Hosted and provided tour for visiting delegation from Ningbo University of Technology, China;
- Met with the Classical & Modern Languages, Literatures, and Cultures Department to discuss weeding and the Michigan Shared Print Initiative;
- Helped facilitate National Day of Racial Healing event;

- Represented the Dean, University Library System, at University Employee Recognition;
- Represented the Dean, University Library System, at Back to School Campus Event;
- Represented Libraries at Michigan Council of Library Deans and Directors;
- Represented Libraries during receipt of a gift from the last living relative of Anthony Wayne; corresponded with the donor, and identified her as a development prospect;
- Represented Libraries at Anthony Wayne Society donor reception;
- Created library impact stories with Senior Major Gift Officer, University Library System;
- Developed and co-sponsored Service Learning@Wayne State organizing event.

University of Wisconsin-Milwaukee Libraries, Milwaukee, WI **2012-2016**

Assistant Director of Libraries for User Services, July 2012-February 2016

- Reported to the Associate Provost & Director of Libraries;
- Led four direct reports: team leaders in Teaching & Learning, Research Services, User Experiences, and Data Services; responsible for an additional nine professional indirect reports;
- Member of the Director's Executive Leadership Council;
- Served on Libraries Development Team, which included representing the library within the campus community, with external groups, and with potential donors;
- Served as copyright expert for faculty and students; provided analysis and framework for faculty and students to evaluate issues of fair use, TEACH Act, online coursework, publication of theses and dissertations, and international copyright law; responded to federal agency requests for reproduction rights;
- Led the university's open access initiatives;
- Managed the University Open Access Publication Fund to underwrite article processing fees;
- Provided oversight of library-wide assessment;
- Facilitated divisional strategic planning discussion, which led to a reorganization of division from one department of 11 librarians and three other librarians into four balanced teams with a focus on meeting the university's and library's strategic goals, and moved librarians into teams based upon individual professional strengths;
- Identified campus need for data services, and created a new Data Services Librarian to support that need;
- Worked with mid-career Learning Commons Coordinator to reenergize and refocus into new role as User Experiences Librarian;
- Mentored two-year Library Resident through a dotted-line relationship, and worked with the User Experiences Librarian to create a new permanent position of Outreach & Community Engagement Librarian;
- Developed and created position description for a new Digital Publishing Librarian to support initiatives in open access, and repurposed former Electronic Reserves Librarian into the role;
- Identified the Library Systems Division as a better fit for the Web Services and Electronic Resources Coordinator, and helped transition him to his new reporting line;

- Reorganized library contact (liaison) program, including drafting new expectations, and facilitating a new workshop series for the entire library to learn about recent developments within other units;
- Initiated process to collocate reference with circulation and information technology service points;
- Chaired task force to develop new approaches to services at the newly collocated desk; task force activities included conducting literature review in order to develop confidence in the approach, drafting a new service philosophy, determining shared responsibilities, developing training and communication expectations, and creating strategies for assessment; wrote the consensus report providing future direction;
- Facilitated discussion to restructure the Welcome Desk;
- Created three open access committees that developed shared mission within the library and accelerated initiatives outside the library;
- Worked with the Graduate School and academic departments to create policies on copyright and embargoes of graduate dissertations;
- Worked with patent attorneys, UWM Research Foundation, University Information Technology Services, Legal Affairs, and the vendor for our institutional repository to identify a mistakenly released dissertation, locate all the individuals who downloaded the file; wrote a summary report addressing multiple legal requirements, including FERPA and European patent laws;
- Drafted copyright licensing agreements—one for faculty and a different agreement for students (to include FERPA requirements);
- Developed and led campus workshops on copyright and the future of scholarly publishing;
- Coordinated Open Access Day with a professor in the School of Information Studies, which included inviting a national speaker, creating a faculty panel to discuss open access, and formally launching our institutional repository, UWM Digital Commons;
- Chaired a task force of staff from the libraries, University Information Technology Services, Office of Research, Office of Sponsored Programs, Graduate School, Center for Excellence in Teaching and Learning, and the UWM Research Policy Advisory Committee to improve the communication of research support services available across campus;
- Assisted a professor in Geography with the launch of a new peer-reviewed journal;
- Worked with a faculty member in the Center for Excellence in Teaching and Learning to publish a digitally born open textbook;
- Initiated new relationship between the libraries and the Office of Undergraduate Research to support the Student Symposium, including placing student content in the institutional repository for the first time;
- Drafted the library's response to the campus Academic Planning Report;
- Coordinated the data request for campus reaccreditation;
- Helped represent the library as part of the university's accreditation with Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools (NCA);
- Participated in multiple campus leadership planning sessions, including a Dean's Retreat (as the library director's representative), Academic Planning Retreat, Academic Affairs Research Retreat, and an Academic Affairs Successful Students Retreat;

- Instituted a 360-degree annual review for my division and my colleagues to evaluate my performance.

Cunningham Memorial Library, Indiana State University, Terre Haute, IN

Assistant Librarian

2007-2012

Chair of Systems, April 2007-July 2012

- Reported to the Dean of Library Services;
- Led Systems unit of five full-time staff and Electronic Resources unit of one librarian and two full-time staff, with an emphasis on responsiveness to library users;
- Tenure-tracked faculty member of the senior library management team responsible for planning, implementation, and operation of the library's computing environment;
- Oversaw the Electronic Resources unit's strategic move from the Acquisitions department to the Systems department;
- Project manager for Integrated Library System (ILS) migration from Voyager to Millennium; responsibilities included writing the Request for Proposal, hosting vendor visits, evaluating bids with the SWOT method, writing the justification for selection, organizing training visits, working with different departments and member libraries to design or facilitate the implementation of all library system tables—acquisitions, cataloging, circulation, and serials—and migrating the library's patron and bibliographic data;
- Drafted a Memorandum of Understanding amongst the members of a new library consortium—the Library Consortium of Vigo County—and oversaw Vigo County Public Library's migration from Sirsi to Millennium;
- Organized cross-training and communication channels for functional areas within the consortium; used TeamViewer to train librarians at remote locations;
- Worked with ILS vendor, consortia partner, University Purchasing, University Legal Affairs, University Office of Information Technology, and a local bank to help negotiate PCI-DSS compliance issues for the acquisition of an E-commerce product that the consortia partner needed, but Indiana State University did not use;
- Developed and created position description for new Emerging Technology Librarian to meet the current and emergent needs of students, faculty, and staff;
- Served as the Copyright Librarian for campus community; activities included writing the copyright policy in order for graduate students to submit their theses and dissertations to the institutional repository; helping faculty evaluate fair use in an online environment; evaluating online websites for copyright compliance; advising student organizations on showing movies in the library; negotiating licensing agreements with copyright owners for the library to use their intellectual property;
- Met with stakeholders across campus—including academic deans, IT administrators, and faculty—to inform library's strategic plan;
- Envisioned and implemented problem tracking system to foster communication between departmental staff and users;
- Coordinated development of Student Tracking system for the Student Academic Services Center;

- Coordinated acquisition of iPads for circulation; selected and installed apps; developed procedure for secure use;
- Acquired Nintendo Wiis, Sony PlayStations, and Microsoft Kinects—some for circulation and some dedicated for library use only;
- Investigated Kindle Fires, RFID, and self-check service, but benefit did not justify the cost;
- E-books Project Manager: supervised a framework to display library's e-book collection in a more effective manner;
- Writing Center Website Project Manager: coordinated the development of a new website for the University's Writing Center;
- Maintained the ISU Library's website;
- Developed a network domain within the library;
- Coordinated with campus Office of Information Technology to improve network connections in the library;
- Performed audit of proxy server to improve security;
- Supported library's ten servers;
- Developed disaster plan for servers, and utilized plan during heat emergency;
- Worked with campus colleagues on issues related to the library's institutional digital repository, especially with the Office of Information Technology to improve the architecture and to leverage university backup;
- Provided community outreach, including technology and gaming opportunities, to groups ranging from junior high students to retirement center residents;
- Envisioned and initiated Reel Big Library Video Contest to highlight library's new branding; helped select the theme, created the rules, and organized the selection process of determining the contest winner of student-created videos;
- Trained library faculty and staff how to use new technologies, including hardware and software, in a user-friendly environment;
- Evaluated contracts and licenses;
- Developed usability study for library website, including videotaping and heat tracking of subjects' decisions;
- Developed Library Systems assessment plan;
- Refocused department to make it more responsive to users;
- Supervised departmental staff's direct interaction with students and faculty to solve their technology problems;
- Served as liaison to the campus Office of Information Technology and Center for Instruction, Research, & Technology.

Interim Associate Dean of Library Services, August 2010-January 2012

- Reported to the Dean of Library Services;
- Represented the Dean of the Library at campus, community, regional, and national meetings, including campus strategic planning and meetings with the President and the Board of Trustees;
- Managed all library operations in the absence of the Dean, including signing financial and personnel documents;

- Participated in all library faculty and staff search committees;
- Met with delegations from China, Morocco, and Thailand;
- Represented the library in potential partnerships for Unbounded Possibilities grants;
- Spoke with members of the local and national media to discuss such issues as the building, printing services, and the system migration;
- Helped represent the library during multiple meetings as part of the university's accreditation with Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools (NCA);
- Revised the library's Emergency Response Plan;
- Conducted outreach to all Arts and Sciences chairs regarding new library budget allocation formula;
- Participated in the Career Center external review;
- Addressed all problems and concerns that patrons sent through the library website, including complaints about the library's carrel policy, collection development policy, and specific overdue fines;
- Wrote reports including the library's annual report, and submissions to external organizations such as the U.S. Department of Education and the American Library Association;
- Gathered and analyzed statistics;
- Monitored and responded to building and facilities issues and needs;
- Coordinated writing of grant proposals developed within the library;
- Served as backup Circulation supervisor;
- Collected and wrote library information for university catalogs;
- Coordinated with University Public Safety to install security cameras;
- Evaluated contracts and licenses;
- Provided confidential advice to the Dean.

Interim Chair of Acquisitions, March 2009-June 2010

- Reported to the Dean of Library Services;
- Led Acquisitions and Serials units of 6 full-time staff;
- Managed the expenditure of the \$2 million materials budget;
- Managed acquisition of print and electronic monographs, serials, and media materials (including ordering, invoicing, and fund expenditure tracking);
- Redesigned the organization of the budget to make it more administratively transparent;
- Evaluated contracts and licenses;
- Initiated and implemented a financially beneficial book-leasing program in order to offer browsing titles;
- Introduced a new system for ordering DVDs on Demand (similar to Books on Demand);
- Configured Electronic Data Interchange;
- Served as a liaison to the Controller's Office and the ISU Foundation Office;
- Helped prepare for a successful departmental merger between Acquisitions and Cataloging.

Other Library Positions Held

University of Notre Dame Law School Kresge Library, Notre Dame, IN **1998-2007**
Student Computing Manager, August 2000-April 2007

- Reported to the Director of Law School Technology;
- Interviewed, hired, trained, and scheduled 50 part-time assistants over 7 years;
- Acted as primary contact for questions and training in technology for more than 600 students and staff from the Law Library, School of Law, Center for Civil & Human Rights, Law Journals, and Legal Aid Clinic;
- Consulted with faculty on their use of technology in classrooms; troubleshoot faculty and staff desktops and laptops;
- Identified, evaluated, and recommended hardware and software for the Law Library;
- Coordinated with campus IT and University administration to enhance the Library's use of technology; helped the Library and Law School become the first campus unit to implement a wireless network;
- Conducted focus group assessment on students' perspectives of technology services;
- Worked with vendors to implement contracts and coordinate service for software and hardware;
- Maintained all public-access computers in the Law School including computer labs, off-campus Law Journal offices, library OPACs, public research terminals, and email kiosks; tested and deployed computer images.

Accounting Coordinator, May 1999-August 2000

- Reported to the Acquisition/Collection Development Librarian;
- Recruited, hired, and trained part-time student assistants;
- Directed Accounting Unit, with a budget of \$1.3 million;
- Analyzed problems and communicated possible solutions with vendors, publishers, and licensors;
- Monitored information industry trends;
- Issued payments; maintained financial records.

Collection Maintenance Assistant, March 1998-May 1999

- Reported to the Serials Coordinator;
- Supervised mail room operations;
- Reorganized and coordinated bindery services, including compiling and moving material for process by an outside bindery service;
- Provided stack management of serial print and reference materials.

Athens Public Library, Athens, OH

1995-1997

Library Clerk, June 1995-July 1997

- Reported to the Library Manager;
- Provided reference instruction and circulation service to a diverse population;
- Copy cataloged new materials at the main branch library;

- Led tours of the library's resources for school groups;
- Drove the library bookmobile as outreach to county;
- Implemented new procedures to preserve the collection; trained staff to comply with approved guidelines.

Urbana Free Library, Urbana, IL

1993-1995

Circulation Clerk, April 1993-May 1995

- Reported to the Head of Circulation;
- Provided frontline public services, including answering patron queries and solving complaints;
- Utilized print and online catalog systems to request materials from statewide interlibrary loan program.

PUBLICATIONS

- Gritten, T., & Comer, A. D. (2017). "Venturing across the Borders: Collaborating on a New Discovery System between Academic and Public Libraries." Paper presented at International Federation of Library Associations and Institutions World Library and Information Congress 2017, Wrocław, Poland. Satellite Meeting: Reference and Information Services and Information Technology Sections. Available at <http://library.ifla.org/1813/1/S10-2017-gritten-en.pdf>.
- Stachokas, G. A., Gritten, T. (2013). Adapting to Scarcity: Developing an Integrated Allocation Formula. *Collection Management*. 38 (1), 33-50.
- Gritten, T. (2011). Invited Guest Editorial. C&RL Readership Survey. *College and Research Libraries*, 72(5), 409-410. Available at <http://crl.acrl.org/content/72/5/409.full.pdf+html>.
- Gritten, T. (2008). Providing Community Outreach through the Nintendo Wii. *Indiana Libraries*, 27(2), 10-15.
- Gritten, T. (2008). Seniors and Students All Love Playing the Library's Wii Games. *Marketing Library Services*, 22(3), 1-3. Available at <http://www.infotoday.com/mls/may08/Gritten.shtml>.

Reviews

- Gritten, T. (2016). *Technical Services Quarterly*, 33 (3), 350-351. Reviewed Library Management in Disruptive Times, edited by Steve O'Connor. Available at <http://dx.doi.org/10.1080/07317131.2016.1169858>.
- Gritten, T. (2015). *Technical Services Quarterly*, 32 (4), 459-461. Reviewed Library Assessment in Higher Education, second edition, by Joseph R. Matthews. Available at <http://dx.doi.org/10.1080/07317131.2015.1059703>.
- Gritten, T. (2015). *Technical Services Quarterly*, 32 (2), 239-241. Reviewed Useful, Usable, Desirable: Applying User Experience Design To Your Library, by Aaron Schmidt and Amanda Etches. Available at <http://dx.doi.org/10.1080/07317131.2015.1000745>.

- Gritten, T. (2014). *Technical Services Quarterly*, 31 (3), 312-313. Reviewed eBooked!: Integrating Free Online Book Sites into Your Library Collection, by H. Anthony Bandy.
- Gritten, T. (2011). *Technical Services Quarterly*, 28 (2), 257-260. Reviewed The Complete Library Technology Planner by John M. Chon and Ann Kelsey.

GRANTS AWARDED

- Indiana State University Assessment Council. (2011). Principal investigator to fund "Usability Testing of the Library Website." \$200.
- Indiana State Library. (2010). Co-investigator, with A. Kaiser, to fund "Adaptive Technology Workspace." [After A. Kaiser's departure, became sole investigator.] \$8887. The library acquired a Braille display, a reading machine, a special monitor for people with retinal degenerative diseases, a head tracker, a multi-colored QWERTY layout with keys four times larger than normal, a voice-to text program, and software to help people who struggle with reading.
- Multi-Man Publishing. (2007). \$422 in in-kind gifts of new games to support launch of new Strategic Gaming Club.
- Rio Grande Games. (2007). \$528 in in-kind gifts of new games to support launch of new Strategic Gaming Club.

GRANTS SUBMITTED

- Ford Motor Company and Ford Motor Company Fund. (2017). "Special Collections Room - Uncovering Wayne State Treasures." \$40,000. The grant application sought to refurbish an underutilized space into an entry point for Special Collections.
- American Library Association/Verizon. (2009). Co-investigator, with C. Lunce, to fund "Financial Literacy with Board Games." \$5000. The study proposed to determine if playing economic risk games would improve money management skills.

PRESENTATIONS

- Gritten, T., & Comer, A. D. (August, 2017). "Venturing across the Borders: Collaborating on a New Discovery System between Academic and Public Libraries." International Federation of Library Associations and Institutions World Library and Information Congress 2017, Wrocław, Poland. Satellite Meeting: Reference and Information Services and Information Technology Sections.
- Gritten, T. (October, 2016). North American Labor History Conference Bernath Award Winner Presentation. Provided official welcome and introduced speaker.
- Gritten, T. (September, 2016). Provost Town Hall. Provided official welcome and introduction.
- Gritten, T. (September, 2016). Strategic Planning Boot Camp. Provided official welcome and vision.

- Gritten, T. & Van Loon, J. (August, 2016). College of Engineering New Student Orientation. Provided official welcome to the libraries.
- Gritten, T. (August, 2016). Michigan Instruction Exchange 2016, Macomb University Center, Clinton Township. Provided official welcome.
- Gritten, T. (July, 2016). Safety and Security Week, Wayne State University Libraries. Provided official kickoff.
- Ganski, K., Nesi, O., & Gritten, T. (June, 2016). "Imagineering the Framework: Implementing and Assessing Information Literacy Programs." Annual Conference of the American Library Association, Orlando, Florida. Program Chair & Moderator.
- Careaga, G., Belanger, J., Tawatao, C., Hall, T., & Gritten, T. (June, 2016). "Using Qualitative Assessment to Inform Strategic Decision Making." Annual Conference of the American Library Association, Orlando, Florida. Moderator.
- Gritten, T. (April, 2016). Michigan Notable Books, Wayne State University Libraries. Provided official welcome and introduction of speaker.
- Gritten, T., & Woodward, K. (October, 2015). "Open Access in Education: Creative Commons Licenses in Teaching and Learning." UWM Open Access Week, Milwaukee, Wisconsin.
- Gritten, T., & Woodward, K. (September, 2015). "The Cool Breeze of Education: Open Licensing and Open Pedagogy." Copyright Day, Parkside, Wisconsin. Invited presentation.
- Gritten, T. (February, 2015). "LibQUAL Analysis for UWM Libraries." University Library Committee, Milwaukee, Wisconsin.
- Gritten, T., & Woodward, K. (April, 2014). "Can I Use This and How? Fair Use and Copyrighted Materials in Online Courses." Copyright Day, Parkside, Wisconsin.
- Gritten, T. (January, 2014). "Open Access and an Institutional Repository." UWM Academic Leadership Council, Milwaukee, Wisconsin.
- Gritten, T. (January, 2014). "Open Access and Increasing Impact." University Library Committee, Milwaukee, Wisconsin.
- Gritten, T. (September, 2013). "Open Access and the College of Nursing." College of Nursing Annual Faculty Meeting, Milwaukee, Wisconsin.
- Gritten, T. (August, 2013). "Making Open Access Accessible: Engaging Staff in OA Workflows." Digital Commons Great Lakes User Group Annual Meeting, Bloomington, Illinois.
- Gritten, T., Buttler, D., & Ferullo, D. (December, 2012). "Fair Use in Your Library after Georgia State." Live webcast, Association of College & Research Libraries.
- Gritten, T. (August, 2012). "Open Access Efforts on Campus." University Library Committee, Milwaukee, Wisconsin.
- Gritten, T., Buttler, D., & Ferullo, D. (July, 2012). "Georgia State, Copyright, and Your Library." Live webcast, Association of College & Research Libraries.
- Gritten, T., Buttler, D., LeBeau, C., & Thompson, C. (June, 2012). Program Chair, "Campus Copyright Initiatives: Roles and Opportunities for Libraries." Annual Conference of the American Library Association, Anaheim, California.
- Gritten, T., & England, K. (April, 2012). "Consortium 101." Innovative Users Group Conference, Chicago, Illinois.

- Gritten, T., & Comer, A. D. (June, 2011). "All That Jazz: The Rhythms of Creating an Academic-Public Library ILS Consortium." Annual Conference of the American Library Association, New Orleans, Louisiana.
- Gritten, T., & Comer, A. D. (November, 2010). "Gneiss Libraries: Finding Consortial Partners for an ILS." Indiana Library Federation Conference, Indianapolis, Indiana. [Conference's theme was "Libraries that Rock."]
- Gritten, T., & Dowell, N. (May, 2010). "New Consortium: LCVC (Library Consortium of Vigo County)." Indiana Library Federation District 5/7 Meeting, Terre Haute, Indiana.
- Gritten, T., et al (May, 2009). "NextGen Librarian Award Winners." Southeastern Library Network (SOLINET) Membership Meeting, Atlanta, Georgia.

Non-credit Instruction

- Workshop Presenter, September, 2015. "Repositories & Scholarly Publishing." Visiting Scholars from the University of Pretoria, University of Wisconsin-Milwaukee.
- Professional Development for Graduate Interns, August, 2015. "Academic Leadership & Management." UWM Libraries, University of Wisconsin-Milwaukee.
- Workshop Presenter, March, 2015. "Open Access and Publishing your Thesis or Dissertation." Graduate School, University of Wisconsin-Milwaukee.
- Professional Development for Graduate Interns, May, 2014. "Academic Leadership & Management." UWM Libraries, University of Wisconsin-Milwaukee.
- Workshop Presenter, October, 2014. "Open Access and Publishing your Thesis or Dissertation." Graduate School, University of Wisconsin-Milwaukee.
- Workshop Presenter, December, 2012. "Copyright in the Library." University of Wisconsin-Milwaukee.
- Workshop Presenter, August, 2012. "Author's Rights: Scholarship at UWM." University of Wisconsin-Milwaukee.
- Guest Lecturer, History 300, October, 2011. "Professional Options for History Majors." Indiana State University.
- Workshop Presenter, Summer, 2010. "Copyright in the Classroom." Center for Instruction, Research, and Technology, Indiana State University.
- Guest Lecturer, Graduate Seminar in Higher Education, March, 2010. "Intellectual Property Rights, Copyright, and Today's College Students." College of Education, Indiana State University.

AWARDS

- NextGen Librarian Award for Community Involvement, Lyrasis, 2009.
- Captain William O. McLean Award, Notre Dame Law School Community Citizenship for Faculty or Staff, 2004, 2005, 2006, & 2007. Voted by each year's graduating law class.

SELECT ACADEMIC SERVICE

Wayne State University

Community Engagement Liaisons – Member, 2016-2018.

Council of Undergraduate Administrators – Member, 2016-2018.

University Libraries (Faculty) Committee – Member, 2016-2018.

Responsibility Centered Management (RCM) Budget Model Implementation Team: Incentive and Performance Methodologies Committee – Co-chair, 2017-2018.

Fair Labor Standards Act Project Committee – Member, 2016.

FLSA Change Management Subcommittee – Member, 2016.

Open Textbook Taskforce – Member, 2016.

Wayne State University Library

Academic Technology Advisory Group – Member, 2016-2018.

Dean's Library Council – Member, 2016-2018.

Diversity and Inclusion Council – Chair, 2016-2018.

Libraries Forum Executive Committee – Chair, 2016-2018.

Library Leadership Team – Chair, 2016-2018.

Reuther Library Employment Security Status, Promotion and Tenure Committee – Chair, 2016-2018.

Reuther Library Salary Committee – Chair, 2016-2018.

University Libraries Budget Advisory Committee – Member, 2016-2018.

University Libraries Employment Security Status, Promotion and Tenure Committee – Chair, 2016-2018.

University Libraries Salary Committee – Chair, 2016-2018.

Classroom Technology Task Force – Chair, 2017-2018.

Distinctive Collections Committee – Chair, 2017-2018.

Sesquicentennial Anniversary Task Force – Chair, 2017-2018.

University Libraries System Employment Security Status, Promotion and Tenure Committee – Chair, 2017-2018.

Strategic Planning Steering Committee – Chair, 2016-2017.

Susan G. Komen Detroit Race for the Cure – Team Captain, 2016.

University of Wisconsin-Milwaukee

Open Access Working Group – Member, 2012-2016.

Graduate School Enrollment Management Task Force – Member, 2015-2016.

UWM Professional Pages Working Group – Member, 2015-2016.

Successful Students Thematic Group – Member, 2013-2014.

Retention Task Force – Member, 2014.

University of Wisconsin-Milwaukee Library

Assessment Committee – Member, 2012-2016.

Development Team – Member, 2012-2016

Executive Leadership Council – Member, 2012-2016.
Online & Emerging Educational Initiatives Committee – Member, 2012-2016.
Open Access Committee – Chair, 2014-2016.
User Experiences Committee – Member, 2014-2016.
Working Group to Create a Collection Development Policy for Digital Content – Member, 2015-2016.
Alma Digital Working Group – Member, 2014-2015.
Administrative Officer for Financial and Personnel Administration Search Committee – Chair, 2015.
Shared Service Desks Task Force – Chair, 2015.
Learning Commons Advisory Committee – Member, 2012-2014.
Open Access Advocacy Committee – Chair, 2012-2014.
Council of University of Wisconsin Libraries Conference Planning Committee – Member, 2014.
Library Staff Association Executive Committee – Chair, 2014.
Research Commons Task Force – Member, 2012-2013.
Data Services Librarian Search Committee – Chair, 2013.
Library Resident Search Committee – Chair, 2013.

Indiana State University

Campus Web Editors – Member, 2007-2012.
Center for Instruction, Research, & Technology (CIRT) Advisory Committee – Member, 2007-2012.
Chairs Council – Member, 2007-2012.
Information Technology Advisory Committee – Member, 2007-2012.
Center for Instruction, Research, & Technology Faculty Liaison – 2009-2011.
Library Collection Development Task Force – Member, 2010-2011.
Digital Repository Committee – Member, 2008-2010.
University Strategic Plan Implementation Team – Member, 2009-2010.
Student Life Committee – Member, 2007-2008.
After Images (University Honors Program journal) – Journal Article Reviewer, 2008.
Digital Preservation Summit Committee – Member, 2008.
New Faculty Orientation Committee – Member, 2008.
Theodore Dreiser Distinguished Research and Creativity Award Committee – Member, 2008.
University Honors Program Advisory Committee – Member, 2008.

Indiana State University Library

Dean's Advisory Council – Member, 2007-2012.
Library Collection Development Committee – Member, 2007-2012.
Technology Committee – Member, 2007-2012; Chair, 2011-2012.
Web Committee – Chair, 2008-2012.
Library Faculty Affairs Committee – Member, 2008-09, Ex-officio, 2010-2012.
Building Committee – Member, 2010-2012.

Library Academic Affairs Committee – Ex-officio, 2010-2012.
Library Consortium of Vigo County Directors Committee – Member, 2010-2012.
Library Extravaganza Committee – Member, 2007, 2010, 2011.
Reel Big Library Video Contest Committee – Chair, 2008-2010, Member, 2010-2011.
LibQUAL – Member, 2011.
Patron Behavior Task Force – Member, 2011.
Strategic Gaming Club – Chair, 2007-2010.
Homecoming Committee – Member, 2010.
Moroccan Delegation Task Force – Member, 2010.
Strategic Planning Committee – Member, 2007-2009.

Indiana State University Library Search Committees

Emerging Technology Librarian – Ex officio, 2011-2012.
Chair of Circulation – Member, 2011.
Electronic Resources, Data Services Associate – Member, 2011.
Metadata Librarian – Member, 2011.
Circulation Personnel (3 positions) – Member, 2010-2011.
Writing Center Coordinator – Member, 2010-2011.
Chair of Reference – Member, 2010.
Education Librarian – Chair, 2007-2008.

SELECT PROFESSIONAL SERVICE

Library Leadership and Management Association Assessment Community of Practice
Organizational Practices Committee—Member, 2016-present.

Library Leadership and Management Association Mentor – mentored a librarian from the University of Nebraska-Omaha, 2014-2015; mentored a librarian from Pace University, 2015-2016; mentored a librarian from Colorado Mesa University, 2016-2017; mentored a librarian from Scottsdale Community College, 2016-2017; mentored a librarian from Colorado University-Denver, 2017-present.

Library Leadership and Management Association, Library Organization and Management Community of Practice, Co-chair, 2017-present.

Library Leadership and Management Association, Library Organization and Management Community of Practice, Practical and Applied Management Committee—Member, 2017-present; Co-chair, 2017-present.

Library Leadership and Management Association, Library Organization and Management Section, Planning & Evaluation of Library Services Committee—Member, 2013-2017; Co-chair, 2015-2017.

Library Leadership and Management Association, Measurement, Assessment, and Evaluation Section, Using Measurement Data for Library Planning, Assessment, and Communication Committee—Member, 2013-2016.

Digital Commons Open Educational Resources Interest Group—Member, 2015-2016.

Indiana University-Purdue University Indianapolis – reviewed librarian's portfolio for tenure, 2014.

American College and Research Libraries 2013 Conference Roundtable Discussions Committee – Co-chair, 2011-2013.

American College and Research Libraries Copyright Committee – Member, 2009-2012; Vice Chair, 2010-2011; Chair, 2011-2012.

American College and Research Libraries Publications Coordinating Committee – Member, 2007-2011; Chair, 2009-2011.

American College and Research Libraries CHOICE Editorial Board – Ex-officio, July 1, 2009 – June 30, 2011.

American College and Research Libraries C&RL Editorial Board – Ex-officio, July 1, 2009 – June 30, 2011.

SELECT COMMUNITY AND OUTREACH SERVICE

Westminster Retirement Village Wii Program, Indiana State University. Organizer and coordinator of gaming outreach to seniors, 2007–2012.

Battle of the Books, South Bend Community School Corporation. Emcee for competition among teams of middle school students, 2008-2012.

Osher Lifelong Learning, Indiana State University. Facilitator of board game events, 2008.

PROFESSIONAL MEMBERSHIPS

American College and Research Libraries.

American Library Association.

Library Leadership and Management Association.

EDUCATION

- Master of Library Science, Indiana University, 2003.
- Bachelor of Arts, Anthropology, University of Illinois at Urbana-Champaign, 1992.
- Bachelor of Arts, Classics, University of Illinois at Urbana-Champaign, 1992.
- Bachelor of Arts, History, University of Illinois at Urbana-Champaign, 1992.
- Statement of Accomplishment, "Copyright for Educators & Librarians," Coursera MOOC (August, 2014).
- Bepress Repository Manager Certification, Berkeley, CA. (October, 2013).
- Certificate in Copyright Management and Leadership, Center for Intellectual Property, University of Maryland University College. (October, 2008 - June, 2009).
- Harvard Leadership Institute, American College and Research Libraries, Cambridge, MA. (August, 2008).
- "Current Copyright Issues Facing Academic Librarians," American College and Research Libraries. (July - August, 2007).