

KELLY A. MCCUSKER

she/her/hers

EDUCATION

Master of Public Administration (MPA), *University of Colorado Denver*, Denver, CO, 2020

Master of Science in Library and Information Science (MSLIS), *University of Illinois Urbana-Champaign*, Urbana, IL, 2007

Bachelor of Education (BEd) in Primary Education, *York University*, Toronto, ON, 2006

Bachelor of Arts (BA) in East Asian Languages and Cultures, *University of Illinois Urbana-Champaign*, Urbana, IL, 2001

EXPERIENCE

Auraria Library (University of Colorado Denver)

Collection Development Program Lead Librarian, August 2022 – present

- Led the coordination of, decision-making, and communication about the cancellation of \$508,000 of resources, 13.9% of the learning materials budget. Organized the collection of usage and cost statistics, analyzed resources for diverse content, reviewed vendor ethics' profiles, and gathered feedback from almost 400 users on potential cancellations. Developed a comprehensive communication plan to ensure internal and external users were aware of the process and final decisions.
- Manage and prioritize collection development work and projects, including supervising four full-time faculty, one of whom supervises two student employees.
- Team lead of the Learning Materials Budget Team (LMBT), a team of six members comprised of representatives from four departments in the library. Directs discussions and votes on resources renewals, cancellations, and subscriptions and communicates about issues that potentially may affect the learning materials budget.
- Designed and implemented a survey to assess the perspectives of students, faculty, and staff on the library's collections and access to the collections.
- Lead the review of old resources and purchasing of new resources to support diversity, equity, and inclusion in our collections to represent views and perspectives of the campus community. This has included advocating for the purchases of ethnic studies databases; allocating funds to purchase older books related to ethnic studies, gender studies, and social justice in ebook format; and supporting the review of books with outdated language.
- Develop and lead the process for creating new collection development guidelines. This included reviewing other libraries' guidelines; assessing new guidelines with a diversity, equity, and inclusion rubric; and soliciting feedback from different groups in the library.
- Created critical documentation to help new and current employees become successful in taking on new roles or responsibilities. These include a collection development manual outlining expectations and projects, comprehensive onboarding plan for new collection development librarians, training and expectations document for new student employee supervisors, and collection development vision and priorities.
- Manage the development of consistent methods for building collections to help internal and external users understand how we select materials and decide to cancel or weed resources.
- Coordinate weeding projects of print and online resources to ensure the collection comprises the most relevant materials.

- Lead the promotion of library collections through online and physical displays, news articles, communication, and collaboration with groups on campus including Staff Picks, New Books, and Featured Databases news articles.
- Review and select materials for Business, Criminal Justice, Education, Library Science, Psychology, Public Administration, Social Work, and general resources.

Scholarly Communication & Collection Development Program Lead, December 2020 – July 2022
Researcher Support Librarian, August 2014 – November 2020

- As Lead managed the work of the scholarly communication and collection development group, which comprised of four faculty. Supervised 2-3 faculty directly.
- As Lead, led scholarly communication and collection development projects which involved assigning tasks and deadlines for projects; coordinating with heads and members of other library departments; developing and supporting new initiatives; and promoting resources, services, and knowledge both internally and externally.
- Directed the development, promotion, and teaching of research workshops, including data management, EndNote, poster design, impact factor, copyright, and others. Entailed coordinating groups to create learning outcomes, lesson plans, handouts, presentation slides, online guides, and supplementary learning materials. Workshops help faculty, staff, and students develop new research skills to support their teaching, learning, and research.
- Managed LibGuides, an online research guides platform, for the entire library by organizing guide analysis, updates, and revisions. Created LibGuides Standards to ensure guides meet basic accessibility and quality.
- Reviewed and selected materials for social science and humanities collections.
- Provided research assistance in-person, over the phone, via email, and via chat.
- Designed and taught information literacy sessions face-to-face and online with unique student learning outcomes relevant to course requirements to help students become better researchers.
- Managed and coached student assistants including selection, training, mentoring, project development, and performance management.
- Led the development, delivery, and analysis of a survey to assess research needs of faculty and graduate students. Results helped develop research workshops and create new positions based on campus needs.
- Coordinator for the federal and Colorado state document collections including overseeing the processing of new materials and withdrawal of older material, collecting and analyzing usage data of government materials, and coordinating with other depository libraries in Colorado.

University of Illinois Urbana Champaign Library

Behavioral Sciences Librarian / Assistant Professor, October 2012 – July 2014

Geography Services & Sociology Specialist, September 2011 – October 2012

- Designed and taught information literacy sessions to undergraduate and graduate students with content specific to social science course requirements.
- Created online research guides for specialized subjects or classes to support student learning.
- Trained staff on subject resources, online tools, and citation management software.
- Managed the *Psychology*, *Social Work*, and *Sociology* book budget and collections.
- Redesigned website for the School Collection, a heavily trafficked website assisting education students with help in finding and using children's literature. Redesign complemented the way users seek and use children's literature in their course projects and teaching.
- Directed web graduate assistant including developing and prioritizing projects for website redesigns, updates, and usage analysis.
- Managed the Test Collection, a special collection of over 8,500 psychological and education tests with restrictive usage policies, including creating and implementing policies and test

- cataloging.
- Surveyed distance student and faculty about their uses of library services and resources to inform the library of services needed by these users.
- Conducted survey and usability studies to assess usability of the social sciences library website.

SpencerStuart

Information Specialist, February 2008 – December 2010

- Collaborated with international consultants on business development projects.
- Synchronized current research and prepared reports about biographical, company, industry, cultural, and regional data to assist consultants with decision-making on candidates.
- Evaluated and recommended products for purchase or renewal.
- Created and updated resource listings on a variety of topics to keep the firm up to date.

Shiroi City Board of Education, JET Programme

English Teacher, July 2002 – July 2005

- Team-taught English as a Second Language (ESL) classes at junior high schools.
- Designed and implemented ESL classes in elementary schools.
- Planned and taught ESL course curriculum for adult community courses.
- Designed extensive file of ESL class ideas and activities by grade and language ability, which helped future ESL teachers design class curriculum.

GRANTS & AWARDS

- Colorado Department of Education, State Grant to Libraries, 2023 (\$13,599 for library collections)
- University of Colorado Denver, Inclusive Excellence Grant for Events, Conferences and Professional Development, 2024 (\$2,500 to attend the IDEAL Conference)
- University of Colorado Denver, Auraria Library Faculty Excellence in Leadership and Service Award, 2024
- Colorado Department of Education, State Grant to Libraries, 2023 (\$13,887 for library collections)
- University of Colorado Denver, Auraria Library Faculty Excellence in Leadership and Service Award, 2021
- University of Colorado Denver, Faculty Excellence Award in Librarianship, 2017
- University of Illinois Urbana-Champaign, Scholar's Travel Award, 2014 (\$1,350)
- University of Illinois Urbana-Champaign, University Library, Research & Publications Committee Award, 2014 (\$50)
- University of Illinois Urbana-Champaign, University Library, Research & Publications Committee Award, 2013 (\$300)
- University of Illinois Urbana-Champaign, Graduate School of Library and Information Science, Faculty Special Award of Merit, 2008

PUBLISHED WORKS

McCusker, K. & Vandagriff, S. (2022). SCIG: University of Colorado Libraries' Scholarly Communication Interest Group. *College & Research Libraries News*, 83 (11).

<https://doi.org/10.5860/crln.83.11.491>

Ostendorf, D., Cantrell, M., Thomson, J., Glazier, R., Vandagriff, S., **McCusker, K.**, Browning, S. and

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DiVittorio, K. (2020), *CU Faculty Voices: CU system libraries support open access*. CU Connections, April 23, 2020. <https://connections.cu.edu/stories/cu-faculty-voices-cu-system-libraries-support-open-access>

O'Brien, N. P., Allen, M. P., Burnette, P., Ingold, C., **McCusker, K.**, & Sheehan, B. (2015). Merging the social and health sciences step by step. In S. Holder and A. Butler Lannon, *Difficult decisions: closing and merging academic libraries* (pp. 49-71). Chicago, IL: Association of College & Research Libraries.

PRESENTATIONS & POSTERS

K. McCusker & G. Johnson (2023). Oh, you reorged? How was it?. Community Chat at Association of College & Research Libraries Conference. Pittsburgh, PA, March 15-18.

K. McCusker (2018). No Data Librarian? No Problem!. Poster at IASSIST Conference. Montreal, Quebec, Canada, May 29-June 1.

K. McCusker (2018). Supporting Research Workshops Through LibGuides. Presentation at SpringShare Booth at American Library Association Midwinter. Denver, Colorado, February 9-12.

K. McCusker (2014). Use of and Attitudes about the Library from Afar: Distance Students and Instructors. Presentation at Qualitative and Quantitative Methods in Libraries (QQML). Istanbul, Turkey, May 27-30.

K. McCusker (2007) Effectiveness of different methodologies to transfer cultural heritage preservation information. Poster presented at annual BOBCATSSS Symposium. Prague, Czech Republic, January 29-31.

K. McCusker, D.F. Ruggles, and H. Silverman (2006) Collaborative for Cultural Heritage and Museum Practices. Poster presented at Katrina; After the Storm Summit. Urbana, IL, September 28.

PROFESSIONAL MEMBERSHIPS

- Core (a division of ALA), 2016 – present
- Association of College and Research Libraries (ACRL), 2011 – present
- Colorado Association of Libraries (CAL), 2014 – 2018, 2023 – 2024
- American Library Association (ALA), 2010 – present
- Reference and User Services Association (RUSA), 2011 – 2023

SERVICE

National

- Member, Research and Scholarly Environment Committee, ACRL, 2021 – present
- Member-at-Large, Board of Directors, RUSA, 2020 – 2023 (elected)
- Member, Reference Services Section (RSS) Board, RUSA, 2020 – 2023 (elected)
- Member, Education & Professional Development Committee, RSS, RUSA, 2018 – 2021
- Member, Management of Reference Committee, RSS, RUSA, 2016 – 2018
- Chair, Research Committee, Distance Learning Section, ACRL 2015 – 2016
- Member, Research Committee, Distance Learning Section, ACRL, 2014 – 2015

- Chair, Mentoring Program Committee, Instruction Section, ACRL, 2014 – 2015
- Member, Mentoring Program Committee, Instruction Section, ACRL, 2012 – 2014
- Member, Communication & Teaching at the Point of Need Committee, RSS, RUSA, 2012 – 2014

Colorado

- Member, University of Colorado (CU) Libraries Summit Planning Committee, 2023 – 2024
- Member, Colorado Libraries Electronic Resources Team (CLERT), 2021 – present
- Member, Shared Collection Development Committee, Colorado Alliance of Research Libraries, 2020 – present
- Member, Scholarly Communication Interest Group, University of Colorado Libraries, 2019 – 2022
- Member, Colorado Government Publications Interest Group (GoPIG), 2015 – 2024

University of Colorado Denver

- Member, Budget Allocation Review Project Steering Committee, 2024 – present
- Secretary, Faculty Budget Priorities Committee, 2022 – present
- Member, Faculty Budget Priorities Committee, 2020 – present
- Member, Center for Faculty Development & Advancement Advisory Board, 2020 – 2021
- Member, Faculty Assembly, 2016 – 2020
- Member, Outcomes Assessment Committee, 2015 – 2016

Auraria Library

- Chair, Faculty State of Shared Governance Task Force, 2024 – present
- Chair, Teaching & Learning Librarian Search Committee (cohort hire), 2024
- Member, Organizing Faculty Files Task Force, 2024
- Secretary, Faculty Search, Interview, Selection & Hiring Task Force, 2023 – 2024
- Chair, Budget & Finance Manager Search Committee, 2023
- Chair, Leadership and Service Evaluation Committee, 2021 – 2023
- Chair, Collections Assessment and Interlibrary Loan Specialist Search Committee, 2021
- Member, Auraria Library Faculty Performance Evaluation Review Task Force, 2021
- Member, Assessment Committee, 2020 – 2022
- Member, IT & Web Services Department Head Search Committee, 2020 – 2021
- Member, Marketing and Communications (MarCom) Committee, 2020 – 2021
- Secretary, Leadership and Service Evaluation Committee, 2020 – 2021
- Member, Leadership and Service Evaluation Committee, 2020 – 2024
- Member, Educational Resources Committee, 2020 – 2023
- Member, Auraria Library Training, Mentorship, & Recognition Committee, 2019 – 2020
- Chair, Faculty Personnel Committee, 2018 – 2019
- Chair, User Experience Committee, 2018 – 2019
- Member, Faculty Personnel Committee, 2017 – 2019
- Secretary, Auraria Library Faculty, 2017 – 2018
- Chair, Faculty Research Funds Subcommittee, 2016 – 2018
- Member, Knowledge Management Task Force, 2015 – 2020
- Member, User Experience Committee, 2015 – 2019
- Member, Shared Leadership Team, 2015 – 2017

University of Illinois at Urbana-Champaign Library

- Member, Library Assessment Committee, 2013 – 2014
- Member, Staff Development and Training Advisory Committee, 2013 – 2014
- Member, User Services Advisory Committee, 2012 – 2014

SELECT PROFESSIONAL DEVELOPMENT

- Inclusion, Diversity, Equity, and Accessibility in Libraries & Archives (IDEAL) Conference, 2024
- The Conference on Academic Library Management (CALM), 2024
- Recruiting and Retaining Librarians from Underrepresented Minoritized Groups, Library Juice Academy, 2024
- Core Forum, 2023
- The Conference on Academic Library Management (CALM), 2023
- Association of College and Research Libraries (ACRL) Conference, 2023
- Managing Remotely, University of Colorado Denver, 2020
- DiSC Training, University of Colorado Denver, 2018
- Crucial Conversations, University of Colorado Denver, 2015
- ACRL Immersion Program: Practical Management Track, Association of College & Research Libraries, 2015
- Supervisory Training Institute, University of Illinois at Urbana-Champaign Library, 2014
- ACRL Immersion Program: Teacher Track, Association of College & Research Libraries, 2013

OTHER PROFESSIONAL ACTIVITIES

Roundtable Facilitator. *University of Colorado (CU) Libraries Summit*. Hiring and Onboarding roundtable, July 9, 2024.

Mentor. *Colorado Libraries Association Leadership Institute (CALLI)*. Colorado Libraries Association, 2022 – 2023.

Reviewer. *Community College of Denver Student Scholarships*. Community College of Denver, Summer 2021.

Mentor. *Colorado Academic Libraries Association (CoALA) Mentorship Program*. Colorado Academic Libraries Association, 2020.

Panelist. *School of Information Sciences Alumni Panel*. University of Illinois at Urbana-Champaign School of Information Sciences, September 11, 2020.

Reviewer. *Community College of Denver Student Scholarships*. Community College of Denver, Summer 2020.

Reviewer. *Resources for Collection Libraries: Sociology Bibliography*. CHOICE/Association of College & Research Libraries, Summer 2019.

Roundtable Facilitator. *University of Colorado (CU) Libraries Summit*. Digital Repository and Reference Consultations roundtables, August 7, 2019.

Mentor. *University of Colorado Denver (CU Denver) Center for Faculty Development*. Faculty Mentoring Program, 2016 – 2017

Reviewer. *Resources for College Libraries: Human Services Bibliography*. CHOICE/Association of College & Research Libraries, Fall 2015.

Panelist. *Women in Research Panel*. University of Colorado Denver Women's Research Center and Experiential Learning Center, September 29, 2015.