

Vickery Lebbin is the interim Associate University Librarian for Planning, Administration, and Personnel at the University of Hawai'i at Mānoa Hamilton Library. She has filled the interim senior leader role for over six years and served as a social sciences librarian for twenty years with faculty management appointments as Department Chair and Public Services Division Head. She has an ALA-accredited Master of Information and Library Studies from the University of Michigan and a Master of Arts in Communication (specializing in organizational and intercultural communication) from the University of Hawai'i at Mānoa.

Ms. Lebbin has a record of success in leading and managing organizational change. As interim Associate University Librarian, she oversaw completion of a 2020 library reorganization and collaborated on the permanent relocation of collections, operations, and personnel from a second building to the main library. This past year, Ms. Lebbin helped lead the library through strategic planning resulting in an updated mission and vision plus a new set of values and strategic goals. Additionally, she has formal training in managing change through attendance at the 2022 Leading Change Institute jointly sponsored by the Council on Library and Information Resources and EDUCAUSE.

Ms. Lebbin's knowledge of best practices and current trends in library management and organizational development are informed not only through her practical on-the-job experience but participation in the inaugural 2023 cohort of the Association of Research Libraries Intensive Learning Program. This competitive, eight-month senior management program included discussions with over 30 library leaders, individual coaching sessions, and focused readings. She is Hamilton Library's representative to the Greater Western Library Alliance (GWLA) Collections Committee charged with collaborative acquisition and is serving a two-year appointment on the GWLA Vendor Negotiations Advisory Subcommittee. This past year, Ms. Lebbin participated in the site selection and management of the 2024 GWLA Joint Meeting in Honolulu.

Ms. Lebbin has experience working at institutions where librarians have faculty status. At both Florida International University and the University of Hawai'i at Mānoa she participated in shared governance through faculty senate appointments. She understands the contributions librarians provide to the academic curriculum through her experience with information literacy instruction, collection development, and service with the University of Hawai'i at Mānoa General Education Program. She is familiar with the tenure and promotion process for librarian faculty through participation as a faculty member and management as interim Associate University Librarian. She has experience and a historical understanding with various librarian faculty issues including classification, workload equivalencies, overload, special salary adjustments, periodic reviews, sabbaticals, and recruitment.

Ms. Lebbin has experience working in a unionized environment. As a faculty member, she served on the University of Hawai'i Professional Assembly (UHPA) board. As interim Associate University Librarian, she has consulted with UHPA and the Hawai'i Government Employees Association (HGEA) on numerous issues and is familiar with their collective bargaining contracts. Her professional career has included participation in grievances, unit clarifications, arbitrations, mediations, investigations, and legal challenges resulting from discrimination, retaliation, whistleblowing, and workplace violence. She has been on all sides: defendant, respondent, witness, and investigator. Ms. Lebbin describes these as difficult, emotional, and time-consuming experiences that can involve lawyers, judges, and labor boards, but also as profoundly meaningful and memorable events that have contributed to her knowledge base and have made her a more organized, logical, perseverant, and empathetic leader.

Ms. Lebbin's publication record includes trade and scholarly articles, conference proceedings, book chapters, and a monographic anthology. As a social sciences librarian, Ms. Lebbin focused on information literacy for which she was recognized with the Innovation Award (Instruction Section of the Association of College and Research Libraries) and Chancellor's Citation for Meritorious Teaching. She is a 26-year continuous member of the American Library Association and the Association of College and Research Libraries.