



# Vickery Lebbin

## EDUCATION

- Master of Arts** Communication (University of Hawai'i at Mānoa, 1997)
- Master** Information and Library Studies (University of Michigan, 1992)
- Bachelor of Science** Film & Video (Grand Valley State University, 1991)

## PROFESSIONAL POSITIONS

### University of Hawai'i at Mānoa - Honolulu, Hawai'i

**Associate University Librarian**  
**Interim**  
 Oct 2017–Present

Oversee the Office of Planning, Administration & Personnel responsible for the library's fiscal, human resources, and facility operations. Provide leadership in program evaluation; budget formulation; and staffing for a research library with approximately 120 employees and a \$18.5 million budget in general and special funds.

**Accomplishments:**

- Assisted in managing library strategic planning with the University Librarian and external consultants resulting in an actionable plan with a mission, vision, values, and goals.
- Oversaw successful completion of a library reorganization requiring formal consultation with unions and senates.
- Collaborated with library and campus staff on the permanent relocation of collections, operations, and personnel from the library's second building to the main library.
- Established a librarian faculty workload policy approved by campus administration and the faculty union.
- Supervised an essential revision to librarian faculty recruitment guidelines and transition of librarian faculty tenure, promotion, and contract renewal processes to electronic format.
- Facilitated creation of a library security camera policy and needed updates to the library's emergency handbook.
- Coordinated numerous furniture purchases for public spaces and classrooms in accordance with university procurement procedures and in consultation with library staff.
- Managed a system-wide initiative to eliminate standard book overdue fines for all University of Hawai'i campus libraries that required a formal proposal for presidential approval.
- Instituted an annual collection budget allocation planning process through the library committee tasked with this responsibility.

**Division Head** Coordinated planning for the Public Services Division consisting of eight departments with approximately 64 employees. Advised the University Librarian on user services and related policy issues. An appointed role in addition to serving full-time as a Social Science Librarian.  
Aug 2014–Oct 2017

- Accomplishments:**
- Instituted division-wide recording of presentation and instruction data to improve external reporting.
  - Advanced division-wide use of tracking software for reference transactions with documentation defining fields and tags.
  - Established division email distribution list and practice of sharing notes from semi-monthly management meetings to improve transparency.
  - Oversaw creation of the Public Services Group function statement outlining the purpose and responsibilities of this committee composed of the eight department chairs within the division.
  - Managed formation of the library's Reference Policy articulating the philosophy, scope, and priorities of reference service.

**Social Sciences Librarian** Provided reference, collection development, and instruction services for social sciences and humanities disciplines. Served as the primary selector and liaison for assigned academic departments, colleges and schools.  
Jan 1998–Oct 2017

- Accomplishments:**
- Partnered to establish the Library Essentials program of workshops for English Composition 100 sections. Designed to help instructors address the campus general education information literacy requirement, the program is the primary mode of library skill instruction for first-year students. Received the *Chancellor's Citation for Meritorious Teaching* award in part for my work developing this program.
  - Co-designed and taught Libraries, Scholarship and Technology 100, a three-credit, writing intensive course on library research. The course was offered as a learning community with English Composition 100 and won the *Innovation in Instruction* award from the Instruction Section of the Association of College & Research Libraries.

**Department Chair** Coordinated department activities. Reviewed staff, prepared budget requests, and managed assigned fiscal and human resources. An appointed role in addition to serving full-time as a Social Sciences Librarian.  
Jan 2007–July 2009

- Accomplishments:**
- Participated in relocation of campus computer lab to department's public service space.
  - Coordinate weeding projects of back run print journals and duplicate monograph titles.
  - Expanded the department's first year information literacy program from a single workshop to a menu of options.

- Resource Development Librarian** Directed serials and acquisitions operations. Oversaw a \$500 thousand serials budget and \$300 thousand monograph budget. Supervised four full-time staff and numerous student assistants.  
Aug 1993–Mar 1996
- Accomplishments:**
- Oversaw transition to new serial subscription vendor and migration to new serials check-in system.
  - Automated serials and monograph accounting procedures.
  - Managed project to assign subject specific fund codes to individual serials titles for enhanced allocation and expenditure reporting.
- Reference / Acquisition Librarian** Performed reference and instruction services in all subject areas. Managed book acquisition operations. Supervised students and library operations on evenings and weekends.  
Jan 1993–July 1993
- Florida International University - North Miami, Florida**
- Grand Rapids Community College - Grand Rapids, Michigan**

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## SERVICE (MANAGEMENT)

- Budget Allocation Group** The Associate University Librarian chairs this group responsible for recommending collection budget allocations to the University Librarian. This includes annually preparing a library collections planning budget in consultation with librarian selectors.  
2017–present
- Space Planning Coordinating Committee** The Associate University Librarian chairs this committee that coordinates space planning and makes recommendations to the University Librarian on the allocation of space for personnel, collections, and the public.  
2019–present
- University Librarian Advisory Group** The Associate University Librarian is a member of this group that advises the University Librarian on the planning and direction of library operations and services. Other members include division heads, department chairs, and representatives from the faculty and staff senates. This group was formed in 2021 merging two separate management committees which I served on from 2014–2021 both as Public Services Division Head and Associate University Librarian.  
2021–present
- University of Hawai'i Library Council** The Associate University Librarian is a non-voting member of this council consisting of the lead managers from each of the University of Hawai'i campus libraries. The group is responsible for establishing uniform policies to improve and expand services and resources offered by the system libraries.  
2017–present
- Library Strategic Planning Committee** Charged with revising the library's mission, vision, and values statements; and facilitating strategic directions to align with campus goals and priorities along with efforts related to rethinking the building.  
2021–present

<b>Associate Deans Meetings</b> 2021–present	Monthly meetings of associate deans with the Office of the Vice Provost for Academic Excellence.
<b>Academic Excellence and Student Success Committee</b> 2023–present	Advisory to three vice provost offices on academic policies, procedures, standards, and actions students encounter during their academic journeys at the university.
<b>UHM Workload Equivalency Framework Working Group</b> 2023	Committee tasked with developing principles and parameters for workload equivalencies at UH Mānoa that conform to Regents Policies, Executive Policies and the faculty Collective Bargaining Agreement.
<b>Re-visioning Hamilton Library Committee</b> 2021–2022	Established to define the future of the Hamilton Library building in the context of the campus strategic plan and the Board of Regents approved Mānoa Campus Framework.
<b>Investigator Workplace Non-Violence</b> 2018–2022	Served as a fact finder (investigator) on campus workplace violence investigations. Responsibilities include conducting interviews with complainants, respondents, and witnesses; collecting documentation; and compiling a report for the decision maker. I have worked on four investigations.
<b>Consultation and Reporting Taskforce</b> 2020–2021	Served as chair of this group responsible for developing guidelines on consultation and reporting for library taskforces and working groups in order to provide consistency and reduce potential bias.

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## SERVICE (FACULTY: PERSONNEL, GOVERNANCE & LABOR)

<b>Hiring Committees</b> 2000–2017	Participated on nine screening committees (seven librarians and two academic support specialists) internal and external to UH-Mānoa Library.
<b>Personnel Committees</b> 2006–2016	Served on thirteen tenure, promotion, and contract renewal cases internal and external to UH-Mānoa Library. Performed periodic (5 year) reviews for tenured librarian and research faculty.
<b>External Reviewer</b> 2005–2016	Functioned as an external reviewer for five tenure and promotion cases of faculty librarians external to the University of Hawai‘i.
<b>Library Faculty Senate</b> 1998–2009	Elected as chairperson two terms, 2001–2003 and 2007–2009. Served as chair of the Senate’s Staff Development Committee from 1998–1999, funding 18 training grants and sponsoring 34 in-house training activities.
<b>University of Hawai‘i Professional Assembly</b> 2006–2009	The exclusive bargaining representative (union) of the University of Hawai‘i faculty. Elected by UH-Mānoa faculty as an at-large member to the Board of Directors from 2008–2009. Elected by librarian faculty as the library representative from 2006–2008 which included serving on the Library Faculty Senate Executive Board.

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## SERVICE (FACULTY: CURRICULUM & INSTRUCTION)

**General Education Program**  
2011–2017

Composed of several faculty boards responsible for overseeing undergraduate courses with general education designations. **Foundation Board** (2014–2017): Responsible for defining hallmarks and student learning outcomes, reviewing courses with foundation designation, evaluating student transfer requests, and recommending policies and procedures. During my service, the Board oversaw conversion of the symbolic reasoning designation to quantitative reasoning. I served as chair for the 2016–2017 academic year. **Contemporary Ethnical Issues Focus Board** (2011–2014): Participated in the review of over 200 proposals and delivery of several education workshops. I served as chair for the 2013–2014 academic year. **Information Literacy Working Group** (2014): An ad-hoc group charged with reviewing how information literacy is taught across the undergraduate curriculum. In addition to contributing to the final report, I co-designed a poster for the *UHM Assessment for Curricular Improvement Poster Exhibit* on the findings.

**Institutional Learning Objectives Implementation Committee**  
2012–2017

Charged with devising an implementation strategy and recommendations for UH-Mānoa’s undergraduate institutional learning objectives.

**University of Hawai’i Libraries Information Literacy Committee**  
2015–2019, 2005–2006, 2003

Established to promote system-wide information literacy initiatives and communication. I was a pioneering member of this group and served as the first chair. I served as chair again from 2016–2017 and was instrumental in creation of the *Hawai’i Information Literacy Summit*, a one-day forum that brings together approximately 100 academic, school, and public librarians throughout the state to discuss information literacy issues. I assisted in organizing this event from 2017–2019

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## PROFESSIONAL Associations & Consortiums

**Association of Research Libraries**

**Research and Analytics Committee** (2021–2023): Advises the Association on its priorities regarding data and analytics, assessment, and evidenced-based decision-making in support of research libraries.

**Intensive Learning Program** (2023): Applied and selected for the inaugural cohort of this professional development program for senior leaders that strengthens thinking and decision-making skills.

**Greater Western Library Alliance**

**Collections Committee** (2018–present): Identifies, evaluates, plans, implements, and assesses ongoing activities and/or one-time projects in which GWLA members can collaborate and leverage collective action to build sustainable collections and advance scholarly communication. Serve as the UH-Mānoa representative. **Vendor Negotiations Advisory**

**Subcommittee** (2022–present): Advises on vendor negotiations, contract renewals, products, and issues of concern. **2024 Joint Meeting Planning Team** (2023–present): Assisting in site selection and local logistics.

**Council on Library and Information Resources / EDUCAUSE**

**Leading Change Institute** (2022): Applied and selected for this professional development program for higher education leaders who are interested in working collaboratively to promote and initiate change on critical issues affecting the academy.

**Association of College & Research Libraries Education and Behavioral Sciences Section**

**E-Resources in Communication Studies Committee** (2006–2008): Responsible for evaluating and encouraging improvement of electronic resources for communication studies; and updating and enhancing the *Library Resources for Communication Studies* wiki. **Communication Studies Committee** (2002–2006): One of five librarians nationally selected to serve as an initial member on this committee responsible for identifying best practices and resources useful to librarians who service the communication disciplines. A major project of the committee was the design and creation of the *Library Resources for Communication Studies* wiki.

**Association of College & Research Libraries Instruction Section**

**2005 Program Planning** (2003–2005): Responsible for planning and execution of the 2005 Instruction Section program at the American Library Association Annual conference. **Management of Instructional Services Committee** (1999–2003): Identified issues relating to the management of instruction services and encouraged improvement in the evaluation of instruction services.

**Association of College & Research Libraries**

**Immersion Program** (1999): Applied and selected for the inaugural cohort of this intensive program on information literacy training and education.

**Hawai'i Library Association**

**Annual Conference Committee** (1999–2014): Site selection, contract negotiation, accounting, banquet supervision, conference material design and production, speaker travel coordination, fund raising, and exhibit management. **President** (2001–2002): Coordinated and oversaw revisions to the bylaws, constitution, and handbook; enhancements to the website; development of new association logo; implementation of a student internship; and creation of professional development activities through monthly programming, a spring meeting, and an annual conference. **Spring Meeting Committee** (2000–2002): Oversaw banquet activities, assisted with speaker selection, advertising, travel coordination and budgeting. **Newsletter Editor** (1999–2002): coeditor for nine issues (12 pages each) selected topics, sought contributions, wrote stories, designed layout, and prepared final copy for printing and mailing.

**LOEX-of-the-West Conference Committee (2004–2006):** Prepared a winning proposal to host this national event held biennially for instruction librarians. Co-chaired the 2006 conference of approximately 200 attendees, including site selection, contract negotiation, accounting, banquet supervision, conference material design and production, travel coordination, programming, and fund raising.

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## PUBLICATIONS

**BOOK** Co-Author: *Teaching Information Literacy through Short Stories*. Rowman & Littlefield, 2016.

**BOOK CHAPTERS** Author: "Tackling a Reorganization as an Interim Administrator." *Interim Leadership in Libraries: Building Relationships, Making Decisions, and Moving On*, edited by Jennifer E. Knievel and Leslie J. Reynolds, College & Research Libraries, 2022, pp.107-122.

Co-Author: "Ways of Knowing: Integrating Folklore Studies, Composition and Information Literacy through a Learning Community." *Teaching Literary Research: Challenges in a Changing Environment*, edited by Kathleen A. Johnson and Steven R. Harris, College & Research Libraries, 2009, pp.283-303.

Co-Author: "The Changing Face of Library Education." *The Bowker Annual: Library and Book Trade Almanac*, edited by Dave Bogart, R.R. Bowker, 1998, pp. 415-418.

**PEER REVIEWED ARTICLES** Co-Author: "Learning Information Literacy through Drawing." *Reference Services Review*, vol.43, no.1, 2015, pp. 45-67.

Co-Author: "Perception and Use of PowerPoint at Library Instruction Conferences." *Reference & User Services Quarterly*, vol. 48, no. 4, 2009, pp. 352-361.

Co-Author: "Ike Loa: A List of Influential Books Shaping the Instruction Librarian's Teaching and Learning Philosophy." *Reference Services Review*, vol. 34, no. 4, 2006, pp. 607-643.

Author: "Student Perceptions on the Long-Range Value of Information Literacy Instruction through a Learning Community." *Research Strategies*, vol. 20, no. 3, 2005, pp. 204-218.

Co-Author: "Teaching Information Literacy Using the Short Story." *Reference Services Review*, vol. 32, no.4, 2004, pp. 381-385.

Co-Author: Evaluating Title Coverage of Full-Text Periodical Databases.” *Journal of Academic Librarianship*, vol. 25, no.6, 1999, pp. 473-478.

**TRADE ARTICLES** Co-Author: “Using Drawing and Short Stories to Teach Information Literacy.” *School Library Journal*, 25 March 2019, [www.slj.com /?detailStory=using-drawing-and-short-stories-to-teach-information-literacy](http://www.slj.com/?detailStory=using-drawing-and-short-stories-to-teach-information-literacy)

Author: “Instruction Librarians on the Road: Fifth National Information Literacy Conference, Adelaide, Australia, November 30 – December 1, 2001.” *Research Strategies*, vol. 18, no.2, 2002, pp. 165-167.

Co-Author. “Laulima: Staff Development Hawaiian-Style.” *American Libraries*, vol. 32, no. 9, 2001, pp. 46-48.

**CONFERENCE PROCEEDINGS** Co-Author: “Engaging the ACRL Framework through Short Stories and Drawing.” *Forty-Fifth National LOEX Library Instruction Conference*, edited by Brad Sietz, LOEX Conference Proceedings, 2022, pp. 43-48.

Co-Author: “Next Slide, Please: An Analysis and Conversation on the Uses and Misuses of Microsoft PowerPoint at Library Instruction Conference.” *Thirty-Fifth National LOEX Library Instruction Conference*, edited by Brad Sietz, LOEX Conference Proceedings, 2009, pp. 129-132.

Co-Author: “Learning Communities for First-Year Undergraduates: Connecting the Library through Credit Courses.” *Twenty-Eighth National LOEX Library Instruction Conference*, edited by Julia K. Nims, Pierian Press, 2002, pp. 33-38.

**BOOK REVIEWS** *Communication Booknotes Quarterly* (1999–2002). A quarterly review journal for new publications in mass communication, telecommunication, the information industry, and closely related subjects. As a contributing editor, I wrote thirteen reviews of books focused on communication issues in the Pacific Rim.

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## PRESENTATIONS

**19th Biennial Conference on Literature and Hawai‘i’s Children** **June 2018** *Picture This! Using Speed Drawing and Short Stories to Help Teens Think about Information Literacy* (co-presenter)

**Alaska Library Association Annual Conference** **March 2000** *Creating Connections: Linking Courses in Library Research and English Writing*

**American Association of School Librarians Conference** **November 2017** *Picture This! Using Speed Drawing and Short Stories to Help Teens Think About Information Literacy* (co-presenter)



- American Folklore Society Annual Meeting** **October 2001** *Integrating Information Library into Folklore Curricula* (panel)
- Canadian Library Association Conference** **May 2008** *Hot Topic: Next Slide, Please* (co-presenter)
- Council of Library & Information Resources Institutes, New Zealand** **November 2023** *Leading Change Institute Discussion* (panel)
- Hawai'i Association of School Librarians Fall Conference** **September 2007** *"Next Slide, Please": An Analysis and Conversation on the Uses Misuses of Microsoft PowerPoint at Library Instruction Conferences* (co-presenter); **October 2005** *Academic Librarians Share Their Perceptions of High School Students Information Literacy Preparedness* (panel); **October 2004** *Understanding Information Literacy Using the Short Short Story* (co-presenter); **October 2000** *Learning Communities for First-year Undergraduates*
- Hawai'i Information Literacy Summit** **April 2017** *Engaging the ACRL Framework Through Short Stories and Drawing* (co-presenter)
- Hawai'i Library Association Annual Conference** **December 2015** *Learning Information Literacy through Drawing* (co-presenter); **November 2009** *Library Essentials Program* (panel); **November 2007** *"Next Slide, Please": An Analysis and Conversation on the Uses and Misuses of Microsoft PowerPoint at Library Instruction Conferences* (co-presenter); **November 2005** *A Debate on the Librarian's Role in a Googelized World* (panel); **November 2000** *LIS 100: Libraries, Scholarship and Technology*
- Library Instruction West** **July 2014** *Information Literacy through Drawing* (co-presenter)
- LOEX-of-the-West Conference** **June 2004** *Teaching Information Literacy Using the Short Story* (co-presenter)
- National LOEX Conference** **May 2017** *Engaging the ACRL Framework Through Short Stories and Drawing*; **May 2007** *"Next Slide, Please": An Analysis and Conversation on the Uses and Misuses of Microsoft PowerPoint at Library Instruction Conferences* (co-presenter); **May 2000** *Learning Communities for First-year Undergraduates: Connecting the Library through Credit Courses* (co-presenter)
- Louisiana Library Association Conference** **March 2019** *Teaching Information Literacy Through Drawing and Short Stories* (co-presenter)

**Rhode Island Library Association Conference** **June 2014** *Drawing: An Alternative Teaching Method for Information Literacy Workshops* (co-presenter)

**Texas Library Association Conference** **March 2020** *How to Engage Apathetic Teenagers by Teaching Information Literacy through Drawing and Stories* (co-presenter)  
Presentation accepted; conference canceled due to COVID-19

**Utah Library Association Annual Conference** **May 2008** *Does PowerPoint Make You Stupid?* (co-presenter)

**WILU (Workshop on Instruction and Library Use)** **May 2016** *Short-Short Stories and Drawing: Using Intersecting Teaching Methods to Strengthen Understanding* (co-presenter); **May 2002** *The Trend of Collaboration: Library Instruction through Learning Communities*

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## AWARDS

**Chancellor's Citation for Meritorious Teaching** *University of Hawai'i at Mānoa*  
2017 Recognition for significant contributions to teaching and student learning.

**Distinguished Librarian Award** *Hawai'i Library Association*  
2007 Recognition for exceptional contributions to the *Hawai'i* Library Association and librarian profession.

**Innovation Award** *Instruction Section, Association of College & Research Libraries*  
2001 Recognition for demonstrating a creative, innovative, and unique approach to information literacy instruction.