

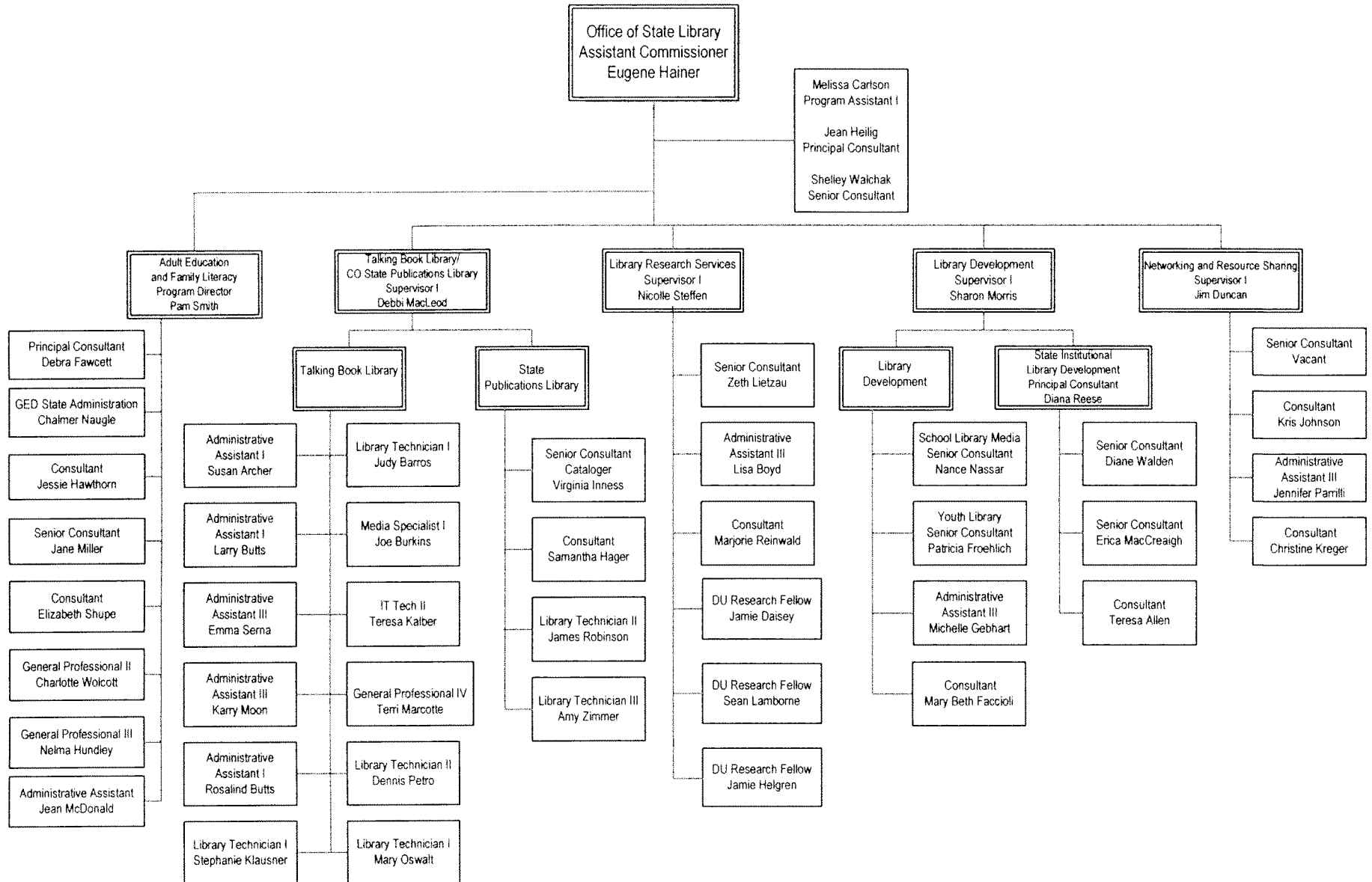
Management Team Resumes and Organization Chart

This section includes:

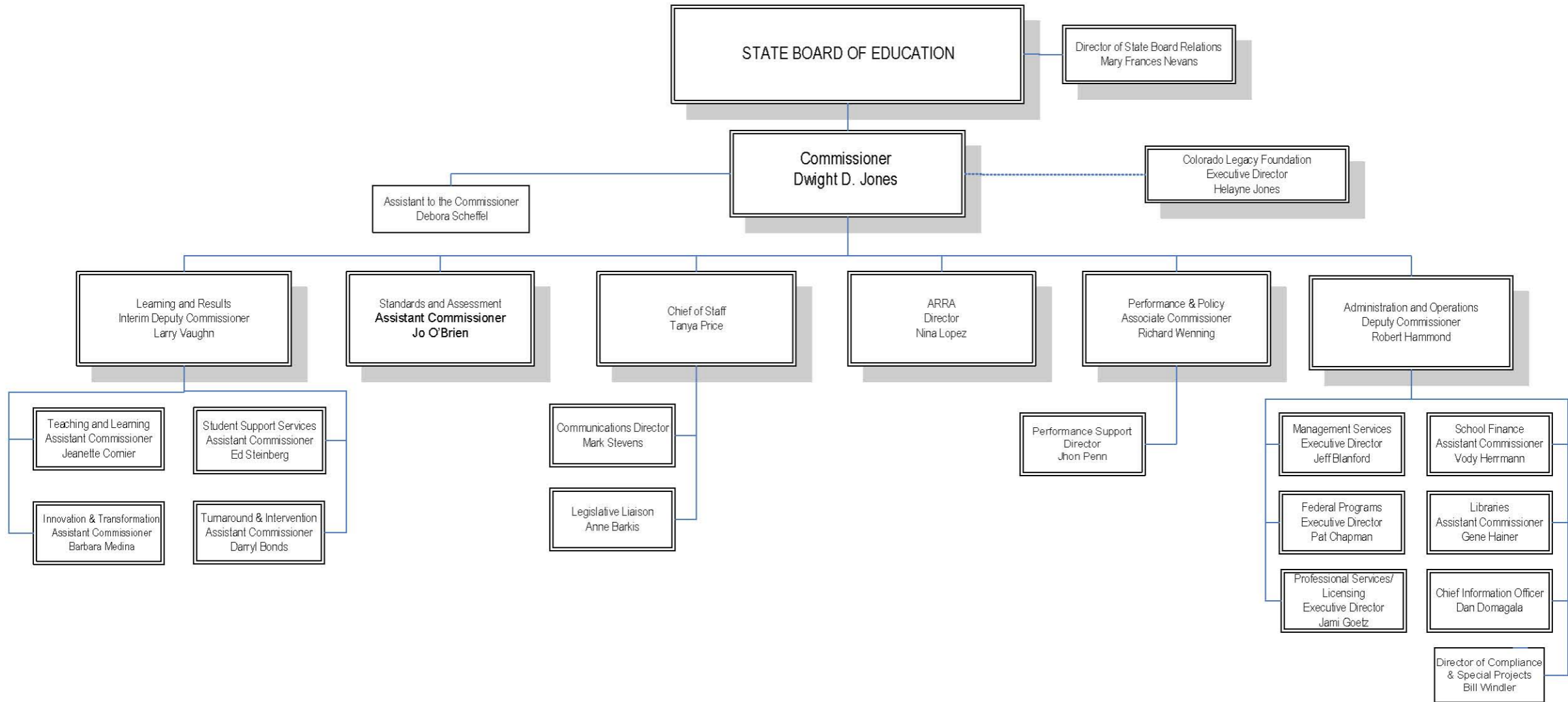
- Organizational Charts
 - Colorado State Library Team
 - Colorado Department of Education
- Colorado State Library Management Team Resumes
- Sub-Recipient Lead Contact Resumes

Organization Chart for Colorado State Library

OFFICE OF STATE LIBRARY



COLORADO DEPARTMENT OF EDUCATION



Management Team Resumes for Colorado State Library

EUGENE HAINER
EXECUTIVE DIRECTOR, COLORADO STATE LIBRARY

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PROFILE:

Current status: Assistant Commissioner (aka State Librarian) for the Colorado State Library/Adult Education and Family Literacy/GED administration at the Department of Education (CDE). Function as manager and team member with CDE staff, and foster cooperation with libraries and library agencies, employees, directors, and trustees for improving library services and support statewide. Staff of 51, covering state legal statutory responsibility areas for library development, statistical collection, networking and resource sharing, service to blind and visually impaired community, state publications access and dissemination; plus adult education, family literacy and GED program supervision.

SUMMARY OF QUALIFICATIONS:

**School and
Public
Library
Development**

Develop and implement extensive strategies for collaboration, and implementation of information literacy standards and public library guidelines. Emphasize programs to position and build support for institutions by working with all facets of the library community for improved student achievement and utilization of resources. Primary focus on aligning library practices with classroom content standards, data-driven instruction, and needs analysis to promote efficient library programming.

Examples:

- ❖ Coordinated statewide grant program for school, public, and academic libraries.
- ❖ Coordination and evaluation responsibility for IMLS appropriations to State of Colorado, State Library for statewide distribution.
- ❖ Assisted in development of revised Licensure Rules for school librarians, and ensuring in-state higher education institutions implement program changes to align with revised rules.
- ❖ Prepared comprehensive strategic plans to guide organizations through several years of crisis and development.
- ❖ Developed Power Library LSTA grant to enlist mentoring teams of schools to target use of library resources through collaboration.

Management

Organize and manage State Library and consultant staff for school and library development; produce management goals, objectives and assessments; develop and implement plans; evaluate results; coordinate people in complex projects; produce budgets that are cost- and quality-conscious; prepare correspondence and reports.

Examples:

- ❖ Chaired LSTA Planning Steering Committee, directed state-wide, year-long development of statewide plan and management methods for LSTA funding, submitted to IMLS
- ❖ Plan and execute variety of events including educational efforts, workshops, conferences, training, and specialized consulting with school districts, agencies, and public library boards/staff.
- ❖ Served on steering committee for statewide strategic planning, facilitated cost-effective outreach, program development, and promotion; designed new approaches to regional library services.
- ❖ Team member on Power Library implementation team to establish lines of communication; promote change, and motivate staff through publications, reward and recognition, and workshop attendance.

Statewide Initiatives

Create and execute variety of comprehensive campaigns and programs to reach diverse publics and position public institutions through standards, strategic planning, and evaluation of products.

Examples:

- ❖ Prepare and/or supervise consultants and staff to produce (a) publications of all types; (b) multi-media projects; (c) statewide events, meetings, trainings on school and educational relationships and partnerships.
- ❖ Engage in ongoing communication efforts to raise awareness of libraries and library programs among all state communities (academic, special, school, public).
- ❖ Developed ongoing grant program for dissemination and effectiveness evaluation of \$2.5 million in federal grant appropriation through Institute of Museum and Library Services (IMLS).
- ❖ Oversee implementation of school library licensure rules to assure librarians have access to quality library programs, and are able to obtain adequate background skills and knowledge through accredited programs.

Research

Familiar with concepts and execution of market research techniques and use of qualitative and quantitative information to guide organizational planning and management. Emphasize the constant incorporation of evaluations and feedback.

Examples:

- ❖ Developed outcomes-based evaluation training for federal LSTA grants in Colorado to improve project selection and implementation.
- ❖ Participated in survey creation and evaluation with Library Research Service for "How School Librarians Help Kids Achieve Standards" publication.
- ❖ Incorporated research tools into grant development criteria for better assessment and measurement of progress.

EDUCATION

BMusEd	1980	University of Colorado (Boulder) in music education
MLS	1988	University of Texas (Austin)
Ongoing	1996- present:	attendance at and presenter for numerous professional development workshops and seminars on library services, workplace relations, and management.

EXPERIENCE

July 2009 – Present

Assistant Commissioner, Colorado Department of Education

Manage State Library staff, adult education and family literacy, and GED administrative offices. Oversee receipt and expenditure of state and local funds. Coordinate state and federal required long-range plans and prioritized service goals.

May 2005 – 2009

Executive Director / State Librarian, Colorado State Library at the Colorado Department of Education

Work with many state and federal government on policy, laws, and improvement incentives for libraries. Coordinate with staff and the Colorado Department of Education to initiate activities that promote library improvement and services for libraries in the areas of standards, student achievement, and literacy.

January 2000 – 2005

Director of Library Development, Colorado State Library

Create statewide efforts to promote and advocate for libraries, standards, student that support achievement and literacy. Work with education and library affiliates on compelling ideas for library and staff support.

November, 1995 – 2000

Sr. Consultant, School Library Media, Colorado State Library

Develop and provide ongoing professional development opportunities for school library personnel, school and district leaders, teachers, and other staff. Assist in implementing statewide initiatives such as Power Library Program-related trainings and assessment tools; school library standards; accreditation documents for State Board of Education.

- July, 1990 –
Nov. 1995 **School Library Media Specialist, Poudre School District, Fort Collins, CO**
Instituted collaborative teaching practices; began basic internet classes and classroom internet curriculum connections; integrated instructional planning with library resources to ensure efficient use of student and teacher time in the library. Helped to promote libraries as critical to student success by cooperating with specials staff and the administration.
- August 1985
– June, 1990 **School Librarian, Bastrop Intermediate School, TX**
Responsible for creating a library in a new school from scratch; engaged in three different library building design programs to accommodate school growth. Instituted instructional collaboration with teachers, and developed the first computer lab for the school district.

RELATED ACTIVITIES:

- Apr. 2008 Keynote speaker, Colorado para-pros conference, Denver
Mar. 2008 Conference presentations at three Colorado Library Consortium workshops “library trends”
Oct. 2007 Speaker, Vancouver, BC, Canada *2020 Libraries* seminar for cooperative library services
Jan., 2006 *State Library: an Update* [Colorado Association of Libraries newsletter]
Spr, 2005 Reader and team leader, Literacy Through School Libraries grant program
Fall, 2005 *School Library Advocacy: Problem or Solution?* [Knowledge Quest]
July, 2004 *Continuing Education; Where it's Been, Where it (Might be) Going* [Colorado Libraries]
Nov., 2002 Panelist / presenter, IMLS State Library coordinators forum on outcome-based evaluation
Feb., 2001 Educational Media Association award for exemplary service (Colorado).
Apr, 2000 *Dick and Jane Go to the Head of the Class* Co-authored article for *School Library Journal* with Keith Lance, et al.
Sept., 1997 *The Case for Crisis in School Libraries; Symptoms or Solutions?* Article, Colorado Libraries
Mar, 1996 *The Library Profession and The School Library Media Specialist*, Colorado Libraries

ASSOCIATIONS & MEMBERSHIPS

- Member COSLA, Western Council of State Librarians, ALA, ASCLA, ASCLA-SLAS, CAL, CASL, State Library Continuing Education Consultants forum, ULC.
- 2009—present co-chair, ASCLA-SLAS awards committee
2009—present chair, COSLA Continuing Education Committee
2008—present Treasurer, Western Council of State Librarians
2007—2009 member, AASL task force for 21st century skills standards and implementation
2006—present vice chair COSLA Continuing Education committee
2004—2006 Interim AASL Board treasurer (appointed, October, 2004)
2004—2007 ASCLA State Library Division chair, state consultants discussion group
1999—2000 AASL Board of Directors (SPVS Section representative; Director-elect, Region IX; Director, Region IX)
1996—2000 CEMA (Colorado Educational Media Association) state library liaison
1988—1990 TxLA Region XIII board, secretary

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Library Experience

Colorado State Library

Director of Library Development and Innovation

Feb. 2008 – Present

- Supervise eight consultants in youth services, school libraries, and state institution libraries
- Coordinate continuing education for Colorado library staff including statewide CE programs
- Develop and implement initiatives to further development and sustainability of Colorado libraries
- Facilitate statewide committees and projects including advocacy, leadership, and future of libraries
- Support leadership development and excellence in libraries of all types in Colorado

Technology and Digital Initiatives Consultant

June 2006 – Feb. 2008

- Launched and managed the award-winning Plinkit program (public library websites) in Colorado
- Consulted with Colorado libraries on technology issues, planning, and development
- Conducted technology workshops throughout the state and with ALA organizations
- Worked with Colorado libraries on technology funding and sustainability including E-rate

AskColorado Coordinator

Aug. 2003-July 2006

- Launched and coordinated award-winning statewide virtual reference project of 63 libraries
- Worked on committees for evaluation, policy, funding, and marketing
- Promoted services by presenting at state and national conferences, other venues

Institutions Acquisitions Librarian

Dec. 2001- July 2003

- Selected library material for 43 institutional libraries in state facilities
- Maintained budgets, administer funds, negotiate with vendors, trained staff

Emporia State University- Assistant to the Dean

Nov. 2001-July 2003

- Served as academic advisor to 43 Master's student on Colorado campus
- Worked on course instruction and online course development
- Worked on committees for faculty searches, curriculum development, and course standards

CARL Corporation- Software Product Manager

July 1999-Sept. 2001

- Managed development, implementation, and training for OPAC software Kid's Catalog Web
- Developed online content to extend library OPAC search results
- Wrote specifications, documentation, help files, and training material

Denver Public Library - Librarian & Education Specialist

Collection Development

Sept. 1998-June 1999

- Selected fiction and non-fiction for 23 branch library system
- Worked with library professionals to develop core collections and maintain vibrant facilities

Youth Services

Sept. 1990-Sept. 1998

- Provided reference and reader's advisory in children's and young adult literature
- Coordinated programming in partnership with cultural centers and other community partners
- Coordinated the award-winning Read Aloud outreach program for young children
- Maintained picture book collections

Television Production Services

June 1989-Aug. 1990

- Wrote and produced videos which promoted reading and library use.

Sharon Morris (cont)

Education

Master of Science Degree in Library and Information Management, Emporia State University, December, 1997. Beta Phi Mu.

Bachelor of Arts Degree in Communications, Colorado State University, December, 1986.

Select Publications

Morris, S. (2006) Reading and libraries: Historical snapshots of a great partnership. *Colorado Libraries*. 32(1).

L. Kortz, Morris, S. & L. Greene (2006) Bringing together teens and chat reference: Reconsidering "the match made in heaven." *Virtual Reference Desk: Creating a reference future*, ed. R. David Lankes, Eileen G. Abels, Marilyn Domas White, Saira N. Haque. New York: Neal-Schuman Publishers, Inc.

Morris, S. (1998) Denver Public Library reads aloud to young children. *Poor People and Library Services*, ed. Karen Venturella. North Carolina: McFarland & Company, Inc.

Morris, S. (1998) Dear Mrs. Watson: Letters to a children's librarian. *School Library Journal*. 44(7).

Morris, S. (1994) Read-Aloud Program: The community supports the library. *Colorado Libraries*. 20(1).

Select Conference Presentations

Preconference Presenter and Moderator. (2009) *From awareness to funding: Colorado libraries making it happen*. Colorado Library Association. Denver, CO. November 2009.

Participant in Panel. (2006) *Abuse is in the eye of the beholder: Managing challenging users in chat virtual reference*. American Library Association. New Orleans, LA. June 2006.

Participant in Panel. (2006) *Electronic reference: The power of reference cooperation*. American Library Association. New Orleans, LA. June 2006.

Participant in Panel. (2005) *Electronic Reference: What are our users telling us?* American Library Association. Chicago, IL. June 2005.

Panel organizer and participant. (2004) *Teens and chat reference: A match made in heaven or ...* Virtual Reference Desk Conference. Cincinnati, Ohio. November 2004.

Panel organizer and participant. (2004) *Collaborate and go virtual*. Mountain and Plains Library Association/Colorado Association of Libraries Joint Conference. Denver, Colorado. October 2004.

Participant in Panel. (2000) *Savvy Librarians*. American Library Association Conference. Chicago, IL. July 2000.

Professional Awards and Affiliations

- 2009-2010 Vice President/President Elect of American Library Association's Learning Round Table
- 2009 President's Award, Colorado Association of Libraries
- 2006-09 Secretary of Colorado Association of Libraries
- 2005 Library Journal Mover and Shaker

Colorado Libraries for Early Literacy steering committee, Colorado After-school Network council, American Library Association member including Association of Specialized and Cooperative Library Agencies, Research Roundtable, Public Library Association, Association of School Libraries, Colorado Association of Libraries, and Learning Roundtable. Member of Colorado Association of Libraries including Colorado Public Library Association, Membership Committee and Leadership Development Committee.

Curriculum Vitae

JAMES M. DUNCAN

Professional Experience

Director of Networking & Resource Sharing, Colorado State Library. Oct. 2006 to present.
Assistant Director for Technology Services, Hardin Library for the Health Sciences, The University of Iowa. Nov. 1999 to Oct. 2006. Also, *Adjunct Faculty – Instructor*, School of Library and Information Science, The University of Iowa. 2002-2005.
Head, Information Commons, Hardin Library for the Health Sciences, The University of Iowa. June 1996 to Nov. 1999.
Coordinator, Learning Resources Center and open-access computer labs, Thomas Jefferson University, Philadelphia, PA. Nov. 1994 to June 1996.
Senior Librarian (Interim Director of the Library & Archives), Balch Institute for Ethnic Studies, Philadelphia, PA. April to Nov. 1994.
Library Consultant, Balch Institute for Ethnic Studies, Philadelphia, PA. Jan. to March 1994.
Computer Support Specialist, Police Law Institute, Oakdale, IA. July 1991 to August 1992.
Photojournalist, *N'West Iowa Review* and *Sheldon Mail-Sun*, Sheldon, IA. May 1990 to June 1991.
Reporter and Photographer, *Cascade Pioneer-Advertiser*, Cascade, IA. June 1989 to May 1990.

Honors

2002 Frye Fellow, Frye Leadership Institute. <http://www.fryeinstitute.org/>
Special Recognition: 2001 President's Award for Technology Innovation, The University of Iowa.
First Place—CD-ROM Category, 2001 Instructional Computing in Dentistry Competition, American Dental Education Association.
Mary Jo Small Staff Fellowship Award, 1999. I utilized this funding to attend a day-long course in Chicago directed by Edward R. Tuft, author of *Envisioning Information* and several other books about information design and the visual display of information.

Conference Presentations

Webcast. "Consider the Source: The Integrated Library System Marketplace." with Ross McLachlan and Scott Reinhart. Broadcast Jun 2009. Sponsored by *Library Journal* and Polaris Library Systems.
Colorado Association of Libraries, Paralibrarian Division Spring Workshop. "Web 101: Understanding and Taming Databases in Your Library." Aurora, CO. May 2009.
Colorado Association of Libraries Annual Conference. "Using Your Head: Integrating the Right Technology for Your Library." with Deborah Macleod. Denver, CO. Nov 2008.
Webcast. "Sustainable Funding for Digitization: Thinking Outside the Box." Broadcast Feb 2008. Sponsored by Olive Software.
Colorado Association of Libraries Annual Conference. "Learning More about GIS for Public Library Decision Making and Marketing." Trustee division workshop with Janine Reid and Steve Wrede. Denver, CO. Nov 2007.
85th Annual Colorado Municipal League Conference. "Economic Gardening, Statewide Databases and 24/7 Live Services" with Kris Johnson and Stacey Mackenzie. Steamboat Springs, CO. Jun 2007.
LITA National Forum. "The Geography of Libraries: GIS for Public Library Decision Making and Marketing." with Steve Wrede. Denver, CO. Oct 2007.
Collaborative Virtual Reference Symposium. Invited speaker. "Money is Only Part of the Answer: Virtual Reference at the Crossroads." within panel session entitled, "Funding and Sustainability: Managing Growth and Building Collaborations that Last." Denver, CO. July 2007.
EDUCAUSE Midwest Regional Conference. "Production Services in the Library: Opportunities & Challenges." with Scott Fiddelke. Chicago, IL. March 2006.
Symposium on Learning Beyond the Classroom: Envisioning the Information Commons' Future. Invited speaker, two sessions: "Envisioning the Future of the Information Commons Through Technology" and "Customizing Information Commons Environments: Addressing Learning and Research Differences Between the Disciplines." University of Southern California, Los Angeles, CA. September 2004.

Medical Library Association Annual Conference. "Information Power to Public Health Professionals: Iowa Public Health Information (IPHI) Project." with Hope Barton, Scott Fiddelke, Linda Roth and Jean Sayre. Washington, DC. May 2004.

EDUCAUSE Midwest Regional Conference. "Campus Video Services Alliance: A Strategic Partnership and Its Effects." Chicago, IL. April 2004.

Midwest Chapter/Medical Library Association Annual Meeting. Invited speaker. "Wireless 101: The Basics and Case Studies." Indianapolis, IN. September 2003.

Iowa Association of Communication Technology Fall Conference – "Innovation in Action." Invited keynote speaker. "The Bones of the Skull: A Program Overview." Iowa City, IA. November 2002.

ED-MEDIA 2002: World Conference on Educational Multimedia, Hypermedia & Telecommunications. "The New Scholar's Interface: Virtual Image Technology Compared." Denver, CO. June 2002.

ILA/ACRL Spring Conference. "The Information Commons Model: Supporting the Curriculum with Media Development." Newton, IA. April 2002.

Slice of Life and Computers in Healthcare Education Symposium. "Virtual Slide Technology." With Fred Dick, M.D. Munich, Germany. August 2001.

ILA/ACRL Spring Conference. "FREE! Distribution of library-authored software: a case study." Davenport, IA. May 2001.

Intellectual Property Virtual Conference. "Free distribution of computer-based learning: a case study." Temple University, Philadelphia, PA. April 2001.

American Dental Education Association Annual Conference. "The Bones of the Skull: A Program Overview." Chicago, IL. March 2001. Also accepted 1st place award (CD-ROM category) for the Instructional Computing in Dentistry Competition.

International Congress on Medical Librarianship. "Creating virtual resources for historians and researchers." with Richard Eimas, Rare Books Librarian. London, England. July 2000.

ED-MEDIA 2000. World Conference on Educational Multimedia, Hypermedia & Telecommunications. "The Bones of the Skull: Creating Anatomical Models with QuickTime VR." Montreal, Canada. June 2000. Poster with Marilyn Dispensa, MA & Jerald Moon, Ph.D.

Iowa Connections Conference (LACON 2000). "Healthcare on the Web: Trends, Players, and Issues." Des Moines, IA. April 2000. Sponsored by the Iowa Association for Communication Technology, the Iowa Distance Learning Association, and the Iowa Research and Education Network.

New Media Midwest Regional Conference. "Flexible Learning Environments: Engineering the Smart Classroom." Iowa City, IA. Mar. 2000.

Powerful Learning, Powerful Partnerships Symposium: Educating the University Community in a Dynamic Information Environment. "Bleeding Edge: Challenges in Delivering Educational Technology Services." Iowa City, IA. Nov. 1999.

American College of Cardiology, Iowa Chapter, Annual Conference. Invited speaker. "Enhancing Your Practice: Using the World Wide Web." Directed to primary care physicians. Iowa City, IA. Sept 1999.

Medical Library Association Annual Conference. "Working Toward a Digital Future: Issues Surrounding the Delivery of Educational Technology Services." Chicago, IL. May 1999.

EDUCOM '98. "Beyond the Information Arcade: Next Generation Web-based Information Services at the University of Iowa." Co-presented with Barbara Dewey and Paul Soderdahl. Orlando, FL. Oct. 1998.

Health Sciences Education for the New Millennium: Internet and Multimedia Resources Technology Awareness Conference. Electronic exhibit: "Real World Virtual Reality: Creating Anatomical Models with QTVR." Minneapolis, MN. Sept. 1998.

Slice of Life '98 & Computers in Healthcare Education Symposium. "The Information Commons: An Intersection for Educational Technology and the Health Sciences." Orlando, FL. June 1998.

ILA/ACRL Spring Conference. "Staffing a Public Services Unit with Graduate Assistants" Co-presented with Paul Soderdahl. Des Moines, IA. May 1998.

Progressive Nursing Day. Invited speaker. "The Impact of Technology on Nursing Education" University of Iowa. Feb. 1998.

EDUCOM '97. "Changing Health Sciences Education Using Technology: The Information Commons" Minneapolis, MN. Oct. 1997.

Interactive Healthcare '97. "Supporting Interactive Education: Constructing a Full-Service Resource Center" Alexandria, VA. Jul. 1997.

Health Connections Conference. "Medicine in Cyberspace: How to Get the Most from the Internet" My section dealt with search engines, push technologies and intelligent agents. Co-presented this panel session with Lee Carmen,

Director of Information Systems for the UI College of Medicine and Cathy Perley, Media Services Manager, Medical Librarian, and Internet Program Manager at St. Luke's Regional Medical Center, Sioux City, IA.
LITA/LAMA National Conference. "From Teaching to Learning: Academic Libraries and New Paradigms for Education." Co-presented with Larry Woods, Barbara Dewey, Paul Soderdahl, and Jean van Deusen. Pittsburgh, PA. October 1996.
Computers in Healthcare Education Symposium. "Beyond the Bones of HTML: How to make an impact with web pages using good design." Philadelphia, PA. April 1996.
Iowa Educational Media Association Annual Conference. "Exploring the Internet: What's in it for K-12 library media specialists and classroom teachers?" Cedar Falls, IA. March 1993.

Non-conference Presentations

Coaching Nigerian University Decision Makers: TechnoTour 2003. "Strategies for Making Technology Decisions in Libraries and Educational Technology Centers." Iowa City, IA. July 2003.
Coaching Nigerian University Decision Makers: TechnoTour 2002. "Strategies for Making Technology Decisions in Libraries and Educational Technology Centers." Iowa City, IA. Sept. 2002.
Iceland to Iowa: International Collaboration in Health Informatics & Genetics. "The 21st Century Hardin Library: An Informatics Spectrum." with Jean Sayre. Iowa City, IA. Sept. 2002.
Lies, Damn Lies and Statistics: Public Perceptions of Health Data. "Pros and Cons of the Web for Finding Consumer Health Information." Interdisciplinary Health Group Meeting. Iowa City, IA. Nov. 2001. Repeated presentation during one-hour "Iowa Talks" radio show, WSUI. Feb. 2002.
UI Alumni Association Education Program. Invited speaker. "Web Doctor: Making Sense of Health Information on the Internet." Davenport, IA. June 1998. and Cedar Rapids, IA. April 1999.
Polk County Biomedical Consortium. "Web Authoring: From Conception to Site Delivery" Des Moines, IA. Feb. 1997.
Association of Iowa Hospitals and Health Systems. "Web Site Strategies" Des Moines, IA. Feb. 1997.

Highlighted Teaching Experience

CLiC Workshop. "Free, Practical Web 2.0 Tools for Personal and Professional Use." With Christine Kreger. Three sessions: Grand Junction, Greeley and Pueblo, CO. Spring 2009.
When History Happens – Summer Conference. "Historic Newspaper Collections Workshop." with Mary McCarthy. Denver, CO. July 2008
CLiC Workshop. "Using Your Head: Integrating the Right Technology for Your Library." with Deborah Macleod. Three sessions: Grand Junction, Greeley and Pueblo, CO Spring 2008.
CAL CE Workshop: Virtual Reference: Finding Great Resources on the Web. "The Virtual State Library." One hour, hands on. Ft. Collins, CO. May 2007.
CLiC Workshop. "Plugging Information Into New Social Networks for Your Library Brain." Three hours, hands on. With Sharon Morris. Greeley, CO. March 2007.
Designing and Retrofitting Space for Technology: A Library Administration and Management Association (LAMA) Regional Institute Program. Continuing education workshop for library managers and administrators. Design, plan and deliver with Larry Woods. 2001-2002. Sites include Carefree, AZ; NorthPlatte, NE; Boston, MA; Chicago, IL; Pleasantville, NY. <http://128.255.94.135/~space/>
21:224 – Electronic Publishing. Taught as an adjunct faculty instructor for the School of Library and Information Science, Spring 2002. This course explored the tools and technologies for creating, publishing and distributing electronic publications. A focus on e-text publishing transitioned to more multimedia expressions of commercial and scholarly content. Distribution challenges for publishing to handheld, mobile computing devices were considered. The class examined and discuss the role of libraries and information professionals in electronic publishing, evolving legislative policies, and emerging business models affecting both collection management and publishing dynamics.
Guest lecturer. "Library Virtual Tours: An overview." 1.5-hour presentation to user education multimedia course. April 2002.
Web Publishing. An eight-workshop series ranging from the basics of web publishing up to advanced topics such as multimedia delivery on the web. Part of Hardin Library's educational workshop offerings. Jan. – May, 1998.
Midwest Chapter/Medical Library Association Annual Meeting. "Health Sciences and the Internet" 8-hour continuing education workshop. Des Moines, IA. Sept. 1997.

"Access in the Heartland: How to Construct a Web-based Community Health Information Service." Co-planned this grant-funded workshop with Kate Rattenborg, Coordinator of Educational Services. Iowa City, IA. Jun. 1997

A Journey Into Cyberspace: the 1997 Scientific Session of the Iowa Medical Society. Co-coordinated the Internet Training Room. Des Moines, IA. Apr. 1997.

Health Connections Conference: Delivering Continuing Education to Rural Health Care Practicioners. "Create Your Own Web Site" Hands-on workshop. Iowa City, IA. Apr. 1997.

The Internet and PT: Virtual Tools for the Real World (Iowa Physical Therapy Association CE Workshop)
"Educational and Research Resources in the Information Commons and Hardin Library" Iowa City, IA. Feb. 1997.

Computers in Healthcare Education Symposium. "Beyond the Bones of HTML: How to make an impact with web pages using good design." Philadelphia, PA. April 1996. A four-hour pre-conference hands-on workshop.

Guest lecturer. "Health Sciences Resources on the Internet: an Introduction." Two-hour presentation to medical librarianship course. Iowa City, IA. July 1993.

Guest lecturer. "Introduction to the Internet." Three, 1-hour hands-on seminars to library automation course. July 1993.

Guest lecturer. "Introduction to desktop publishing using PageMaker." Two-hour presentation to school library media practicum course. Iowa City, IA. April 1992.

Guest lecturer. "Introduction to the Internet." Two, 1-hour CE seminars for Iowa City Public Library staff members. February 1992.

Publications

Peer-reviewed articles, book chapters or related

A Field Guide to the Information Commons / edited by Charles Forrest and Martin Halbert. Book chapter entitled, "Case Study in Customizing Information Commons Environments: Hardin Library." Scarecrow Press, 2009.

Duncan J. "Bringing History to Life: Colorado's Historic Newspaper Collection." *Colorado Libraries*, V. 34, No. 2. 2008. Reprinted on ALA's I Love Libraries web site:
<http://www.ilovelibraries.org/news/libraryshowcase/conewspaper.cfm>

Duncan J. and Hitch L. "Games in Higher Ed: When Halo 2, Civilization IV, and Xbox 360 Come to Campus." White paper published by the EDUCAUSE Evolving Technologies Advisory Committee. August 2005.
<http://www.educause.edu/ir/library/pdf/DEC0503.pdf>

"Surveying the Digital Landscape: Evolving Technologies 2004." *EDUCAUSE Review*, November/December 2004: 78-92. One of seven contributing authors.

Duncan J. "Convergence of Libraries, Digital Repositories & Management of Web Content." White paper published by the EDUCAUSE Evolving Technologies Advisory Committee. October 2004.
<http://www.educause.edu/ir/library/pdf/DEC0401.pdf>

Duncan J and Dee F. "The New Scholar's Interface: Virtual Image Technology Compared." *Proceedings from Ed-Media 2002: World Conference on Educational Multimedia, Hypermedia & Telecommunications*. 2002 Jun.

Duncan JM, Roth L. "Production of the next generation library virtual tour." *Bull Med Libr Assoc*. 2001 Oct; 89(4): 331-338.

Harris T, Leaven T, Heidger P, Kreiter C, Duncan JM, Dick F. "Comparison of a virtual microscope vs. a regular microscope laboratory for teaching histology" *Anatomic Record (New Anatomist)*. 2001 Feb; 265:10-14.

Library User Education: Powerful Learning, Powerful Partnerships / edited by Barbara I. Dewey. Book chapter entitled, "Bleeding Edge: Challenges in Delivering Educational Technology Services." Scarecrow Press, 2001.

Duncan, JM. "The Information Commons: a model for (physical) digital resource centers." *Bull Med Libr Assoc* 1998 Oct; 86(4): 576-582.

Non peer-reviewed articles

Blumenthal J, Duncan J, Kirkpatrick T, Thompson L. "Frye Leadership Institute 2002" *The Leading Edge*: Newsletter of the Leadership and Management Section, Medical Library Association. 2002 Aug; 14(3). Available on the web: <http://www.library.umc.edu/lam/lam-14-3.html>

Duncan J. "Virtual Reality in the Health Sciences" *News! University of Iowa Libraries Newsletter*. Fall 1998. Article about educational CD-ROM produced at the Information Commons and related VR products.

Duncan J. "A Shared Knowledge Base" *News! University of Iowa Libraries Newsletter*. Spring 1999. Article about Information Commons use of a home-grown intranet site focused on internal communications and offering a searchable staff support/technical troubleshooting database.

Committees, Working Groups and Professional Contributions

Colorado

Member, AIRS (Acquisition of Information Resources Statewide). Nov 2006 to present.
Member, AskColorado Steering Committee. Nov 2006 to present.
Representative for State Library to Colorado Academic Library Consortium (CALC). Nov 2006 to present.
Member, Planning Committee, 2008 CALC Summit/Conference.
Member, Surfing Beyond Search Engines Conference Planning Committee. 2007.
Open Source ILS Task Force. Chair. 2007-08.
State ILS Task Force. Co-facilitator. 2009 to present.
Member, Management Team, Colorado State Library. Nov 2006 to present.
Contributor, www.ColoradoLibraries.org blog. Jul 2008 to present.
Ex-officio advisor, ASCC (Automation System Colorado Consortium). 2008 to present.

National

Member, Board of Trustees, BCR (Bibliographical Center for Research). Nov 2006 to present. <http://www.bcr.org/>
Member, Plinkit Collaborative Steering Committee. Nov. 2006 to present. Chair FY08-09 & 09-10.
<http://www.plinkit.org/>

Member, Evolving Technologies Advisory Committee, EDUCAUSE 2003-2006.
<http://www.educause.edu/issues/etcom/>
Member, Program Planning Committee, EDUCAUSE 2005 Midwest Regional Conference.

Adjunct Member, EDUCAUSE Conference Program Committee. 2003-2006.

Member, CIC Conference Planning Committee, "Imagining an Integrated Future: Library Content, Library Services and the Campus Course Management System." A conference for librarians and information technology professionals. Fall 2003 to Spring 2004.
Member, CIC Digital Library Initiatives Overview Committee - Oct 2000 – July 2005.

Web Site Manager, Information Technology and Libraries (refereed journal), Sept. 2002 to 2004.

Chair, Educational Media & Technology Section of the Medical Library Association, 1999-2000.
Chair-elect (Vice-chair), Educational Media & Technology Section, 1998-1999. Led planning of the section's sponsored programming for the MLA annual conference in 1999.
Interim Chair-elect, 1997-1998, Educational Media & Technology Section. Was appointed when this position was suddenly vacated. Took over planning of the section's sponsored programming for the MLA annual conference in 1998.
Member, Learning Center Committee, EMTS 1998-2001.
Member, Membership Committee, EMTS 1998-1999.
MLA Nominating Committee Candidate, EMTS 2001-2002.
EMTS Nominating Committee Co-Chair, EMTS 2001-2002.
EMTS Web Site Editor, Fall 2002-June 2004. Produced section logo in 2001 and created new web site design in 2002.
<http://emts.mlanet.org>

Judge, Instructional Computing in Dentistry Competition, American Dental Education Association. Spring 2002.

National Reviewer for year 2000 applications to the Department of Commerce Technology Opportunities Program – TOPS (formerly known as the National Telecommunications Information Administration). This program distributed more than \$12.8 M in grant funding that year.

Invited Editorial Reviewer for Nursing Leadership and Management CD-ROM, Mosby Publishing, 1998.

Past Employment - University of Iowa Campus Committees

Institutional Repository Exploration Task Force – Aug 2005 to Oct 2006
Course Management System Core Planning Group – Mar 2004 to Oct 2006
E-Learning Strategic Planning Group – Aug 2003 to Feb 2004. <http://www.uiowa.edu/~provost/elearning/>
Campus Video Services Alliance – Founding member. Spring 2003 to present
Academic Technology Advisory Council – Aug 2002 to present
College of Medicine IT Strategic Planning Committee – Oct 2003 to present
College of Nursing - Informatics and Information Management Strategic Planning Committee – Spring 2002
College of Dentistry Instructional Technology Committee – Spring 2003 to present
Virtual Learning Spaces Committee (ITAC subcommittee) – Dec 2001 to April 2002
University Learning Spaces Committee (ITAC subcommittee) – Jan 2001 to Jun 2001
Committee on Computer-based Education and Testing, College of Medicine – Sep 2000 to present
Health Informatics Steering Committee – Sep 1999 to present
Handheld and PDA User Study and Project Team (ITS central study) – Aug 2001 to Nov 2001
AV and Video Center Review Committee – Oct 2001 to Feb 2002
UI Healthcare Web Committee (formerly Health Information Resources Group) – 1998 to present
New Media Coalition – 1998 to 2002.
Medical Education and Research Facility, AV Planning Group – Jan. 1999 to 2000
University WebCT Steering Committee – 1997 to 1999
nTITLE Steering Committee and Planning Group – 1997 to 1999
Health Sciences Multimedia Development Group (now defunct) – 1997 to 1998

Past Employment - University of Iowa Libraries Committees

Libraries Information Technology Advisory Committee (LITAC) – 1998 to 2006
Committee formed in 1998. One of four permanent members. Chair, July 2001 – June 2004. Responsible for recommending directions, strategic planning, and implementation plans related to technology and infrastructure throughout the UI Libraries system. In 2003, this committee completed the first-ever UI Libraries-wide IT strategic planning process.
InfoHawk Management Advisory Committee – 2005-2006.
Library/CMS Integration Task Force – 2006-2006. Chair.
University Libraries Self-Study Committee – 2005-2006. Chair.
Information Arcade “Blue Sky” and Expansion Planning Committee – 2003-2004.
Digital Initiatives Advisory Committee (supplants SDRC) – 2002 to present
Copyright Guidelines Task Force - 2003
Ada Stoflet Lecture Committee – 2003
Hardin Library Web Site Advisory Committee – 2003. Chair. Led activities associated with redesign.
Scholarly Digital Resources Center (SDRC) Steering Committee – 1997-1998, 2000.
Administrative Librarians Group (formerly Hardin Library Administrative Committee) – July 1999 to present
Information Commons Planning Committee – 1998-1999. Chair. Led activities associated with planning for facility expansion.
Powerful Learning, Powerful Partnerships Symposium Steering Committee – 1998-1999
LWIS Advisory Group – 1996 to 1998
University Libraries Self-Study Committee – 1998
LWIS Homepage Redesign Team – 1998

Grant Activities - Funded

Innovations in Instructional Computing Award, \$26,000, funded by the Academic Technology Advisory Council. Dr. Jerald Moon and Jim Duncan, Co-Principal Investigators. Projected involved the creation of a web-based “proof of concept” learning module employing interactivity and QTVR models of the larynx. 2006.

NLM-Centric Internet Performance Evaluation Network Subcontract, \$20,000, funded by the National Network of Libraries of Medicine—Greater Midwest Region. Jim Duncan, Principal Investigator. 2004.

Public Health Information Network Model Subcontract, \$47,000, funded by the National Network of Libraries of Medicine—Greater Midwest Region. Jean Sayre, Principal Investigator; Jim Duncan and Hope Barton, Co-PIs.

Information Systems Grant, \$449,770, funded by the National Library of Medicine/NIH, 2003-2004. Dr. Fred Dee, Principal Investigator, Dept. of Pathology. “Database of Virtual Cervical Cytology.” Served as Distribution Coordinator, 5% of my salary was underwritten by this grant.

Basic Nurse Education and Practice, Health Resources and Service Administration (HRSA). \$250,000 per year for three years, proposed to the US Dept. of Health and Human Services, 2003-2005. Dr. Martha Craft-Rosenberg, Principal Investigator, College of Nursing. “NURSE (Nursing the Underserved Rural: Service and Education).” \$30,830 was budgeted to underwrite Hardin Library contributions: development of an information/training web site including creation of 25 multimedia, interactive case studies with evaluation/assessment mechanisms. I contributed to the grant writing and recommended technology service strategies.

Innovations in Instructional Computing Award, \$4,800, funded by the Academic Technology Advisory Council. Scott Fiddelke, Principal Investigator. “Proposal for a Simple Online Lecture Delivery Solution.” Scott was one of my staff members. I provided guidance concerning the proposal process, editorial suggestions and administrative advocacy. 2003. <http://www.lib.uiowa.edu/commons/ilecture/>

Educational Development Fund, \$10,000, funded by the Office of Consultation and Research in Medical Education Advisory Committee, 2002-2004. Dr. Robert Fellows, Principal Investigator, Dept. of Physiology & Biophysics. “Production and Delivery of a Comprehensive Multimedia Lecture: Prototype for an Internet Physiology Course.” \$8,800 came to the Information Commons. I contributed to the grant writing and provided administrative support and consultation to the project.

Information System Resource Grant, \$343,000, funded by the National Library of Medicine/NIH, 2000-2002. Dr. Fred Dee, Principal Investigator. “Virtual Database of Microscopic Anatomy and Pathology.” Served as Distribution Coordinator; 5% of my salary was underwritten by the grant over three years, plus conference travel funding. In the second year of the grant, I provided consultation on virtual reality technologies being worked on in the Information Commons and how those corresponded with the technologies being used by the grant. During the third year I continued evaluation of competing, lower-cost, off-the-shelf technologies to those being utilized in the Virtual Microscope project.

Student Computing Feed Grant, \$44,000, funded by the Student Computing Fee Advisory Committee, 2000-2001. Dr. Lynn Johnson, College of Dentistry, and Jim Duncan, co-Principal Investigators. “Research Study in the Use of Wireless Laptops in Problem-Based Learning.” Funding paid for the purchase of 13 laptops, wireless cards, and four wireless access points. Hardware was used in conjunction with a research study about the effectiveness of technology-aided, problem-based learning.

Student Computing Fee Grant, \$143,000, funded by the Student Computing Fee Advisory Committee, 1998-99. Jim Duncan, Principal Investigator. Funding was utilized to equip the newly constructed Information Commons West expansion.

Internet Training Subcontract, funded by the Greater Midwest Region of the National Network of Libraries of Medicine, 1996-97. Kate Rattenborg and Jim Duncan, co-Principal Investigators. “Access in the Heartland: How to Construct a Web-based Community Health Information Service.”

Consulting

Pace University, New York, 2003-04.

In May 2004 completed and submitted a final consultant’s report titled “Creating the Information Commons: Connection, Community, Collaboration.” This 37-page document featured recommendations for the creation of two Information Commons learning facilities at Pace University in New York, one at the Mortola Library (Pleasantville campus) and the other at the Birnbaum Library (lower Manhattan campus). The report features:

- Recommendations for strategy and planning;

- A section on information literacy and its importance to accreditation standards;
- Estimated budgets;
- Floor plan possibilities / layouts;
- Summary and detailed recommendations concerning facility details;
- And a comprehensive collection of appendices with specifics concerning furniture, hardware, networking technologies and other supporting documentation.

http://www.pace.edu/library/pages/ootul/infocommons/pacelib-creating_the_information_commons.pdf

Additional Conferences Attended (not as a presenter)

Reference Renaissance. Current and Future Trends Conference. Denver, CO. Aug 2008.
C21L Conference, “21st Century Learning Navigator Conference: Creating a Vision for Colorado.” Colorado Springs, CO. May 2007.
EDUCAUSE 2003. Anaheim, CA Nov 2003.
OLMS/ARL Webcast “Teach Act and Distance Learning: Doing the Digital,” Oct. 2003.
EDUCAUSE Midwest Regional Conference. Chicago, IL Mar 2003.
OAI Metadata Workshop. Chicago, IL Sept 2002.
Sync or Swim: Managing the Flood of PDAs in Health Care. National Teleconference, Feb. 2002
Plagiarism in a Digital Age. University of Iowa, Iowa City, IA Jan 2002.
OAI Metadata Workshop. University of Illinois, Urbana-Champaign, IL Sept 2001.
Seventh Annual Administrative Institute. University of Iowa, Iowa City, IA Jun 2000.
Presentations '99 and Training '99. Chicago, IL Feb 1999.
Comdex '98. Chicago, IL July 1998.
Apple World Wide Developers' Conference (WWDC). San Jose, CA Spring 1997.

Non-professional Experience

Graduate Assistant / Consultant, Information Arcade, University of Iowa Libraries. Aug. 1992 to Oct. 1993. One of six graduate assistants (the first from Library and Information Science) employed at the newly-opened award-winning facility, the first of its kind in the U.S. Provided instruction and support to faculty, staff and students in the use of a variety of digital resources and tools.

Professional Memberships

EDUCAUSE – Participating Representative (past member)
 Medical Library Association (past member)
 American Library Association (past member)
 Library and Information Technology Association (past member)
 Association of College and Research Libraries (past member)
 Iowa Association of Communication Technology (past member)

Education

The University of Iowa, Iowa City, IA.
 M.A. in Library & Information Science, specialization in Information Science, 1993.
Grinnell College, Grinnell, IA.
 B.A. in English, 1989.

Jean M. Heilig, MBA, MLIS

Email: Heilig_j@cde.state.co.us

CURRICULUM VITAE

Education

Certificate of Advanced Studies, 2002, Competitive Intelligence, Drexel University, Philadelphia PA

Master of Library and Information Services (MLIS), 1999, University of Denver, Denver CO

Master in Business Administration (MBA), 1992, University of Colorado, Denver CO

Bachelor of Science (BS), 1981, Plant Pathology and Plant Protection, Colorado State University, Fort Collins CO

Employment

Colorado Department of Education, 2005-Present

September 2005-Present, Fiscal Officer and LSTA Grant Coordinator, Colorado State Library, Denver CO

University of Denver, 1998-Present

June 2002-Present, Adjunct Faculty, Library and Information Science Program, College of Education, University of Denver, Denver CO

January 1999-May 2001, Adjunct Faculty, Master of Technology Management Program, University College, University of Denver, Denver CO

March 1998-October 1999, Program Coordinator, Library and Information Services Program, University College, University of Denver, Denver CO

Denver Botanic Gardens, 2005-2009

July 2005-August 2009, Public Services Librarian, (Solo Weekend), Helen Fowler Library, Denver CO

Jonesknowledge.com, 1999-2004

October 1999-December 2004, Library Director, (Full-Time Faculty), Jones International University, Jonesknowledge.com, Centennial CO

January 2001-December 2004, Senior Director of Research and Information, e-global library, Jonesknowledge.com, Centennial CO

*October 1999-December 2001, Director of Research and Information,
e-global library, Jonesknowledge.com, Centennial CO*

Library Research Service, 1998-1999

*April 1998-October 1999, Senior Research Analyst, Library Research Service,
Colorado State Library, Colorado Department of Education, Denver CO*

Waldenbooks, 1996-1998

August 1996-March 1998, Assistant Store Manager, Englewood CO

Lil' Things, 1994-1996

June 1994-July 1996, Store Manager, Littleton CO

Mercantile Stores Inc., 1978-1994

February 1987-May 1994, Regional Buyer, Joslins, Englewood CO

January 1982-January 1987, Area Manager, Joslins, Lakewood CO

May 1978-December 1981, Seasonal Sales, Joslins, Denver CO

Teaching

Courses Taught

University of Denver, Master of Library and Information Science

LIS 4020 Professional Principles and Ethical Issues (spring '04)

LIS 4200 Corporate Information Environment (fall '05 '06)

LIS 4201 Knowledge Management (winter '05 '10)

LIS 4203 Competitive Intelligence (summer '05)

*LIS 4205 Delivering Information in the Corporate Environment
(summer '02)*

LIS 4373 Business Resources (winter '10)

*Jones International University, Bachelor of Business Administration
Management (winter '04)*

University of Denver, University College, Master of Technology Management

*UCIN 4201 Organizational Leadership (summer '99; spring '00 '01; fall
'00)*

UCIN 4210 Women in Leadership (winter '01)

*UCIN 4500 Leading Organizational Change (winter '00 '01-2 sections;
spring '00 '01; summer '00-2 sections, fall '00)*

Research

Publications

Heilig, Jean M. (2009). Guest Editor, *Colorado Libraries*, 35(2), publication delayed. (Content Editor: Nina McHale)

Heilig, Jean M. (2008). Guest Editor, *Colorado Libraries*, 34(2), Summer. (Content Editor: Nina McHale)

Heilig, Jean M. (contributor), Dobson, Chris (editor). (2004). *An Introduction to Online Company Research*. South-Western Educational Publishers.

Heilig, Jean M. (2001, June). e-global library: The Academic Campus Library Meets the Internet. *Searcher*, 9(6), 34-43. (Editor: Barbara Quint)

Heilig, Jean M. (2001). Reference Services at Jones International University. *Colorado Libraries*, 27(2), 35-37. Summer. (Guest Editors: Allison Cowgill and Dorothy Leising).

Presentations

Heilig, Jean M. (2009). *The "Living" Library: Understanding Creates Room for Diversity*. Colorado Association of Libraries Conference, Denver, CO. November 20.

Heilig, Jean M. (2009) *Special Populations and Issues Committee 2009 Community Conversations*. Poster Session, Colorado Association of Libraries Conference, Denver, CO. November 20.

Heilig, Jean M. (2008). *Libraries Serving Diverse Residents in their Communities: Best Practices from LSTA Grant Awarded Project*. Colorado Association of Libraries Conference, Denver, CO. November 7.

Heilig, Jean M. (2008). *LSTA Grant Opportunities*. Guest Speaker, Grant Writing and Fundraising, Master of Library and Information Science Program, University of Denver, Denver, CO. October 9.

Heilig, Jean M. (2008). *Volunteers an Untapped Resource*. COASL Spring Workshop "Working with Limited Resources: The Plight of the Special Librarian," Denver, CO. June 8.

Presentations (cont.)

Heilig, Jean M. (2006). *My Career as a Non-Traditional Librarian*. Guest Speaker, Alternative Careers in Librarianship, Master of Library and Information Science Program, University of Denver, Denver, CO. May 1.

Heilig, Jean M. (2006). *Dealing with Difficult Patrons*. SEALS Spring Workshop, Canon City, CO. April 27.

Heilig, Jean M. (2004). *Climbing the Ladder Online: Professional Development & Distance-Learning Technology*. Special Library Association Annual Conference, Nashville, TN. June 8.

Heilig, Jean M. (2004). *Legal Issues to Consider When Digitizing Collections*. Guest Speaker, Introduction To Archives & Records Management, Master of Library and Information Science Program, University of Denver, Denver, CO. April 14.

Heilig, Jean M. (2004). *Knowledge Management Solutions*. Guest Speaker, Delivering Information in the Corporate Environment, Master of Library and Information Science Program, University of Denver, Denver, CO. February 21.

Heilig, Jean M & Delli Veneri, Richard. (2003). *Researching Occupational Opportunities*. CareerLab, Englewood, CO. September 10.

Heilig, Jean M. (2003). *Managing the Emotional Side of Change*. Keynote Speaker, Rocky Mountain Special Libraries Association Annual Meeting, Denver, CO. May 28.

Heilig, Jean M. (2003-2006). *Business Intelligence*. Guest Speaker, Introduction to Knowledge Management Technologies, Master of Library and Information Science Program, University of Denver, Denver, CO. May 15.

Heilig, Jean M. (2002). *Promoting Your Skill Set within the Organization*. Internet Librarian Conference, Palm Springs, CA. November 6.

Heilig, Jean M. (2002). *The Changing Role of Your Human Resources Department in Knowledge Management*. CareerLab, Englewood, CO. September 25.

Heilig, Jean M. (2002). *How are Distance Education Students Impacting Public Libraries?* Table Top Discussion, Public Library Association Annual Conference, Phoenix, AZ., March 14.

Presentations (cont.)

Heilig, Jean M. (2001). *Keeping Up with the Changing Face of Learning*. Internet Librarian Conference, Pasadena, CA. November 7.

Heilig, Jean M. (2001). *Jones e-global library*. Keynote Speaker, Rocky Mountain Special Libraries Association Annual Meeting, Denver, CO. September 25.

Heilig, Jean M. (2001). *What You Need to Make It Work—Successful Models, e-global library*. Southern California Online Users Group Annual Conference. Burbank, CA. May 4.

Heilig, Jean M. (2000). *Collection Development Standards for e-global library Quality Control in Online Learning Conference*, Washington DC, June 11.

Heilig, Jean M. (1999). *Legal Issues in Digitization*. Colorado Digitization Seminar, Boulder, CO. September.

Interviews

Heilig, Jean M. (2003). *Changing Careers*. Television Interview, Channel 4 News, Denver, CO., May 23 4:00pm.

Heilig, Jean M. (2002). Interview with Christine Hamilton-Pennell (2002, November 15). *Getting Ahead By Getting Online*. *Library Journal*. 127(19), 32-35.

Service

Service to Jones International University

Academic Committee (2004)
Program Advisory Board Committee (2004)
Orientation Committee (2002-2004)

Service to University of Denver

College of Education, Library and Information Science Program

Colorado Library Advisory Board (CoLab) Strategic Planning Summit: *The Future is Now: Quality Library Services in Colorado Strategic Plan 2001-2004*, Represented Library School Educators in Colorado (March 24-25, 2005).

Faculty Advisor, Winter and Spring Quarters (2005)

Open House, Department of Education, LIS Program, (winter 2005)

American Library Association (ALA), Self Study Committee on Students and Alumni, Self Study Report for Initial Accreditation (2003)

University College

Advisory Board, Master of Applied Science, Knowledge and Information Technologies Program (2004-2005)

Secretary, Library and Information Services Student Association (1998-1999)

Service to the Profession

Colorado Association of Libraries (CAL)

COASL Spring Workshop: *Working with Limited Resources: The Plight of the Special Librarian* Co-planner of a one-day workshop consisting of two panel discussions and three speakers. (June 2008).

CAL Strategic Planning Committee: *Colorado Association of Libraries Strategic Plan (2007-2010)* Member of committee that developed and wrote strategic plan (February – June 2006).

Special Library Association, Rocky Mountain Chapter

Colorado Library Advisory Board (CoLab) Strategic Planning Summit: *The Future is Now: Quality Library Services in Colorado Strategic Plan 2001-2004*, Represented Special Libraries in Colorado (March 24-25, 2005).

Past President (2005-2006)

Employment Committee Chair (2005-2006)

President (2004-2005)

President Elect (2003-2004)

Consultation Committee Chair (2002-2004)

Director at large (2001-2003)

Nicolle Steffen

201 East Colfax Avenue, Suite 309
Denver, CO 80203-1799
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Fax: 303-866-6940
E-mail: steffen_n@cde.state.co.us

Professional Positions

Director, Library Research Service (2007-present)
State Library, Colorado Department of Education

Associate Director, Library Research Service (2001-2007)
State Library, Colorado Department of Education

Research Analyst (2001)
State Library, Colorado Department of Education

Library Assistant - Interlibrary Loan Department (1999-2001)
Dayton Memorial Library, Regis University
Denver, Colorado

Sales Analyst (1999-2007)
Cody-Patton Marketing
Denver, Colorado

Marketing Director (1994-1999)
Hammond's Candy Company
Denver, Colorado

Education

Master of Library and Information Science - University of Denver, Denver, CO
Bachelor of Science - Metropolitan State College, Denver, CO
Major - Marketing and Business Administration

Professional Associations

- American Library Association
 - Human Resource Development and Recruitment Advisory Committee
 - Intellectual Freedom Roundtable
 - Freedom to Read Foundation
- Colorado Association of Libraries
 - Treasurer (2010)
 - Intellectual Freedom Committee (Chair, 2004-05)
 - Marketing Committee (2002-2008)
 - Strategic Planning Committee (2006-2008)
- State Data Coordinator, Public Library Statistics Cooperative (2007 - Present)
- Public Library Standards Task Force - Colorado State Library (2005)
- Special Libraries Association - Rocky Mountain Chapter (Treasurer, 2001-03)

Publications

- "Retirement, Retention, and Recruitment in Colorado Libraries: The 3Rs Study Revisited." (With Zeth Lietzau.). *Library Trends* 58 (2). Fall 2009:178-191.
- "Public Libraries - A Wise Investment A Return on Investment Study of Colorado Public Libraries." (With Zeth Lietzau, Keith Curry Lance, Amanda Rybin, and Carla Molliconi.) *Closer Look Report*. April 2009.
- "Library Jobline.org - The First Year." (With Regina Avila and Zeth Lietzau.) *Fast Facts* 257. May 16, 2008.
- "The Future of Librarianship in Colorado." (With Zeth Lietzau, Eds.) *Colorado Libraries* 31(2). Summer 2005.
- "The Future of Librarianship in Colorado: An Overview." (With Zeth Lietzau.) *Colorado Libraries* 31(2). Summer 2005.
- "Librarianship in Colorado Public Libraries." *Fast Facts* 222. March 25, 2005.
- "Librarianship in Colorado Academic Libraries." *Fast Facts* 221. March 25, 2005.
- "Librarianship in Colorado School Libraries." *Fast Facts* 220. March 25, 2005.
- "Retirement, Retention, and Recruitment: The Future of Librarianship in Colorado." (With Keith Curry Lance, Becky Russell, and Zeth Lietzau.) *Closer Look Report*. September 2004.
- "Intellectual Freedom Issues in Colorado Libraries: Concerns, Challenges, Resources, and

- Opinions." (With Martin Garner.) *Closer Look Report*. April 2004.
- "Challenging Times: Challenges to Materials in Colorado Public Libraries." *Colorado Libraries* 28 (3). Fall 2002: 9-13.
- "Who's Doing What: Outcome-based Evaluation and Demographics in the Counting on Results Project." *Public Libraries* 41 (5). September/October 2002: 271-279.
- "Time to Tell the Whole Story: Outcome-based Evaluation and the Counting on Results Project." *Public Libraries* 41 (4). July/August 2002: 222-228.
- "Counting on Results: New Tools for Outcome-Based Education of Public Libraries." (With Keith Curry Lance, Rochelle Logan, Marcia J. Rodney, and Suzanne Kaller.) *Closer Look Report*. November 2001.
- "Library Media Center Collections Suffer as Print Spending Drops." *Fast Facts* 173. April 10, 2001.
- "The Status of Library Media Center Staffing and Its Effect on Student Achievement." *Fast Facts* 174. April 10, 2001.
- "Rising to the Occasion: Working with Angry People at the Reference Desk." *Colorado Libraries* 26 (2). Summer 2000: 11-13.

Presentations

- "Marketing, PR & Advocacy, Oh my..." (Spring 2009)
- "Is There A Future in Librarianship?" (October 2008)
- "What's It Worth to You? A Return on Investment Study of Selected Colorado Public Libraries"
 - Colorado Library Association Annual Conference, Aurora, CO (October 2007)
 - Denver Public Library, Denver CO (April 2008)
- "Colorado State Library and Its Role" (2007, 2008)
- "Your Library and Intellectual Freedom" (February 2006)
- Intellectual Freedom Update for Librarians, Staff, and Trustees (October 2004)
- "Your Library and Intellectual Freedom: The Patriot Act & Filtering the Internet" (February 2004)
- "Retirement, Recruitment, and Retention: The Future of Librarianship in Colorado" (October 2004)
- "Counting on Results: New Tools for Outcome-based Evaluation of Public Libraries"
 - Public Library Association National Conference, Phoenix, AZ (March 2002)
 - Colorado Library Association Annual Conference, Colorado Springs, CO (October 2001)

- o Federal-State Cooperative System for Public Library Data (FSCS) Annual Meeting, Washington D.C. (December 2001)

Notable Projects

- Public Library Annual Report – administration, analysis, and dissemination of data about Colorado public libraries that is disseminated at the state and national level
- “Public Libraries – A Wise Investment” -- a return on investment study (ROI) for selected Colorado public libraries
- “Counting on Results: New Tools for Outcome-Based Education of Public Libraries” – an IMLS National Leadership Grant project, was a nationwide examination of the impact of public library services on individual patrons
- “Retirement, Recruitment, and Retention: The Future of Librarianship in Colorado” – a statewide study of library personnel in Colorado, attempting to address the “3Rs” in the profession
- Challenging Colorado Libraries – a series of research and dissemination projects for the Colorado Association of Libraries Intellectual Freedom Committee
- School Library Profiles – a customized ‘report card’ for individual Colorado school libraries based on the results of the second Colorado study, “How School Librarians Help Kids Achieve Standards”
- LibraryJobline.org – an interactive tool for job-seekers, employers, and the library community at large, as well as a source for data about jobs in the library and information profession
- Changing Library Workforce – continuing examination of issues impacting the library profession [www.LRS.org/workforce.asp]
- Colorado Literacy Research Initiative – a collaborative project with the Adult Education and Family literacy unit of the Colorado Department of Education, provides access to research and statistics that inform decision-making for adult education and family literacy programs throughout the state [www.LiteracyResearch.org]
- Colorado Family Literature Consortium (2001-2002) – redesign and maintenance of the web site [www.ColoradoLiteracy.net]

Web Sites

- Editor for the Colorado Literacy Research Initiative web site at <http://www.LiteracyResearch.org/> (2001-2009)
- Contributor to LRS web site at www.LRS.org

- Web editor for the Colorado Family Literacy Consortium web site at <http://www.coloradoliteracy.net/> (2001-2003)

Sample Project Lead Resumes for Sub-Recipients

TECHNOLOGY/NETWORK PROFESSIONAL with domestic to international experience in design and implementation of creative technology strategies. Highly resourceful, Expert problem-solver. comprehensive researcher, purchasing, management, implementation and organizational skills.

PROFESSIONAL EXPERIENCE/ACCOMPLISHMENTS:

City of Alamosa

October 2007 – Present

IT Director

- Purchasing agent for all City and Library computer equipment. Including contract negotiations, Vendor selections, specifications, installation and support.
- Recently deployed 25 public computer systems for the Southern Peaks Public Library, to include security systems, content filtering, AntiVirus and Public Access Computer restrictions.
- Meets with Department Heads, supervisors and users to determine their needs, present and future systems; provides budget recommendations for entire City IT needs. Assists with Grant Procurements, implementation of said grants to include Computer Training Labs, and Police Mobile Data.
- Responsible for Specifications, installation, design, support and maintenance of the following systems: City wide VOIP phone system, Wireless network to connect all City owned properties, Electronic Timecard System, Mobile Data for Police Cars, Website, Auction Site, OCR Systems, Public Access Points, Off Site Data Backup Systems, On backup Systems, Server Virtualization, Backbone Design, Exchange Mail System, Certificate Management, Firewalls, Routers, Switches, Content Servers, Court Video Systems, Audio Systems, Public Access Television Station, Water Treatment Automation Systems, and GIS Systems.
- Acted as PIO, backup IC for EOC emergencies.
- Provided technical specifications and plan review on a new City Hall/Library Complex. Provided technical specifications and plan review on a Police/Fire complex.

Hernando County Utilities

December 2006 – October 2007

Computer Systems Analyst

- Perform technical, professional, and analytical work pertaining to the evaluation, installation, use and maintenance of stand alone computers as well as those within a local or wide area network computer system.
- Responsible for analyzing hardware and software needs, installing hardware and software, advising users in the use of computer applications and equipment, analyzing manual and automated systems, and determining the feasibility of computer applications.
- Meets with users and supervisors to determine their needs and present systems; provides technical advice and services regarding the evaluation, selection and installation of hardware and software; develops system proposals, documentation, and modifies user procedures as needed.
- Performs maintenance and support of Novell, Unix, Windows and Linux servers.
- Performs daily computer operations duties relating to lockbox payments, daily payment system, interface and nightly system processing as well as documentation and training for entire payment system.

Star Holdings Inc.

August 2004 - November 2006

An entrepreneurial company that provides management and computer services to a variety of small businesses.

CTO (Chief Technology Officer)

- Provides consulting IT services to small businesses, including Casino's, Auction houses, Museums and several private companies. Leading edge technologies, including Windows Vista, VoIP, and Video DVR.

Wildhorse Casino

March 2004 – August 2004

A new Colorado based casino.

Director of IT

- Network setup including expert usage of Windows 2000, Windows 2003, Windows XP, SQL server administration, Microsoft Exchange 2003, Active Directory, Iml email software, IIS Servers, Domain Controllers, Veritas Backup Exec, Robotic Library, load monitoring, and Cluster Servers . Third party software and hardware installation and support for Point of Sale Systems, VoIP, Lucent Phone Systems.
- Responsible for entire network design, annual budgeting, purchase and administration including over 60 workstations and 10 servers.
- Setup, install and program all internet security devices, including Firewalls, Cisco Routers, virus prevention/detection and removal.
- Provided all support services and documentation for entire network. Including protocols approved by the Colorado Department of Gaming.

WebConnects, Inc.

1997 - 2004

An international Internet Service Provider.

President/Founder

- Founded in 1997, developed, designed, installed, implemented, tested, and administered an international Internet Service.
- Levels 1 -- 3 Telephone and Email tech support for over 30,000 clients. Business client 24 hour emergency response lead.
- Network setup including Cisco Routers, HP Switches, PBX systems, DS1 – DS3 level communications, Microwave communications, Wireless networks, lan, wan, 3 Com dialup access systems and DSL systems.
- Responsible for all hiring and firing, supervision and personnel issues in regards to over 20 employees.
- Conducted public training classes throughout Boulder Colorado in general computer usage.

CyberPower, Inc.

1992-1997

One of the First Internet Cafes:

(CTO) Chief Technology Officer

- Identified, purchased implemented and supported third-party software and hardware systems. Designed and implemented computer and Novel Wan systems that enabled multiple locations to network consumer based systems for entertainment purposes.

City and County of Denver.

1989-1992

MIS Director

- Developed and managed entire Civil Service Commission computerized examination system.
- Developed and implemented an automated exam system for hiring police officers and firefighters for the entire city of Denver. Setup and maintained Novell Servers, AS 400, and workstations.

United States Navy

1982-1989

Yeoman

- Decorated veteran: including Navy Achievement Medal awarded for computer-related services.
- Navy Seals (Seal Team One)
- VA-128, Whidbey Island Washington
- USS St. Louis.

EDUCATION:

Plainfield High School

Computer Tech Institute, Graduate with honors

DPEC, Business Administration Certification

CISSP, Security Professional Series

Mindleaders, Microsoft Exchange Server

Mindleaders Network Administrator

Microsoft Certified Professional

US Naval "A" School

DPEC, Master Computer Network Engineer

DPEC, Cisco Related Series

Mindleaders, Internet Marketing Series

Mindleaders, SQL Server Admin

CompTIA A+ Certified (October 2006)

Suzanne Velasco

Experience

Information Technology Technician

May 2007 – Present City of Burlington, Burlington, CO

- Computer diagnostic, maintenance, and repair
- Maintain network connectivity & integrity
- Purchasing of network & computer hardware for City operations
- Remote support for end user computer issues

Recent IT Projects

- Procured 3 new computers for Burlington Public Library using funds made available from the Gates Grant & installed the appropriate software on each station (CyberSitter, Deep Freeze, Open Office)
- Procured 2 new computers for Burlington Police Department & set up network connectivity on each station to communicate with Police Department's criminal incident/report database
- Procured new server for City Hall, migrated all documents & databases from old server, and reconfigured network access at each computer station to connect to new server

Professional Qualities

- Dedicated
- Reliable
- Teamwork Capable

Education

Morgan Community College, Fort Morgan, CO
2005-2007

- Associates of Arts

References

References available upon request



E. Annette Choszczyk

Professional experience

2007-Current Delta County Libraries, Delta Colorado Library District Director

- Administered multi-grant construction projects for two library buildings, including DOLA grants and USDA grants and numerous foundation grants
- Wrote and administered LSTA grant for outreach to Spanish speaking populations
- Currently administering a Colorado Historic Fund assessment grant for the Delta building
- Prepared and managed District budgets including certification of mil levy and State reporting
- Produced RFP and administered project for District logo and branding project: New Logo, Signage, Library Cards
- Supervised design and implementation of new website
- Planned and administered a re-naming and publicity campaign for the District
- Administered two Big Read grants
- Administered migration to new ILS system
- Supervised District management team including administration departments, five library branches and the District-wide Literacy department
- Created teams and sub-committees for management of multiple projects
- Supervised teams and individuals preparing a variety of grants
- Recruited and hired Library managers and administrative staff
- Supervised Manager for Collaborative Literacy Program involving the School District, Family Resource Center, and County department of Health and Human Services. Had oversight of grants and collaborative funding for programs, instruction and outreach.
- Actively built collaborations and contacts throughout the District to benefit and enhance Library services and public relations

2007 Colorado State Library

Contract Writer

Developed web content for Special Populations Committee's Diversity Website

**1988-2007 Arapahoe Library District, Glendale Branch
Glendale, Colorado**

Library Manager/Supervisor

- Developed a small branch library into an award winning model of collaboration and service to diverse populations
- Led and participated in multiple Strategic Planning Processes
- Managed Remodeling and Tenant Finish projects
- Successful Grant Writing for a variety of projects and services
- Built community collaborations
- Increased library use by more than 5,000%
- Successful Public Speaking and Training
- Produced Newsletters and Articles
- Recruited, Hired, Trained and Supervised a multi-cultural work team
- Developed programs and service for all ages
- Provided direct patron assistance and staff mentoring

**1976-1987 Idaho Springs Public Library
Idaho Springs, Colorado**

Library Director

- Led the formation of a Library District for Clear Creek County by building collaboration between two rival communities
- Wrote successful LSCA grant for renovation of the Carnegie Library building and managed the entire project, both financial and construction.
- Responsible for all aspects of Public Library management including planning, Board communications, community collaborations, budget preparation and defense, bookkeeping, fund raising, publicity, collection development, cataloging, staff hiring, training and supervision.
- Delivered direct public assistance and programming for all ages

Education

University Of Minnesota

- **Bachelor of Arts, Magna Cum Laude**

University of Denver

- **Master of Arts, 4.0 GPA**
- **Coursework completed towards PhD**

Other Educational Achievements

- **Mediation Certificate**
- **50 Hours of Crisis Counseling**
- **50 Hours of Advanced training for Crisis Counselor trainers**
- **60 hours of coursework earned towards PhD**

References

Nancy Bolt
Principal, Nancy Bolt and Associates
Former State Librarian
9018 Ute Drive
Golden, CO 80403
Phone 303 642 0338

Web www.NancyBoltAssociates.com
e-mail [REDACTED]

Barbara Sample
Director of Educational Services
Spring Institute for Intercultural Learning
1610 Emerson Street
Denver, Colorado 80218
Phone 303 863 0188
e-mail bsample@springinstitute.org

Pat Wagner
Principal, Pattern Research, Inc.
PO Box 9100
Denver CO 80209-0100
Phone 303 778 0880
e-mail pat@pattern.com

Terri Mondschein

(970) 872-4317w

Summary of Qualifications

- Dedication and enthusiasm for a career in library science
- Versatile in numerous aspects of library management
- System Administrator for SirsiDynix Symphony
- Project management leadership
- Computer maintenance and trainer
- Knowledge and experience in collection development
- Community oriented, including outreach and fundraising

Key Activities

- | | |
|---|--|
| <ul style="list-style-type: none">• 7 years management experience• Colorado Association of Libraries Leadership Institute charter member (CALLI)• Collection development• Community Needs Assessments• Computer lab maintenance | <ul style="list-style-type: none">• In-service trainer for technology, reference and ILL• Project Manager for ILS migration• Toddler, preschool and teen programming• Virtual reference librarian |
|---|--|

Work Experience

Delta County Public Library District Hotchkiss, CO
Technical Services Manager/System Administrator

September 2008 – Present

Duties include project manager for integrated library system (ILS) migration from SirsiDynix Horizon to SirsiDynix Symphony. Library District ILS needs assessment group leader, technology committee leader. Create and maintain a centralized collection development program for the five branches of Delta County Libraries; District wide training in areas that include databases, customer service, reference techniques and Library 2.0 applications; create and maintain technology lab at the Hotchkiss Library.

Delta County Public Library District Paonia, CO
Assistant Librarian III

October 2002 – August 2008

Duties included toddler, preschool and teen programming, branch and district staff training, liaison between public library and local school systems, support library director in acquisitions, cataloguing, inventory, and community outreach including homebound delivery, AskColorado virtual librarian (charter member of the 500 Club), computer maintenance, and interlibrary loan.

Delta/Montrose Vocational-Technical Center Paonia, CO

Instructor

30 hour Word XP software series

October 2004 – May 2005

8 hour PowerPoint seminar

May 2005

RE/MAX Mountain West Paonia, CO

Technical Writer

Fall Buyer's Guide: Photo digitizing and layout of photos with Photoshop

August 2004

Spring Buyer's Guide: Photo digitizing and layout of photos with Photoshop

May 2004

Winter Buyer's Guide: Photo digitizing and layout of photos with Photoshop

January 2003

Technical Procedural Manual

June 2003

Kiosk PowerPoint

May 2003

Pearson Education - Prentice Hall

Supplement Author - PowerPoint's created as teaching supplements to these textbooks:

Understanding Financial Statements, 7th Ed., by Lyn Fraser and Aileen Ormiston,
June 2003

Financial Statement Analysis by Robin Soffer,
January 2003

Understanding the Corporate Annual Report by Lyn Fraser,
June 2002

Publications

Colorado Libraries Magazine Vol. 32 # 1. Book Review. pg. 43.

"The Mysteries of Internet Research" by Sharron Cohen,

Winter 2006

Colorado Libraries Magazine Vol. 30 #1. Book review. pg. 52.

"Book Bingo! (Library Game)" by Blue Ocean Books,

Spring 2004

Colorado Libraries Magazine Vol. 30 #4. Book review. pg. 51.

"Twenty Life-transforming Choices Adoptees Need to Make" by Sherrie Eldridge,

Winter 2004

Boxoffice Magazine "Two Tickets to Paradise" Profile on Paonia's independent theater owner, Stu Carlson. Dec. 2002

Mesa State College Student Scholars Symposium. "Analysis of Board Game Instructions: Linguistic Attributes in Relation to Gender Roles." April 15, 2002

Education

University of Wisconsin-Milwaukee	Masters in Library Information Science	Graduation Date: December 21, 2008
Coursework includes:	<ul style="list-style-type: none"> • Collection Development • Ethics • Management • Marketing 	<ul style="list-style-type: none"> • Organization of Information • Public Libraries • Reference Service • YA and Children's collections
Achievements:	GPA: 3.918	
Mesa State College	Grand Junction, CO	Graduation Date: May 2002
Degree Awarded:	Bachelor of Arts in English, with an Emphasis in Writing	
Coursework:	<ul style="list-style-type: none"> •Advanced Writing •Expository Writing 	<ul style="list-style-type: none"> •Advanced Technical Writing •Information Technology •Web Page Design
Honors & Awards:	<ul style="list-style-type: none"> • Latin Honors <i>cum laude</i> •President's List and Dean's List: Fall '98, '99, '00, '01 Spring '99, '00, '01 '02 	<ul style="list-style-type: none"> • MSC Student Scholars Symposium, 2002 • Sigma Tau Delta •Who's Who In American Universities and Colleges 2002
Achievements:	Maintained a 3.70 GPA while being a full-time parent and commuting 140 miles-per-day for five years.	

Kateri G. Abeyta



I am a highly motivated, results-focused individual with a proven passion for overseeing the work of an Information Technology department that compliments the resources and services of the organization.

Profile

- Excellent interpersonal skills. Confident and poised in interactions with individuals at all levels.
- Proven ability to develop team structures and create focused, engaged groups.
- Positive, productive relationships with staff at all levels.
- Proven leadership skills and ability to select, train, and motivate staff with sensitivity, humor, and flexibility.
- Skilled in communicating effectively in the written word and comfortable with public speaking.
- Implement creative approaches to problem solving through use of excellent analytical skills.
- Highly regarded for a proactive, positive and enthusiastic attitude.
- Dedicated individual; achieving a reputation for consistently going beyond what is required with minimal supervision.
- Detail oriented and resourceful in the completion of projects with an ability to multitask and prioritize effectively and work in a fast paced, and sometimes stressful, environment meeting strict deadlines.
- Organized individual with exceptional follow through abilities.
- Expert technical skills and extensive knowledge of the web and web technology, online trends, and popular culture.
- Ability to organize, coordinate, evaluate, select, and assist in the implementation of new technology for the organization.

Education

- Masters Degree in Information Technology, University of Phoenix – October 2006
- Bachelor of Science, Computer Information Systems, Metropolitan State College of Denver – August 2001
- Database Analyst Certificate, Metropolitan State College of Denver - Denver, CO – August 2001

Professional Experience

Network Services Manager, *The Denver Public Library*

01/08-present

- Manage group of IT professionals in 3 main areas: Application Development, Help Desk Support, System Administration.
- Plan and execute IT projects that include system upgrades and deployment of software and hardware following the project life cycle methodology: Initiation, Planning, Execution, and Closure.
- Train end users on new systems.
- Develop processes and procedures that streamline workflows and create efficiencies.
- Liaison to City and County of Denver Technology Services management team.
- Serve on team with Library colleagues to plan new branch libraries and renovate existing buildings to include technology ranging from audio/visual to cabling to RFID to flexible workspaces.
- Work with library staff to determine technology needs that help the library achieve our goals.
- Create job postings, conduct interviews, and hire new IT staff.
- Conduct employee evaluations and help to set future goals that will enhance their technical and interpersonal skills.
- Manage the IT budget by obtaining equipment, services, and maintenance contracts based on the established budget set in the previous year.
- Involved in the organization, coordination, evaluation, and selection of new technologies at DPL including Print Release Stations, Online Catalog, RFID, and Wireless Internet expansion.
- Led the System Administrators and Application Developers through a Payment Card Industry Audit of our online ecommerce application, our network and web servers.

Senior Information Technology Developer, *The Denver Public Library*

06/04-01/09

- Manage the development of web applications, including an ecommerce application, for all DPL websites by following the system development life cycle
- Provide project leadership to web development and applications development teams that includes training, development timetables, status reporting, documentation generation, team communication, and quality assurance
- Supervise the application development team by developing and managing the project timelines
- Serve as point of contact for our customers to initiate projects and follow up on project statuses
- Evaluate software and hardware needs for web servers and make recommendations for implementation
- Led a team of IT colleagues in the research and implementation of a 3-tier web development environment (development, test, production) which streamlined the development process
- Developed database and web interface to capture library program attendance which aids in management decision making
- Participated in interviewing and selection of two application developers and a UNIX administrator
- Provide maintenance of production and development servers
- Provide help desk support to library staff – perform hardware and software troubleshooting and problem resolution

Associate Information Technology Developer, *The Denver Public Library* 06/02-06/04

- Developed applications for DPL Internet and Intranet using dynamic internet interactivity techniques and database technologies
- Trained web team members on DPL web site processes and procedures, software, and programming
- Created documentation for web team
- Conducted usability testing of DPL web site
- Performed maintenance of production and development servers
- Provided help desk support to library staff – performed hardware and software troubleshooting and problem resolution

Staff Information Technology System Administrator, *The Denver Public Library* 07/01-06/02

- Developed and maintained the Denver Public Library public and Intranet sites
- Worked with library staff to develop look and feel of web pages
- Generated content for web pages
- Created and modified graphics for the web site use using Adobe Photoshop and Macromedia Flash
- Provided help desk support to library staff – performed hardware and software troubleshooting and problem resolution

Web Programmer, *Digital Creators* 10/98-02/01

- Programmed and maintained on-line courses using HTML and JavaScript in the WebCT on-line courseware environment
- Trained fellow WebCT programmers on new WebCT software releases and client expectations
- Worked with clients, Project Managers, and Graphics Department to develop course look and feel.
- Helped streamline development processes between Program Managers, Graphics Department, and Programming Department
- Held lead programmer role in many projects - Projects include: the Digital Creators company web site, Allstate Insurance, MCI Amsterdam, WebCT

Web Site Developer, *Raytheon Systems Company* 10/97-10/98

- Developed and maintained the company intranet site as well as specific organization sites using HTML and JavaScript
- Led training sessions and workshops which demonstrated the intranet site to specific business areas
- Worked with the graphics department to design graphics for internet and intranet sites
- Built the company internet job requisition site for the Westech and Monster.com web sites
- Helped coordinate the company intranet usability survey
- Researched, requisitioned and trained fellow team on the use and capabilities of a scanner for graphic generation

Awards and Accomplishments

- Applied and accepted as a member of the 2008 GOALS year-long program sponsored by The City and County of Denver

- Played an integral part in the team that developed denverlibrary.org and it's sub sites which resulted in the following awards:
 - 2006: WebFeat President's Award for Innovation, OverDrive Digital Pioneer Award, Colorado Association of Libraries Outstanding Library Web Site: Secret WonderWeb for kids and eVolver for teens
 - 2005: Best of Westword: Best Online Service for Ten-Year-Olds Kids - Secret WonderWeb, The Webby Awards Best of the Web: Webby Worthy Award - denverlibrary.org
 - 2004: National Commission on Libraries and Information Science: Health Web Site Award - denverlibrary.org's Health and Medicine Site, Sno Isle Public Library: Top Teen Library Web Site - eVolver, Public Library YA Web Pages For The 21st Century: Top 20 Teen Web Site – eVolver, Best of Westword: Best Free Service - denverlibrary.org
- 2005-2007 – Participant in career days for area Denver Public Schools through Community Resources, Inc.
- 2004: Nominee for Big Impact Award for the IT department
- 2003: Nominee for Nell I. Scott Employee of the Year Award, Nominee for Best Team Player Award
- 2000: Attended WebCT conference in Vancouver, BC, which gave me the opportunity to network with other companies resulting in new business for Digital Creators.
- 1998: received Rapid Recognition Award for developing business area Intranet containing ISO documentation for ISO compliance and certification.
- 1997: received Bravo Award and G.E.M. (Going the Extra Mile) Award for working extra hours to help the team get the job done under budget and on deadline. National winner of a writing contest for Manpower Temporary Services.

Michelle R. Jeske 

EMPLOYMENT

Denver Public Library, Denver, Colorado

Director of Collections and Technology Division, 2009-present

Guide the division responsible for selection, acquisition, cataloging, and processing of library materials, information technology for staff and public and online services with an inspirational, forward-looking vision that encourages innovation and best practices. Lead and coordinate effort to implement RFID system wide and implement a new integrated library system, a new catalog, a new web site, and a new digital asset management system (all 2010). Plan for new three branches and other bond construction projects related to technology and collections, division budget planning, and other administrative responsibilities.

Manager of Web Information Services and Community Technology Center, 2008-2010

In addition to Web Information Services below, created and managed new Central Library Community Technology Center including staff, technology, training, budget, planning, and implementation. Managed LSTA grant related to customer technology training program.

Manager of Web Information Services and Resource Sharing, 2001-2007

Managed team responsible for denverlibrary.org development including creation, evaluation, selection, analysis, integration, promotion, and customer service for DPL's online resources and services including web sites, catalogs, licensed databases, downloadable media, e-newsletters, RSS feeds, social networks and other Web 2.0 tools. Developed and managed budget for electronic resources, standing orders, serials, and reference materials. Developed collection of reference materials, standing orders, and serials for customers and staff, research available materials, anticipated trends, and analyzed usage. Managed Interlibrary Loan Department and represented Denver Public Library as part of the Colorado Resource Center in the State of Colorado for resource sharing activities, such as Interlibrary Loan, shared online collections, administering of grants designed for resource sharing, promotion of services, and training.

TLC CARL Corporation, Denver, Colorado

OPAC Product Manager, 1999 - 2001

Managed the development of online public access catalog products, a subscription database, and other products. Coordinated the timely development and deployment of product releases, assisted in the creation of functional specifications, led weekly development meetings, worked with documentation, training, and QA teams as products evolved. Responsible for the synthesis of current and prospective customer requirements for product enhancements. Conducted usability testing and worked closely with libraries to ensure satisfaction. Worked with marketing on the creation of marketing materials. Managed six employees who comprised the OPAC team and were responsible for product management, graphic design, application support, content management, documentation, and product implementation.

San Antonio Public Library, San Antonio, Texas

Electronic Resources Coordinator, Librarian IV, 1997-1999

Created and maintained library web site. Coordinated committees responsible for database evaluation, web site selection as well as a regular online newsletter with annotated web sites for reference staff. Evaluated, selected, and licensed electronic resources and provided training and support for staff in the productive use of those resources. Supervised public Internet training program, including a cooperative program with a local school district. Supervised four trainers. Coordinated hardware, software, and telecommunications needs with technical staff. Applied for and managed grants and government programs, including the Gates Urban Library Leadership

Grant, the federal Universal Service Program (e-rate), and the National Library of Medicine Consumer Health Grant.

Reference Librarian II, 1995-1997

Provided reference and readers advisory services. Managed three public service desks and scheduled large staff. Performed collection development with largest budget in department. Planned and provided Internet, OPAC, and CD-ROM training for staff and public. Planned and implemented ALA traveling exhibit and 40 public programs in 6 weeks.

New York Public Library, New York, New York

Reference and Adult Services Librarian, 1993-1995

Managed a reference department in a large regional branch library. Supervised library aides, paraprofessionals, and professionals. Participated in creation of the original New York Public Library web site. Performed collection development. Trained staff on Internet use and created Internet training documents for system.

National Marine Fisheries Service, Northwest Fisheries Center Library, Seattle, Washington

Library Technician, 1992-1993

Provided reference assistance to researchers and the general public. Assisted users with CD-ROM products and online tools, such as Dialog.

EDUCATION

Completed first and second year of 3-year LEAD program through City and County of Denver, 2004-2005

Masters of Librarianship, University of Washington, Seattle, Washington, 1993

Bachelor of Arts, International Studies; Political Science, Trinity University, San Antonio, Texas, 1989
magna cum laude, Phi Beta Kappa

SELECT PROFESSIONAL ACTIVITIES

Member, American Library Association, Colorado Association of Libraries

Colorado Acquisition of Information Resources Statewide (AIRS) Committee, 2005–present (Chair 2007–present)

Editorial Board Member, *The Charleston Advisor*, 1999-present

RUSA STARS ALA Annual 2008 Pre-Conference Planning Committee, Throw Off Your Policies and Expose Your Resources: Rethinking Resource Sharing, 2007-2008

Colorado Interlibrary Loan Committee, 2001-2007 (Chair 2003-2004)

Named Library Journal Mover and Shaker 2005

National Faculty Member, Online Information Retrieval graduate course, Emporia State University School of Library and Information Management, Fall/Winter 2002, Fall/Winter 2003

LearnATest Advisory Board, 2003

Gale Group Public Library Advisory Board, 1998-1999, E-book Advisory Board 2003

Z39.50 Implementers Group, 2000-2001

Public Library Association

Publications Committee Electronic Communications Advisory Subcommittee, 1998-2000

Full-TX Working Group, Texas State Library, 1997-1999

Selected statewide electronic databases

SELECT PRESENTATIONS AND PUBLICATIONS

Various presentations at Colorado Association of Libraries, CARL User's Group and local workshops, 2001-present

"Take Your Online Services to the Next Level," 2008 Public Library Association conference

"Tapping into Media: Taking Your Online Presence to the Next Level with Audio and Video," *Library Journal*, September 2008, v133, no15

"Mango Languages" review in *The Charleston Advisor: Critical Reviews of Web Products for Information Professionals*, January 2008, v10, no3

"The Rethinking Resource-Sharing Initiative: A New Development in the USA," *Interlending and Document Supply*, 2007, v35, no2

"Downloadable Media – 0% Loss, No Shelving Required," 2006 Public Library Association conference

"Downloadable Books, Audio and Video: One Experience" at 2005 LITA National Forum

Presentation at 2003 netLibrary Publisher Summit, September 2003

"Culturegrams" review in *The Charleston Advisor: Critical Reviews of Web Products for Information Professionals*, July 2003, v4, no5

"LearnATest" review in *The Charleston Advisor: Critical Reviews of Web Products for Information Professionals*, July 2002, v4, no1

"Can't We Ever Cancel Anything? Collection Development and Resource Tradeoffs in an Electronic Environment?," 1999 ALA Annual Conference for ASCLA Interlibrary Cooperation & Networking; RUSA Collection Development Section

Presentation to the National Library of Medicine Board of Regents on issues facing public libraries, May 1999

SUCCESSFUL GRANTS

Library Services and Technology Act Grant for Community Technology Center Customer Technology Training Program, 2008-2009

Library Services and Technology Act Grant for Improving Library Services to Limited English Proficient Populations, Denver Public Library, 2003-2004

Gates Urban Library Leadership Grant, San Antonio Public Library

National Library of Medicine Consumer Health Grant, San Antonio Public Library

Laurie Ernst



Work Address
PO Box 703
Dove Creek, CO 81324

970.677.2597
970.677.2389

lernst@dolorescounty.k12.co.

Summary

Proven skills in leadership, communications, and problem solving. Seventeen years experience as a librarian-aid, two years as head librarian for the Dolores County School District. Fourteen years as librarian/director for Dolores County Public Library.

Work History

August 1996-present**Librarian/Director, Dolores County Public Library August 1991-present**Librarian, Dolores County School District

Professional Development and Training

- *StateWide Interlibrary loan fast track training
- * No Child Left Behind Title II-A Quality Paraprofessional certification
- * Colorado Library Consortium Workshops
- * Proficient in Common Computer Applications
- * Budget and financial management
- * Information Specialist
- * Librarian and teacher collaboration

Education

Graduated Silverton High School 1972

Leadership Activities

Catechism Instructor, Gymnastic Instructor, Girl's Basketball Assistant, Altar Society Leader

References

Available upon request

Staff Resumes for Dolores Public Library's Grant application:

Carole Arnold:

Director of the Dolores Library for twenty-six years with my first directive to build a library, (not just a building, but improve services, programs and collection), and we were able to progress from a one room library to an awarding winning beautiful building on the river in 2004. This development began by researching and establishing a library district and obtaining many grants through the years for programs, building and technology. I was the major decision maker in the building project and the daily liaison between the board, architect and contractor.

We acquired our domain name before we had a computer and long before there was connectivity in our area so we would be ready when it was available. Long before there was a consortium in the state to assist small libraries with an Integrated Library System we had our collection converted into a MARC format with the assistance of a grant from a Colorado Foundation so we would be ready for a web-based system.

We participated twice in the Gates' Grants requesting a lab; we received four computers which were most helpful and able to upgrade a few years later.

For the past six months, my staff and I have been working on the migration process from Dynix Horizon to open source Liblime/Koha. One of my staff is good at cataloging and good at training the circulation staff. We were one of eight pilot libraries. The migration was made possible with an LSTA grant which I was the lead on the grant for the ASCC Consortium. We did not receive money directly, but benefited in the migration process from the grant.

We have had three successful elections, a successful building project with a building worth two million dollars and costing the taxpayers only \$200,000 due to in-kind donations, including the land, monetary donations, grants and many successful fundraising events.

We had the first fax machine in town and still provide this service which is used daily; we have the only photocopy (BW& Color) machine available for public use in town. We also had wireless access points install in our new library when it was being built; the only wireless available in the county at the time.

While we do not have an IT person on staff, we do contract with an knowledge IT person. We are an E-rate participant, we are visionary and we stay apprised of new technologies that will help us in meeting the needs of our community and our mission as a library. We are excited about using the smart board for training in the community and to be utilized by businesses, school districts and others in their planning and training sessions, and in learning how to use this technology. We are at a disadvantage in our area due to the fact that we live in rural, remote area and not having the advantage to meet, learn and discuss personally with others in our field that use more up-to-date technology, and that is why we strive to bring new methods of training to our area.

Diana Donohue

Knowledge & management skills of:

--Computer operating systems, 18 yrs. exp.

Including, routine systems management tasks and upgrades

- Microsoft Office packages, 15 yrs. exp.
- Internet search engines & e-mail programs, 15 yrs. exp.
- Anti-Virus software & filtering systems, 15 yrs. exp.
- Media downloads 5 yrs. exp.

Other equipment

- Computer printers, 15 yrs. exp.
- Fax machine, 15 yrs. exp.
- Photocopying machine, 20 yrs. exp.
- Scanner, 5 yrs. exp.
- LCD projector, 3 yrs. exp.

The working ability to assist patrons and staff in trouble-shooting technical problems with computers and other equipment. 7 yrs. exp.

Comprehension, management, & organization of library computer systems

Including, circulation, cataloging, statistics & reports

- Public school system, 2 yrs. exp.
- Public Library, 5 yrs. exp.

Experienced in pre and post migration administration of library cataloging records

DEBORAH JOHNSON

Library Director

Dedicated and technically skilled business professional with a versatile administrative support skill set developed through experience as an assistant to the library director.

Excel in resolving employee challenges with innovative solutions, systems and process improvements proven to increase efficiency while maintaining patron satisfaction.

Offer advanced computer skills in MS Office Suite and other applications/systems.

Key Skills

Employee Management	Report & Document Preparation	Records Management
Teambuilding & Supervision	Accounts Payable/Receivable	Meeting & Event Planning
Staff Development & Training	Policies & Procedures Manuals	Inventory Management
Volunteer Management	Prepare Annual Budget & Reports	Plan Technology Upgrades

Experience

EAST MORGAN COUNTY LIBRARY DISTRICT

1991 to Present

Library Director 2001 to present

Assistant Director, 1992 to 2000

Library Clerk 1991 to 1992

Promoted during 10-year tenure with EMCL, culminating in current responsibility for coordinating all library functions supervising a team of nine clerks and am now in the middle of a building expansion and renovation.

Results:

Developed efficiency-enhancing workflow/process improvements.

Wrote and administered grants for materials and equipment including Bill and Melinda Gates Technology grants.

Updated policies and procedures to improve library functions and maintain state standards.

Have managed a construction project and a BISAC project simultaneously

ROBERT WILHELM, DDS

1979 - 1990

Receptionist/Dental Assistant

Served as executive assistant to the Orthodontist, handled a busy phone system, functioned as primary liaison to patients. ***Results:***

Became a trusted assistant to the doctor and earned a reputation for maintaining a positive attitude and producing high-quality work.

Education

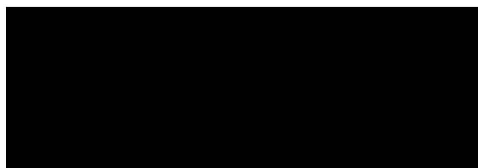
Bachelor's degree in Business Administration, Regis University

1996

Masters degree in Library Science and Information Management, Emporia State University

2000

SHANNA ENGLER



EDUCATION: 15 credits completed in MLS, 1994
Emporia State University, Emporia, KS
Bachelor of Arts, 1993, Tabor College, Hillsboro, KS

EXPERIENCE: *Branch Manager*, 2008-present
Simla Branch Library
504 Washington Ave., Simla, CO 80835
Elbert County Library District
239 Main St., Elizabeth, CO 80107
Responsible for all library functions related to the general operation and management of the Simla Branch Library. Work with staff and community to build collections and services that are responsive to the Simla community needs. Carry out library policy as determined by the ECLD Board of Trustees, under the Library Director's supervision. Completed a Gates Foundation Grant project of \$7,900 that expanded the Library's computer station capacity from 2 to 5. Secured the final \$1,300 of \$2,600 in matching funds from the Friends of the Simla Branch Library needed for the Gates Foundation Grant.

Branch Manager, 2007-2008
Orchard Mesa Branch Library
Mesa County Public Library District
530 Grand Ave., Grand Junction, CO 81502
Manager and sole staff member of a branch sharing space with a middle school library. Orchard Mesa is 1 of 8 branches in a growing county of 120,000 people.

Chiropractic Office Assistant, 2005-2006
Family Care Chiropractic and Wellness Center
516 W. 35th St., Davenport, IA 52806
Responsible for daily office management and organization, billing, collections, scheduling, and patient education.

Library Director, 1995-1997
Clearwater Public Library
109 E. Ross St., Clearwater, KS 67026

Administrator responsibilities of public library serving 2,000 residents and the surrounding populace. Supervised a 3-5 member staff and reported to a 7 member library board. Overseer of new library facility building project. Secured and appropriated LSCA (now LSTA) grant funding for part of the building project. Managed annual growing budget of \$48,000. **Outstanding Small Public Library Award**, 1996, of the South Central Kansas Library System.

Assistant Manager, 1994-1995

Buhler Market

116 North Main St., Buhler, KS 67522

Retail grocery management in meat and produce departments.

Medical Secretary/Receptionist, 1993

Internal Medicine Specialists, PA

2020 North Waldron, Hutchinson, KS 67502

Secretarial responsibilities for 3 physicians.

Nanny, 1989-1991

Washington, D.C. metropolitan area

In home care for 3 children ranging in ages from 3 to 7 years.

REFERENCES AVAILABLE UPON REQUEST

SHARON SEGER



EXPERIENCE

2007-Present Frenchman School District Fleming, CO

District Technology Coordinator/Business Teacher

Manage and troubleshoot computers for school and Fleming Community Library

Assist with servers and changing of router equipment.

Set up for two complete computer labs.

2005-2007 Genoa-Hugo School District Hugo, CO

- Taught a variety of business classes including Keyboarding, Computer Applications, Careers, Intro to Business and Accounting

- Managed computer network for the district

- Maintained 100 computers daily

- Instructed faculty and staff on the use of software for their needs

- Coordinated VNET communication distance learning for I70 corridor.

- Future Business Leaders of America (FBLA) Advisor

2003-2005 Alamosa High School Alamosa, CO

Business Teacher/ Building Technology Coordinator

- Taught a variety of business classes including Career Education, Entrepreneurship, Keyboarding, Business Technology and Yearbook Marketing.

- Taught technology classes for teachers.

- Future Business Leaders of America (FBLA) Advisor

- Managed computers throughout the high school.

- Problem solved technology

EDUCATION

2001-2003 Adams State College Alamosa, CO

Bachelor of Arts Degree. Business Administrator/Business Teacher Education.

- Graduated 2003

1999-2001 Northeastern Junior College Sterling, CO

- Associate of Arts Degree. Business Administration

- Graduated 2001

ACTIVITIES

Accountability Technology Committee: Chair-Genoa-Hugo School District.

School Accountability Committee: Alamosa High School

Lanny Page

Fort Morgan Public Library
414 Main Street
Fort Morgan, CO 80701

Phone: (970) 542 - 4003
Fax: (970) 542-4014
E-mail: lpage@fmlibrary.org

Objective

Manage public library IT Department

Education

Chadron State College, Chadron NE BS Music Ed. Graduated 1977
Denver Institute of Technology, Denver, CO Graduated 1988
Amateur Radio License - General Class KA0MCL- current
General Radio Telephone Operator's License PG Engineering* - current
*[PG is required to adjust, maintain, or internally repair FCC licensed radiotelephone transmitters in the aviation, maritime, and international fixed public radio services.]

Awards

Employee of the Quarter City of Fort Morgan
2005, 2007

Work Experience

National Park Service
Scottsbluff National Monument
Park Ranger / Historian 1977 - 1986
Tour guide for 3 National Oregon Trail Conferences OCTA.
Published historian of Papin Gravesite / 'Maps Of The Oregon Trail / G. Franzwa / Patrice Press

Reach Electronics
Lexington Nebraska
Technical Writer 1989
Wrote technical manuals for company that built pagers, and circuit boards for IBM products.

Fort Morgan Public Library
Fort Morgan, Colorado
IT / Programming 1990 - current
In charge of installation, maintenance and upkeep of all library PC's. Maintains working order of equipment in alliance with City IT department. Updates PC software. Troubleshoots PC hardware in alliance with City IT department. Library Webmaster. Created first and second edition of Library Web Page. Department Webmaster of current Library Web Page. Trains staff on new software updates including PC Reservation and Polaris ILS. Offers training to general public on: Basic Computer Use; Email; Microsoft Office; Internet Use; Intro to EBay; Intro to Facebook; EBSCO database use; ASK Colorado; Polaris PAC; MANGO Languages.

References

Cathy Bosley, Director, Fort Morgan Public Library, 414 Main, Fort Morgan, CO (970) 542-4001
Norm Martin, Mar Bow Music, 226 West 2nd, Chadron, NE 69331 (308) 432-3474
April Amack, Director, MCC Library, 920 Barlow Rd, Fort Morgan, CO 80701 (970) 542-3100

RESUME

LARRY K. MEREDITH



Gunnison County Library District – 2008 – Present

Interim Executive Director

Formerly President of the Gunnison County Library District Board of Trustees.

When a sudden need for an Executive Director occurred I volunteered to serve in an interim role. As we were transitioning from a County department to a special district and needed a vote of the people for a dedicated mill levy I have remained in this role longer than expected. I have supervised, and implemented, our own budgetary planning and accounting, managing of our \$2 million budget (in 2010) and directed all aspects of the District's operations, including our library branch in nearby Crested Butte.

Western State College, Gunnison, CO -- 1998-2007

Assistant to the President and Director of Public Relations

Retired in June of 2008

An administrative role with focus on communications, public relations, marketing, outreach, community relations, and support of admissions, alumni, fund-raising. Represented college in many external roles. Worked behind the scenes in support of Referendum C. Served on various committees, wrote and edited publications, assisted the college President at his direction. Managed a budget and directed a staff of five.

Innovative Communications Corporation, Emporia, KS -- 1979-1998

Owner/President

I established and ran this marketing, public relations and video production company until accepting the opportunity to join WSC in Gunnison. This firm served clients such as Gates Learjet, the Coleman Companies, a variety of other businesses, banks, colleges and universities, government agencies, non-profit groups and organizations, cities, chambers of commerce, advertising agencies and others.

Emporia State University, Emporia, KS -- 1967-1979 and 1989-1993

Public Relations Director (1967-79)

Director of Instructional Technology (1989-93)

I served as PR Director for ESU from 1967 until forming Innovative Communications Corporation in 1979. I was responsible for all the activities normally associated with public relations work for a major university.

In 1989, ESU asked me to take an interim position as Director of Instructional Technology during a search for permanent director. This turned into a longer-lasting position and in 1983 I was able to once again devote fulltime to my own company.

Friends University, Wichita, KS -- 1965-1967

Director of Public Relations

This is a small, private college which afforded me an opportunity to become involved in higher education.

Hallmark Cards, Kansas City, MO -- 1963-1965

Writer and Editor in Advertising and Sales Promotion Department

Worked with national advertising program, internal and external publications and news releases, and sales promotion activities.

"Wichita This Week", Wichita, KS -- 1961-1963

News Editor and Writer

A weekly business-related newspaper that I joined after graduation from college.

EDUCATION

BA in Journalism -- Kansas State University, 1961

MA in English Literature -- Emporia State University, 1971

PROFESSIONAL ACTIVITIES

Higher Education Association of the Rockies (HEAR) (2001-2007)

Board Member -- President 2005-2006

Foundation for Character Development

I was invited to take part in the first Colorado Symposium on Character and Ethics in September of 2007 at Denver's Botanic Gardens. I am continuing to support this organization and to participate in the growth and development of its goals and activities.

Gunnison County Library District

Board Member 2004-present

Gunnison County Marketing and Tourism Association

Advisory Board Member 2003-2006

Gunnison Valley Foundation

Advisory Board Member 2005-2007

Grant Reviewer -- current

Gunnison Area Economic Development Committee

Founding member in 1999

Public Issues Forum of the Gunnison Valley

Founding Board Member in 2001

Advisory Board Member

United Methodist Nursing Home

Board Member 1995-1998

Council for the Advancement and Support of Education (CASE)

Member during higher education employment

CONSULTING

People's Republic of China, Gansu Province

In 1991 I was invited, along with five other educators, to spend five weeks in China helping Gansu Province develop what was then called "Distance Learning" programs for individuals in the far reaches of the province. We traveled from the eastern end of the Great Wall to its farthest western reaches, working with Chinese educators, especially the Education Commission of Gansu Province.

Colleges and Universities

I have worked with several colleges and universities, including Ft. Lewis College in Durango, in helping them understand the role of public relations practitioners, and how to create public information programs that work.

Not-For-Profit Organizations

Many not-for-profit groups and organizations have called on me to help them plan and carry out public information and fund-raising campaigns.

AUTHOR

"This Cursed Valley" -- 2003

This is an historical novel set in Colorado's central Rockies and covers the period from 1880 to the beginning of the Great Depression. It was a finalist for a Spur Award from the Western Writers of America, is still in print and selling well.

"Colorado Voices"

In 2007 I was selected by *The Denver Post* from among more than 100 applicants as a "Colorado Voice." I wrote several columns for the paper that appeared on the editorial pages throughout my one-year stint.

Other Writing

I am the author a second novel which is in the hands of a literary agent and which is being considered by several major publishing houses.

I have also written screenplays and a Hollywood producer is currently raising the money necessary to put one of them into production (whether it happens is yet to be seen).

An essay by me will appear in the book "Colorado Writers on Writing" to be published by Ghost Road Press in 2009.

PRESENTATIONS AND PUBLICATIONS

I have made presentations before local, regional and national groups, including those mentioned under "Professional Activities," and my writing, publications and media productions have won awards from the Council for Advancement and Support of Education (CASE), professional advertising associations in Wichita and Topeka, Kansas, and other groups.

My writing has appeared in newspapers and magazines throughout the nation (usually as part of my public relations activities).

Susan Staples

2005 - Present

High Plains Library District

The vision of the High Plains Library District (HPLD) is to connect communities to information, inspiration and entertainment for life. As technology and internet services evolve as critical enablers for community development the library too has evolved as **the** anchor facility for providing access to computing and information necessities. HPLD currently offers over 350 public computers, checkout laptops with live internet and access to expansive sets of physical and online resources.

IT Manager

Manage all technical needs of the organization including a large base of public use computers. With no staff increase, in the first three years at High Plains the number of systems doubled and three additional locations have been opened.

1999 - 2005

The Children's Hospital Denver


The Children's Hospital is a 96 year old prominent local not for profit organization. This top 10 nationally rated, 233 bed hospital provides critical core and outpatient pediatric services to hundreds of thousands of patients from around the world each year. A relationally complex institution, Children's services extend beyond normal organizational boundaries through affiliations with the University of Colorado Health Sciences Center, University Hospital, University Physicians Incorporated, Med3000 and other care organizations and pediatric entities. Details about the environment include:

- 3000 client computers
- 500 print devices
- 210 Intel based servers
- 50 Unix based servers
- 15 satellites offices
- In excessive of 30,000 support requests processed annually by the Technical Support Center (internal helpdesk)
- Dual data center operations
- Large campus with approx 4000 staff\volunteers\physicians
- Heavy emphasis on automation with projects such as a 25 million dollar technical undertaking for implementation of a full electronic medical record system (EPIC)
- Teaching hospital supporting advanced research efforts



Manager of Client Services\Infrastructure Services

- **Managed 5 million dollar budgets and 28 staff providing services including:**
 - IT Operations
 - Systems administration
 - Data and voice communications
 - Technical Support (data and voice)
 - PBX
- **Effectively delivered complex solutions within highly constrained timelines:**
 - Developed and made functional an advanced remote access service on a four week schedule
 - Delivered a core CITRIX infrastructure within two months
 - Delivered service to new satellite operations within six weeks (including procurement, communications, phone service, desktop support and moving)
 - Managed data center environment
 - Led data center assessment review to develop solutions to overcome problematic facility constraints
 - Defined the data center solution for the new hospital location
 - Coordinated power and cooling upgrades along with remodels and moves
 - Negotiated and brought online operations at a second data center in order to overcome primary site facility limitations
- **Established hospital standards for equipment, clients and processes including desktops, laptops. Servers**
 - Implemented request management process resulting in improved response time and taking an outstanding work queue from 200 to under 10
 - Salvaged broken relationships forming strong partnerships
 - Established positive and successful working environment with facilities, engineering support teams and other previously dissatisfied groups
 - Contributed as a council member for group managing hospital construction, new location expansion, alt facilities related issues
 - Brought a legally at risk organization into compliance by establishing required software licensing contracts
 - Virus protection software
 - All Microsoft licensing components on servers and clients
 - Various misc applications
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- 
- **Improved services with existing staff while supporting significant growth rates**
 - 25% annual growth in clients
 - 75% annual growth in the server base
 - **Established and maintained strategic vendor relationships**
 - Qwest, Microsoft, CITRIX, Lewan (varied support), DELL
 - Streamlined procurement and delivery process reducing time from weeks to days
 - **Managed and/or contributed to:**
 - Strategic planning
 - Disaster recovery program design and implementation
 - Exchange service management (multiple upgrades)
 - All client updates and virus management
 - High availability technical design and implementation
 - ITIL service development
 - XP client migration, server 2003 migration
 - Recovery services
 - Multiple network upgrades including major hospital facility upgrades
 - Long distance and circuit contracts
 - Cell, pager, Spectralink contracts and management
 - Multiple phone switch upgrades
 - Support of partner organization needs
 - Remote access services
 - Security efforts including support of IDS implementation, new policies, and password bagging process
 - Software license management
 - Process redesign for multiple services including items such as satellite startups, moves\adds\changes, account management
 - Fitzsimmons (new hospital) planning


1991 – 1999

Woodward Governor

Woodard is a 134 year old manufacturing firm with locations worldwide, The company is world's largest independent designer, manufacturer, and service provider of energy control solutions for aircraft engines, industrial engines and turbines, power generation, and process automation equipment. At the time of employment there were approximately 4000 employees and 3800 client systems.

Information Technologies Supervisor (1996 - 1999)

In this position I coordinated the activities of a 15 member technical team including technical support, MS and UNIX system administrators. Other activities included representing if in various business initiatives and providing first-line systems analysis. At an enterprise level represented these IT functions for the Colorado divisions and worked with other IT leaders throughout the world to define and implement enterprise-wide IT policy and strategy.

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- Coordinated Y2K activities for Colorado Division
 - Led definition and implementation of enterprise-wide remote access strategy (including policies, technical solutions, and business strategy)
 - Consolidated and reorganized IT team from two divisions
 - Developed a self-directed IT team from highly volatile environment
 - Incorporated metrics into IT functions
 - Coordinated deployment of company Intranet
 - Implemented division IT support center
 - Instilled continuous improvement philosophy
 - Identified as one of the company's highest potential leaders

Systems Support\Software Coordinator (1992 1996)

Education

- **PMP Certification - 2008**
- **ITIL Certified - 2005**
- **Masters of Science in Computer Information Systems (MSCIS) – 4.0/4.0**
 - Regis University
 - Academic honors 4.0/4.0
- **Bachelors of Science In Computer Information Systems\Business Administration 3.44/4.0**
 - Colorado State University 1992
 - Dean's List
 - Academic and Music Scholarships
- **Additional Training\Education**
 - Leadership and Facilitation
 - Six Sigma Champion Training
 - MS Certification
 - Visual C++
 - Routing and Switching

KIERAN HIXON

CURRENT POSITION

- Library Finance and Technology Manager, John C. Fremont Library District 10/2006 to Present
- Systems administrator for library ILS (Koha)
 - Migrated library ILS to Koha
 - Cataloging of materials for the library
 - Acquisitions of A/V media library materials
 - Advises technology use and acquisitions
 - Manages network planning
 - Manages accounting and bookkeeping
 - Manages Technical Assistant

LIBRARY RELATED PROFESSIONAL HISTORY

John C. Fremont Library District, Florence, CO 6/2006 to 10/2006
Office and Tech Services

- Cataloged materials for the library
- Administered ILS
- Acquisitions of library materials
- Advised technology use and acquisitions
- Managed accounting and bookkeeping
- Automated John C. Fremont Library District from card catalog to computerized ILS (SirsiDynix)
- Supervised volunteers in organizing and bar coding 20,000 library materials
- Assisted patrons using public access computers

Canon City Public Library, Canon City, CO 2/2006 to 10/2006
Library Tech 1

- Responsible for all Circulation Desk duties
- Assisted patrons using public access computers
- Researched reference questions for patrons

PRESENTATIONS, LECTURES AND WORKSHOPS

2010

- Mississippi State Library Commission – Librarianship 2010
 - Full day workshop on open source software and technology tips and tricks
- Colorado Library Consortium – Spring workshops
 - Presentation on open source software and technology tips and tricks
 - Presented in three Statewide locations
- BCR – Free Friday Forum
 - Presentation on open source software & video gaming in libraries

2009

- American Library Association – Annual Conference, Chicago, IL
 - Panel discussion
- Association of Rural and Small Libraries - Annual conference, Gatlinburg, TN
 - Presentation on open source software and technology tips and tricks
- Colorado Association of Libraries
 - Presentation on open source software and technology tips and tricks
- Colorado Library Consortium – Spring workshops
 - Presentation on open source software for libraries and technology tips and tricks
 - Presented in three Statewide locations

2008

- Colorado Association of Libraries
 - Presentation on open source software and technology tips and tricks

- Colorado Library Consortium – Spring workshops
 - Presentation on video gaming in libraries
 - Presented in three Statewide locations
- Association of Rural and Small Libraries - Annual conference, Sacramento, CA
 - Presentation on video gaming in libraries
- Colorado State Library – Durango Days workshops
 - Presentation on open source software and video gaming
- Maintain IT - Webinar
 - Presentation on video gaming in libraries
- Automation System Colorado Consortium
 - Presentation on Koha and Powerline open source systems for libraries

2007

- Colorado Library Consortium – Spring workshops
 - Presentation on cataloging and MARC records
- Colorado State Library - Rural Round- Up
 - Presentation on video gaming in libraries

PROFESSIONAL WRITING

Library Technology Reports, Gaming & Libraries: Learning Lessons from the Intersections, Case Study 1 (July 2009: pgs. 12-13)

American Library Association The Librarian's Guide to Gaming: An Online Toolkit for Building Gaming at your library, Best practices : Gaming tournaments. (<http://librarygamingtoolkit.org/jcf.html>)

Florence Citizen, Notes from the back room (weekly article 2007-present)

Guest blogger for Maintain IT (2010)

COMPUTER SKILLS

Programming: SQL, Python

Office Applications: Advantage Accounting System, Koha, Powerline, Open Office, Microsoft Office

Platforms: Linux, Windows

CONTINUING EDUCATION

File handling in Linux - 3.0 credit hours

Network Security – 3.0 credit hours

RSS 2 – 1.0 credit hour

RSS 1 – 1.0 credit hour

Bloggng for Beginners – 2.0 credit hours

Colorado Library Consortium (2007-2010) – 96.0 credit hours

EDUCATION

Pueblo Community College , Canon City, CO Library Technician Program	8/2005-9/2006
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Trinidad State Junior College , Trinidad, CO NRA and Law Enforcement Armory – Blacksmithing Summer Program	6/1996-7/1996
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Colorado College , Colorado Springs, CO Liberal Arts	8/1987-12/1989
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Thousand Oaks High School , Thousand Oaks, CA High School Diploma	9/1983-6/1987
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OTHER EMPLOYMENT HISTORY

Florence Care Home, Inc. , Florence, CO Personal Care Provider	1998 to 2006
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- Qualified as Medication Administration Personnel

- Responsible for all aspects of personal care to elderly, disabled and dying.

- Created new activities program

Cooking, Housing and Other Services, Austin, TX
President of the Board of Directors

1992 to 1997

- Developed policies and procedures for non-profit organization

Financial Officer of the Board of Directors

1993 to 1994

- Created and delivered presentations and applications for grants

Logistical Officer of the Board of Directors

1992 to 1993

- Coordinated meals for events

- Co-coordinated week-long events for groups of over 800 people

ACTIVITIES AND INTERESTS

Blacksmithing, Gardening, Reading, Carpentry, Computers, Comic books

REFERENCES

Available upon request

Experience:

2004-Present Director of Library Services, Woodruff Memorial Library

- Manage all aspects of library operation including annual budget of \$450,000, human relations, creation of policy and procedures, strategic planning, marketing, staff training, volunteers, customer service, community outreach, advocacy, and daily operational tasks.
- Planned and supervised complete library reorganization. Projected included re-carpeting, painting, reconfiguration of all stacks and furnishings, creation of new office space, addition of technology to manage self-check out and public access computing, new ILS, and all related public relations information, budgeting, selection, and purchasing.
- Participant in the Opportunity Online hardware grant program and related Advocacy Training.
- Participate with other City Department Supervisors, City Manager, and elected officials in strategic planning for the city.

1992 – 2003 Librarian and Teacher, Cheraw School Dist. #31

- Complete responsibility for automating High School Library, including full collection evaluation, conversion process, system implementation, and all related training and marketing to school and community.
- Partner in the Trails Project, a five-year federal technology grant to increase use of technology in schools. Selected equipment and software for instructor and student use, collaborated with multiple agencies and school districts along the historic Santa Fe Trail.
- Teacher of Middle School Sciences
- Title 1 Teacher, pre and post student evaluation, record keeping, and reporting for federal and state requirements.

1990 – 2000 Teacher, Greeley Count Elementary School, USD #200

1989 – 1990 CBI Project Coordinator, High Plains Educational Cooperative

- Responsible for managing all aspects of a federal VIb grant to implement Community Based Instruction in multiple school districts in southwest Kansas.

Education:

MA, Master of Educational Media, University of Northern Colorado, 2003

BA, Elementary Education, Adams State College, 1979.

NAME

Thomas L. Sanchez

**CURRENT
INFORMATION**



**SCHOOL/
COLLEGE**

Granada High School, Granada, Colorado - 1992
Lamar Community College, Lamar, Colorado Assoc. of Science - 1994
Colorado State University, Fort Collins, CO – Did not graduate
Cisco Certification - 2000

WORK EXPERIENCE

1992-94

Fiberglass Component Production (FCP), Lamar Colorado – Laborer
Assembled fiberglass components on assembly line.

2000-2006

City of Lamar, Lamar Colorado - Computer Tech
Under limited supervision, processes requests for new hardware and software, keeps abreast of user hardware and software needs; provides an on-going hardware and software troubleshooting service for users to handle day-to-day operating problems; provides formal and informal training assistance for microcomputer users; enforces policies regarding microcomputer hardware and software operations; disseminates new hardware/software information; provides backup service for microcomputer hardware and software; provides microcomputer LAN service and/or supervision; maintains a microcomputer store and publishes a microcomputer newsletter.

2006-present

City of Lamar, Lamar, Colorado – Information Systems Director
Under general supervision, performs technical and complex programming, system analysis, computer operation and maintenance; plans, coordinates and participates in the implementation of information system processes and practices; performs complex tasks requiring determination of a logical sequence of operations; scheduling; layout; choosing a course of action from alternatives; decision making within prescribed standards and procedures.

Lucille Reimer

Director

Limon Memorial Public Library

205 E Avenue ~ P.O. Box 236

Limon, CO 80828

719-775-2163 office

719-775-8808 fax

- Director, Limon Memorial Library 1999~present
- Editor-Business Manager Limon Leader 1985-1999
- K-12 Librarian, classroom teacher 1968-1985

- Applied and completed process to gain a Bill and Melinda Gates Foundation computer lab grant~2000-2001.
- Coordinated and implemented installation of 11 lab computers for public use including contracting with electrical suppliers, IT personnel and office furniture sales to outfit the lab.
- Attended workshops and trainings to install and maintain computer hardware and software supplied through foundation grant. On-going trainings and workshops as applicable.
- Completed an Internet Master's Train-the-Trainer course to further personal education for helping patrons with their search projects, school assignments and personal computer education.
- Network with local community college to provide educational opportunities for patrons of all ages to gain expertise in a wide range of computer skills.
- Currently maintain and upgrade at regular intervals the personal computing stations in lab and throughout library.
- Continually report progress and furnish information for grant compliance to local government.

Penny S. Shiel

Education

1992 Kent State University
Kent, Ohio

Master's of Library and Information Science

1991 University of Akron
Akron, Ohio

Bachelor of Arts in English

1978 University of Akron
Akron, Ohio

Associates of Education Technology

Professional experience

2006 – 2008 Garfield County Public Library District
Rifle CO

Technical Services Manager

- Responsible for coordination of acquisitions (including purchasing of Spanish Language materials and SF in all formats) Interlibrary Loan, coordination of vendor services, TS3 from Baker and Taylor, implementation of ACQ module from Innovative, Technical Services supervision and operations as well as original cataloguing, courier operations, inventory coordination, Marmot liaison, manager of GarCo's database, coordinator of software provided by Marmot Library Network, Inc.

2005 – 2006 Mesa County Public Library District
Grand Junction CO

Head of Automation and Technical Services (Librarian II)

- Responsible for a large automation budget and automation hardware services, the Adult Foreign Language Collection, Technical Services supervision and operations as well as original cataloguing, manager of MCPLD's database, coordinator of software provided by Marmot Library Network, Inc.

Paul H. Paladino

Experience

1991- Montrose Regional Library District Montrose, CO

Library Director

- Currently serving as Administrative General Contractor for new branch library project. Branch project is a highly energy efficient, sustainable design utilizing straw bale construction. Believed to be the second such library in the nation.
- Passed the first Capital Facilities District in Colorado to fund a new branch library. Vote passed on second try by 80%.
- Took the lead in an election campaign in 2004 to pass a 1.5 mill increase in the District tax levy, thereby doubling the property tax income for the Library District and ensuring a sound financial future.
- Spearheaded successful campaign to build 41,000 sq. ft., \$6.1 million new library and higher education center.
- Successful election campaign in 1999 to increase operating funds by exempting library from TABOR tax limitations.
- Created \$1 million operating trust fund.
- Director of 2,240 sq. mi library district, main library two branches, 20 current FTE. Audits have always receive unqualified, highest opinion possible.
- Devised a funding scheme to create the new main library and new automation system that did not require the library to create any debt.
- Began a team management system for the District and instilled a commitment to service in the staff.
- CLA Julie Boucher Intellectual Freedom Award recipient for 1998.
- Reallocated existing resources and developed new funding sources in order to increase budget from \$211,000 in 1991 to over \$2 million in 2009. Materials budget increased from 3% of budget to 13%.
- Turned community apathy into excitement as evidenced by 85% increase in use in first two years, as well as going from an unknown library to receiving the Colorado Public Library Award for Excellence in 1993.

1990 - 1991 Howell Carnegie District Library Howell, MI

Head of Reference and Adult Services

- Created and managed a reference department for a newly expanded and renovated library serving a community of 30,000.

1990 Monroe County Public Library Bloomington, IN

Reference Intern

1987 - 1989 Boy Scouts of America & United Way Dayton, OH

Fund Raiser

- Professional fund raiser for BSA (2 yrs.) and United Way (1 yr.) Always met or exceeded goals.

Education

- M.L.S., Indiana University
- B.A., International Studies, University of Dayton

Memberships

American Library Association; Public Library Association; Colorado Association of Libraries, Past President; Legislative Committee, CAL; Colorado Resource and Information Sharing Board, Vice Chair; CLA Public Library Division Past President; Montrose Kiwanis Club, Past President; Montrose Chamber of Commerce; Montrose Rotary Club.

FRANK "JOE" RICE

OBJECTIVE. A position as a Journeyman, Industrial or Maintenance Electrician.

QUALIFICATIONS

I have experience in all types of wiring, substation, underground (mining), layout work, including up to 13,800 volts. I have worked extensively with mine hoists, including automation of three hoists. My experience includes wiring of pumps, fans control circuits and motor control centers with both conventional and explosion-proof wiring. I have also done instrumentation installation and maintenance. **At my previous work location I was responsible for all the ordering of electrical, instruments, computers and related material for existing and all new installations.** I have experience with splicing of high voltage cables and circuit conductors, voltages up to 13,800. I also have setup and maintained a wireless network for use of transmitting wire I/O data for plant operations. I am experienced in computer networks and in many OS's. I have set up many local networks and now maintain them in a daily routine.

EMPLOYMENT

2/99 to 1/06 Bums and Roe, Bureau of Reclamation Project Bedrock, Colorado
Instrument Technician, Electrician, Dept. Supervisor

7/00 to 12/05 Independent Contractor Town of Nucla Water Treatment
Installation of Instrumentation, networking and Computer Interface

7/93 to 12/98 Barrick Gold, Bullfrog Mine Beatty, Nevada
Underground and Mill Electrician, Gold Mine

2/89 to 11/92 Greens Creek Mining Corp, Kennecott, Juneau Alaska
Underground Electrician, Silver and Gold Mine

9/84 to 1/89 Plant and Field Corp, Parachute, Colorado
Maintenance and Industrial Electrician, Underground, Oil Shale Mine

9/85 to 12/85 Conam Alaska, Prudue Bay, Alaska
Maintenance and Construction Electrician

EDUCATION AND SEMINARS

- Programmable Controller Seminar Westinghouse Numa-logic
- Allen-Bradley's Seminar in Computer Specifications and Wiring
- Peabody Coal Company's In-Resident Electrical Training Course
- Rockwell, Allen Bradley's Maintenance course in Logix 5

LICENSES AND CERTIFICATES

- Journeyman Electrician License # 4940 "Colorado" (current)
- Journeymen Electrician License # 860498EJ "Alaska" (expired)
- Surface Coal Mine Green Card (expired)

INTERESTS & ACTIVITIES

- Home computers, Ham radios
- Fishing, 4 wheel driving

Carolyn Coulter

Email

Education: Pittsburg State University, Pittsburg, KS. *Bachelor of Arts in History*, May 1992. GPA, major field of study: 4.0, overall GPA 3.97.

Emporia State University, Emporia, KS. *Master of Library Science*, Dec. 1995. GPA, 3.65.

Applicable Skills:

Currently serve as the Information Technology Officer at the Pikes Peak Library District in Colorado Springs, Colorado. Responsible for maintaining budgets, long range planning and decision making, major project oversight and implementation for every aspect of IT in the Library District. As a member of senior management for the District, I answer directly to the Director of the Library and am involved in top-level decision making for the District as a whole. Manage the IT department staff of 13 technologists.

Serve as Chief Technology Officer of the Boston Public Library, responsible for maintaining budgets, long range planning and decision making on every level of activity within the department. As Chief Technology Officer, a member of senior management at Boston Public Library, answering directly to the President of the library and responsible for top-level decision making at the library.

Managed the BPL Systems' Department Applications Dept. Responsible for purchasing decisions and maintenance of applications budget. Serve in an advisory role to general library management regarding applications purchase, design and implementation. Assisted systems management in long range planning and goals.

Extensive experience in PC applications, DOS, Windows 95/98, NT, 2000, 2003, XP, VMS systems/networking, HTML, MSSQL database management experience. Sybase and SUN Solaris experience.

Serve on multiple BPL committees, including the Internet Committee, Training Committee, and the Integrated Library System Committee.

Windows NT administration and networking experience, including workstation/server installation, maintenance, and troubleshooting.

Serve as one of the key personnel responsible for the implementation of BPL's new Epixtech Integrated Library System.

Experience in software/integrated system implementation for a major library automation vendor.

Experience as a migration specialist, designing methods for importing various data formats into new relational database structures.

Extensive experience in all aspects of customer support and training.

Work Experience:

Pikes Peak Library District,

March 2005-Present: *Information Technology Officer*. Responsible for maintaining budgets, long range planning and decision making, major project oversight and implementation for every aspect of IT in the Library District. As a member of senior management for the District, answer directly to the Director of the Library and am involved in top-level decision making for the District as a whole. Manage the IT department staff of 13 technologists. Responsible for negotiating contracts relevant to the systems department and maintaining ongoing vendor relationships. Maintain the departmental budget and approve technology purchases for the library. Responsible for writing the Technology Plan for the Library, and monitoring process toward goals established therein. Work closely with management across the library to design,

procure, and implement various technology solutions. Serve as a technical advisor and liaison to several library committees and ad-hoc project teams

Boston Public Library,

Sept. 2002 – March 2005: *Chief Technology Officer*. Manage the systems office of the Boston Public Library. Duties include serving with senior members of library management on the Strategic Process Team to define policy and procedures for the library as a whole. Responsible for setting goals and long-range planning for the systems department. Oversee federal ERATE initiatives and interact with library systems and business staff and vendors directly to design and implement those initiatives. Responsible for negotiating contracts relevant to the systems department and maintaining ongoing vendor relationships. Maintain the departmental budget and approve technology purchases for the library. Responsible for writing the Technology Plan for the Boston Public Library, and monitoring process toward goals established therein. Work closely with management across the library to design, procure, and implement various technology solutions. Serve as a technical advisor and liaison to several library committees and ad-hoc project teams. Oversee the management of all systems departments, including desktop support, server and network maintenance, Telecommunications and applications development. Manage a staff of 12 full time systems department employees as well as outsourced vendor support. Serve as a liaison to the city MIS department and other organizations outside the library proper.

July 2000 – Sept. 2002: *Applications Manager*. Managing a staff of three, responsible for maintaining all server-based applications at BPL. These applications include multiple MSSQL-based applications, MSSQL databases, Inmagic Databases, web-based applications, the Dynix Horizon Integrated Library System and the previous DRA Integrated Library System. Served as one of three principle members of the RFP committee to purchase BPL's new Integrated Library System. Served on the ongoing ILS rollout committee as the systems lead. Oversaw statistical reporting from the integrated system, as well as the web servers. Responsible for recommending purchases, practices and procedures regarding all aspects of system use and design at the library. Advised administration and staff on systems matters. Worked closely with desktop, server and network management personnel to facilitate application configuration and access. Served on multiple inter-library committees. Served on the Virtual Catalog Task force with other members of the Boston Library Consortium to initiate the BLC's Virtual Catalog project, which provides a vehicle for sharing materials among members and other networks. Advised the Boston Regional Library network on system matters. Served as the technical lead for the present Metro Boston Library Network integrated system. Responsible for maintaining the budget of the Applications Department, purchasing software and maintaining software maintenance agreements. Performed database migration of Research Library database from Legacy Spectrum System to DRA database system, and served as the principle in-house implementer for the migration of the DRA database system to BPL's new Dynix Horizon database. Maintained public web catalog interface with the Horizon system.

October 1998 – July 2000 - *Systems Librarian II*. Responsible for maintaining a network of NT servers, Novell servers and workstations running Windows NT, 95 and 98. Installed and supported servers, workstations and peripherals. Supervised the ongoing support of all PCs and peripherals in the system, including those located at the central library as well as the 27 branch libraries. Installed and maintained server and workstation software. Responsible for reviewing and recommending hardware and software purchases undertaken by the various departments in the library. Responsible for issuing purchase requisitions for hardware and software purchases. Advised library staff on all aspects of system use. Trained in PeopleSoft Financials and Human Resources modules. Installed client software, maintained subordinate PeopleSoft server, and assisted end-users in PeopleSoft applications. Assisted in a major network migration to a Cisco routed network. Some experience with Citrix server and Winframe/Metaframe applications.

Gaylord Brothers' Information Systems, April 1996-October 1998.

Feb. 1998- Oct. 1998- *Data Migration Specialist*. Analyzed system files from various competitors and designed methods for importing data from client's existing systems into Gaylord's Polaris software. Created and

documented specifications for data migration and advised programmers on requirements for data loading. Assisted in data loading. Processed data, including data cleanup and various code specifications and changes. Worked closely with clients to configure data to best fit their needs. Responsible for training other staff members in processes I developed. Provided answers for client RFP requests.

April 1996-Feb. 1998- *Customer Support Representative*. Duties: Responsible for assisting clients in initial implementation of library software. Aided librarians in configuring system to best suit their needs, as well as setting up initial data parameters. Coordinated hardware/software installation, data conversion, and training schedules. Traveled onsite and trained librarians in use/maintenance of systems. While in the office, performed ongoing phone support/troubleshooting for existing clients.

Emporia State University, School of Library and Information Management Dec. 1993- Dec. 1995- *Graduate Teaching Assistant, Manager, Information Technology Lab*. Duties: Assisted and trained fellow graduate students, faculty members, and undergraduates in the technologies available to them in the Information Technology Lab. These included various PC applications, Internet applications and searching, HTML design, and online database searching using the Dialog databases, OCLC FirstSearch, and Lexis/Nexis. Also responsible for staffing lab, scheduling, and troubleshooting software and hardware problems.

The University of Kansas, Government Documents and Maps Library Aug. 1992- Dec. 1993- *Research Assistant, Map Grant Project*. Duties: Working with 3 other assistants, helped to create an index of all the maps in the Congressional Serial Set, 1796-1969. Described and cataloged all maps in the set, in addition to departmental volumes. Index published in 1997 by the Congressional Information Service.

IT Director

Poudre River Public Library District

Fort Collins, Colorado

October 2003 to present

Duties include direction and oversight of the technology needs and staffing for a 4-site regional library district and management of major technology projects for the District. Assemble, lead and direct cross-department and cross-organization teams to accomplish objectives on time, on budget, and to the highest standards of quality, functionality and accountability. Work politically with partners to accomplish common goals. Ongoing strategic planning and action. Staff development and mentorship. Point of accountability for District IT effort.

Manage 5.0 FTE Professional and Technology staff. Manage annual budgets of \$750k to \$1.5M, including special project budgets ranging from \$460k - \$800k. Manage cross-department and cross-organization teams of 4-15 professional staff, contractors and vendors.

Member of library management team. Advise Director in areas of strategy.

Frequently invited as member of city, state and national working groups on technology policies and issues. Frequent speaker at regional, state and national conferences on technology, management and leadership topics. Mentor for Colorado Association of Libraries Leadership Institute.

Accomplishments

- Contributed to successful restoration of library technology funding via BOB (Building On Basics) sales tax. The tax provides \$750k annually earmarked for library technology.
- Contributed to and provided leadership to successful effort to plan and form Library District. Initiative passed by 2/3 margin.
- Selected as a team member for the inaugural **Budgeting for Outcomes** process for the City of Fort Collins.
- Directed migration of technology staff, platforms and networks to stable, scalable and cost-efficient models returning high value to the Library District.
- Successful completion of major and complex technology projects (RFID, Council Tree Library) on time, under budget, and to the highest standards of quality and functionality. Manage project budgets ranging from \$450k - \$800k. Manage staff and project teams.

CIPA Consultant, Colorado State Library

Colorado State Library

Denver, Colorado

August 2003 to February 2004

Contract Position to assist libraries in Colorado to comply with CIPA (Children's Internet Protection Act). Formed and led committee of top-level library directors to examine filtering issues; created resources for libraries to comply with the CIPA law; provided information to drafters of a Colorado filtering law; spoke at conferences about filtering laws and library responses; and other duties.

Accomplishments

- Created Colorado Filtering Clearinghouse
- Created unique study of filtering software
- Provided information to State Librarian that helped craft Colorado library filtering law.

Manager of Information Technology

Arapahoe Library District

Denver, Colorado

March 2003 to July 2003

Duties include general management of the Computer Services department for a 9-site regional library district. Team building; Creation of technology plans and strategies; Coordination of technology efforts across district departments, divisions, and libraries. Liaison with automation vendor (Innovative Interfaces Incorporated) and joint efforts with other libraries using the Innovative Interfaces Inc. Integrated Library system. Manage \$500k annual budget and 5.0 FTE staff.

Accomplishments

- Created first draft of strategic technology plan for District.
- Began study of RFID systems for the District.

Technology Consultant

High Plains Regional Library Service System

Greeley, Colorado

Oct. 1999 to March 2003

Duties include providing technological and policy advice and assistance for public, private, and academic libraries in a nine-county region in Northeastern Colorado. Areas include all aspects of Internet connectivity, security, network topology, operating systems, automation systems, wiring, and negotiations with ISPs, telecom providers, local governments, and other entities. Manage \$500k project budget.

Other Duties include membership on regional and state technology and library policy committees; mediation; technical analysis/opinion of library-related legislation; website/communications strategy, design, and management; regional federal e-rate consultant; Web Site Design classes; and other related assignments.

Accomplishments

- Project Co-Director, ASCC (Automation System Consortium - Colorado); a \$500k grant project to automate small and mid-sized libraries throughout Colorado. Created enduring governance structure for consortium that survived the parent Regional Library Service Systems.
- Member of Colorado Library Association Legislative Committee
- Negotiation with vendors for reduced connectivity rates for member libraries

Supervisor, Media Services

Loveland Public Library

Loveland, Colorado

Dec. 1994 to Oct. 1999

Library duties include management of public computing services; policy creation and implementation; collection development of video, audio cassette, and compact disc titles; supervision and scheduling of staff; and service on numerous internal and city-wide policy committees including library management team, executive technology commission, microcomputer board (past chair), Internet policies committee, long-range plan committee, etc.

Broadcast duties include documentary production; broadcast scheduling; liaison to cable company; supervision of two camera operators; director of monthly talk show **Loveland's Talking**; Director of live call-in town meetings; and repair and maintenance of broadcast and sound systems. Staff member of Loveland Telecommunications Commission. Worked closely with City Manager staff.

Accomplishments

- Winner of 1999 Telly and Videographer awards for historical documentary production (for **Through Zethyl's Eyes: A Loveland History**)
- Designed and implemented non-linear digital video editing suite
- Created public Internet access/training lab through a diversity of state and local grants
- Computer network design and maintenance
- Employee of the year 1995
- Improved content and technical image of cable channel
- Helped design 3500 sq. foot library expansion

Additional Experience and Qualifications

Consultant, Colorado Digitization Project; Project management and technical assistance for project participants

Writer, Library Journal's Net Connect; technology application articles.

Writer, Video Librarian Magazine; regular contributor of video reviews since 1999.

References

Darin Atteberry
City Manager
City of Fort Collins, CO
(970) 221-6505

Jamie LaRue
Director
Douglas County Library District
(303) 688-7700

Nancy Bolt
Former State Librarian,
Colorado
(303) 642-0338

Additional references are available upon request.

Pam Sandlian Smith



Rangeview Library District
11658 N. Huron Street
Northglenn, CO 80234
(303) 405-3299 psmith@anythinklibraries.org

Objective To innovate Libraries to insure their 21st Century relevance.

Experience

Library Director 11/07 - Present
Rangeview Library District

Leadership Created a collaborative vision for transforming library services for Rangeview Library District.
Outcome: Created Anythink Library, a 21st century public library.

Buildings Worked with a collaborative team to build 4 new libraries and renovate 3 existing libraries, totaling \$43 million in capital construction.
Outcome: Seven beautiful facilities will be completed by first quarter 2011.

Planning Developed and implemented strategic plans for services, technology, buildings, and marketing Anythink Libraries. **Outcome: Over a two year period circulation, computer usage and customers have doubled. The Rangeview Library District has been completely transformed providing our community with excellent services and value.**

Library Director 5/97 – 11/07
West Palm Beach Public Library

Financial Focused resource allocation and management creates financial credibility, community and city support. **Outcome: Library works in partnership with City Finance Department. Budget has tripled in the past decade.**

Buildings Renovated 1962 existing 34,000 sq. ft. library. Led the planning, design and transition for 82,000 sq. ft. library project currently under construction.
Outcome: Dramatically improved services for community.

Technology Implemented NT network, WI-FI library access, ILS system, IP phone system, pc print and time management system, and a full complement of electronic databases, e-books, downloadable audio and e-learning tools. **Outcome: Library has become the test site for implementation of city technology.**

Community Developed successful working relationships with City Administration, Mayor, and City Commissioners. Developed partnerships with Palm Beach Post, WXEL, PB Schools, PB Literacy Coalition, Museums, businesses and neighborhood groups.
Outcome: Library is perceived as a community partner.

Children's Library Manager
Denver Public Library

12/87-4/97

- Partnerships** Worked extensively to develop partnerships with: Denver Art Museum, Tattered Cover Bookstore, Denver Post, Denver Public Schools, Head Start, Children's Museum, Colorado Rockies, Denver Zoo, Museum of Natural History.
- Community** Developed an ALA award winning outreach reading program targeting at-risk preschoolers. This volunteer-based program has been in operation since 1989.
- Architectural Planning** A member of the Denver Public Library Management Team that developed and implemented an award winning building project. Coordinated the renovation and transformation of Byer's Branch Library which served as transitional quarters for the Children's Department.
- Technology** Project Manager of Kid's Catalog interface project with CARL, Inc. & Apple Libraries of Tomorrow. Kid's Catalog is the first ILS interface for children in US libraries.
- Development** Worked with the Development Office to raise \$1.4 million for Children's Services as part of the DPL capital campaign.

Adjunct Faculty Member
Emporia State University, Emporia, KS

5/94 – 5/97

Graduate level teaching, Management and Children's Services

Librarian, Special Assignment
Collection Development Office, DPL

2/87 – 11/87

Assisted in all aspects of adult centralized selection, annual materials budget of \$2 million, helped transition centralized collection development office. Participated in writing of collection development policy

Programming Librarian
Central Children's Library, DPL

1/86 – 2/87

Coordinated system wide children's promotions including Summer Reading and Children's Book Week

Senior Librarian
Bear Valley Branch Library, DPL

5/85 – 1/86

Responsible for general reference desk duties for branch circulating over 300,000 items annually. Served as a consultant for youth services.

Cataloging Assistant
Technical Services, DPL

10/84 – 5/85

Catalogued monographs utilizing OCLC and AACR2

Education

Masters of Library Science – 1992

Emporia State University

Bachelor of Arts - 1976
English Literature

University of Colorado
Denver, Colorado

Selected Presentations

Transforming Your Staff
President's panel presentation

ALA
June 2007, Washington DC

Mildly Delirious Libraries

Canadian Library Association
May 2007, St Johns, Newfoundland

Refresh, Recreate, Redesign, Remodel, Retail

PLA Spring Symposium
March 2007, San Jose, CA

Mildly Delirious Libraries

Montana State Library Summer Institute
June 2006, Bozeman, MT

"Mildly Delirious Libraries:
Recreating your Library from top to bottom"

Public Library Assn
March 2006, Boston, MA

"Technology for Seniors"

Public Library Assn.
March 2000, Charlotte, NC

"Collaborative Architectural Planning"

Public Library Assn.
March 1996, Portland, OR

"Conducting Focus Groups for Libraries"

Southwest Systems
May 1995, Pagosa Springs, CO

"Children and Technology"

Public Library Assn.
March 1995, Chicago Cluster

"Children and Technology"
Co presenter with Joe Garlington,
Disney Imagineering

American Library Assn.
June 1994, Miami, FL

"Designing the Kid's Catalog"

Mid-Atlantic Libraries
May, 1994, Baltimore, MD

"Designing Environments for Librarians"

Three Rivers Retreat
April 1994, Colorado

Not Just Story times: Community Collaboration

Public Library Assn.
March 1994, Atlanta, GA

"Child power: Marketing Children's
Services in the 90's"

Canadian Library Assn.
June 1993, Hamilton, Ontario

"Customizing Interfaces for
Networked Information"

U. of Illinois at Urbana
April 1993

"Interface Design for the End User"

LITA, September 1992

Publications

"Tropical Makeover"	Library Journal December 2006
"Information Playgrounds"	Public Library Quarterly Volume 17, issue 2 (1998)
"Visioning the Future of the Digital Library"	Library Trends Spring 1997
"Rethinking the Rules"	School Library Journal July 1995
"The Kid's Catalog Project: Customizing Networked Information"	Emerging Communities University of Illinois at Urbana-Champaign 1994
"Designing a Children's Library: A Review"	Public Library Quarterly Spring 1993
"A Room of their Own" Co-authored with Sue Walters	School Library Journal March 1991
"Designing Hispanic Services for Children" Co-authored with Beth Elder	Colorado Libraries December 1991
"The Simple Gift of Reading"	Colorado Libraries December 1989

Awards and Honors

West Palm Beach Public Library Featured In Library Video Training Network Videos: Putting Customers First and Breaking the Mold	2007
Colorado Library Association Project of the Year KID'S CATALOG	1993
UMI (University Microfilms, Inc.) Library Technology Award KID'S CATALOG	1993
Econo/Clad ALA Project Award "Head Start at the Library Project"	1990
Colorado Library Association Project of the Year "Head Start at the Library"	1989

Professional Associations

American Library Association, PLA, LAMA
Colorado Association of Libraries
Leadership North Metro Chamber of Commerce

Qualification Highlights

Information Technology Project Management System Upgrades
Operations Management IT Planning and Development Networking
E-rate Coordinator for both school and library districts
Library Management and operations for both public and school libraries

Key Skills

Basic Programs: Windows XP OS (95+), Microsoft Office, (Word, Excel, etc),

Specific Software: Microsoft Office Suite 2000-2007, Microsoft Server 2000-2003, Windows NT Server, Seagate Backup Exec, McAfee, Norton, Adobe, Centurion Technologies and Cyber Patrol.

Hardware: Cisco 1600 series routers, 3Com & Netgear switches, hubs, laptops, workstations, servers (HP, Dell, Compaq, Gateway), SCSI, modems, network cards, memory, printers, scanners, and other peripherals.

Professional Experience

October 1999 Consulted with network designers for the configuration of a Complete network for both Victor and Franklin Ferguson Public libraries. Took estimates, consulted with school district Technology department, purchased, configured systems to network. Reviewed and purchased library automation system for district. Internet access at public workstations began.

August 2000 Began E-rate program for telecommunications discounts for both library and school district.

December 2002 Planned, installed, and configured 18 workstation lab for Franklin Ferguson Memorial Library as part of Bill and Melinda Gates Foundation Grant to Colorado libraries.

October 2008 Researched costs for servers, obtained bids, installed and configured to network Dell 2003 Server for Victor Public Library.

December 2008 Explored costs, Installed new five-station public access computer network for Victor Public Library. Configured Internet access, and router configuration.

- January 2009** Installed and configured new Netgear 10/100/1000 network switch for Franklin Ferguson Memorial Library
- Mar 2009-Aug 2009** Actively researched, evaluated, and installed new 18 station public access computer lab into Franklin Ferguson Memorial Library. Installed Microsoft Office, setup network firewall, and filtering programs. Began new high-speed DSL service for Internet connectivity throughout library district at a savings of \$6400 per year over old plan.
- March 2010** Review of server requirements and network configuration for wireless network for Franklin Ferguson Memorial Library.


Education

- 2005-2007** MA Teacher/Librarian with minor in information literacy
University of Colorado, Boulder, Co
- 1975-1976** MA Elementary Education
Adams State College, Alamosa, Co
- 1967-1971** BA Elementary Education/History
Adams State College, Alamosa Co
- 1963-1967** High School Diploma
Harrison High School, Colorado Springs, Co

Employment

- 1998-Pres** **School and Public Librarian, Cripple Creek-Victor School District, Cripple Creek, Co**
Instruct students to access, use, and evaluate print and online resources. Oversee library budget, ordering, processing materials, supervision of library staff.
Secured reimbursements from the Schools and libraries Program of the Universal Service Fund, commonly known as the E-rate for over \$30,000 for the past eight years.

LYNN T. BRITTNER



CURRICULUM VITAE

By education, professional experience, and personal passion, Lynn T. Brittner is a highly qualified and thoroughly dedicated museum professional with more than two decades of experience in all phases of museum development and operations. Currently, Brittner is Executive Director of the Southern Ute Cultural Center and Museum (SUCCM), Colorado's only Tribal museum. In addition to her essential administrative and management roles in the present museum, Brittner leads and represents SUCCM in all aspects of development of the Tribe's new \$38 million dollar cultural center and museum. Earlier in her career, she brought her extensive knowledge and skills to diverse museum roles including collections curator, manager, and registrar.

PROFESSIONAL HIGHLIGHTS

- 20 years progressive responsibility in all phases of museum administration and operations
 - + Southern Ute Cultural Center and Museum
 - + Institute of American Indian Arts
 - + School of American Research
 - + National Park Service
 - + Georgia O'Keefe Museum
- Professional Preparation: University of New Mexico, Fort Lewis College, College of Santa Fe, New Mexico Highlands University, Fashion Institute of Technology
- Seminars: AAM, Smithsonian, NPS, SWAIA, AALH
- Fellowships: National Endowment for the Arts, Buffalo Bill Historical Center

WORK EXPERIENCE

Executive Director

Southern Ute Cultural Center and Museum (SUCCM)

- Administers, manages, and supervises all aspects of current SUCCM operations including:
 - + Finance
 - + Personnel
 - + Exhibits
 - + Collections and Conservation
 - + IT
 - + Educational Programs

- + Development
- + Maintenance and Security
- + Board of Directors liaison and coordination
- Plans, leads, confers, organizes, and responds to all aspects of development of the new SUCCM including: building and landscape architecture, exhibit design, budgets, personnel, fundraising, liaison with Board and Tribal Council and administrative units.

WORK EXPERIENCE (continued)

Curator of Collections School of American Research, Santa Fe, New Mexico

- Established and supervised more than 20 volunteers and students to work with collection management as well as conduct tours.
- Developed and implemented training programs in Art History and Museology for volunteers and interns.

Registrar & Collections Manager Georgia O'Keeffe Museum, Santa Fe, New Mexico

- Worked with Peter Hassrick, Museum Director in the planning of a new museum, including reviewing architectural plans for exhibits and collections storage, organization of the entire collection, conservation reports of paintings, and computerization of the collection.
- Organized, registered, and prepared the O'Keeffe Collection for museum Grand Opening Exhibit.

Curator of Collections Institute of American Indian Arts, Santa Fe, New Mexico

- Worked with Senior Staff in the organization and preparation for construction of a new museum, The Institute of American Indian Arts Museum.
- Restructured entire collections department with Native American student interns and initiated a custom collections management program.
- Worked directly with budgets, collections committees, inventories, training, and personnel development.
- Enhanced collection documentation by conducting oral histories on video as well as preparing collections for Internet access.
- Worked in the preparation of grants for exhibitions.

Public History Researcher National Park Service Regional
Headquarters,
Santa Fe, New Mexico

- Researched the development of a Helium Museum (Amarillo, Texas)
- Conducted oral history project regarding the WPA in Santa Fe, New Mexico

Teacher, Art & History Santa Fe Public Schools/SER Academy,
Santa Fe, New Mexico

- In cooperation with the Santa Fe Art Institute obtained a major grant to assist *at risk teens* in a series of art projects. One project, *Recycled Art*, (sponsored by the Department of Energy) resulted in the class winning "Best in Awards". Other projects included a series, *Art & Robotics*.

Ethnographer Department of Energy, Gram, Inc. Environmental
Science Corp.,
Santa Fe, New Mexico

- Acted as liaison between Pueblo Governors and community for the Department of Energy to conduct an Environmental Impact Statement.
- Assisted in the writing of Environmental Impact Statements

EDUCATION

Master of Arts, American Studies, Emphasis in Southwest History
University of New Mexico, Albuquerque, New Mexico

Bachelor of Science in Anthropology/Art History
Fort Lewis College, Durango, Colorado

Courses completed in Secondary Education toward licensure
art/history
New Mexico Highlands University, Las Vegas, New Mexico

Coursework in Southwest and Mexican History
College of Santa Fe, Santa Fe, New Mexico

Coursework in Art and Design
Fashion Institute of Technology, New York, New York

SEMINARS

- + *Project Success through Problem Solving*
American Association of Museums
- + *Collections Management*
Smithsonian Institution
- + *Museum Pest Control*
National Park Service
- + *Exhibition Techniques*
American Association of Local History
- + Conducted seminars & judged competitions
Southwest Association of Indian Affairs (SWAIA)

FELLOWSHIPS

- + *Indians in the Supreme Court Seminar* with Vine Deloria
Buffalo Bill Historical Center, Cody, Wyoming)
- + *Grant Writing and Preparation*
The National Endowment of the Arts (NEA), Washington, D.C.)

Monica A. Birrer

Résumé

Formal Education

- Master of Arts, Library and Information Studies – May 2000
School of Library and Information Studies, University of Wisconsin – Madison
Madison, Wisconsin
- Master of Arts, Social Work – May 1969
School of Social Service Administration, University of Chicago, Chicago, Illinois
- Bachelor of Arts, Social Science – May 1967
St. Xavier College, Chicago, Illinois
- Four semesters University credit towards Bachelor's degree – 1964-1966
Institute of European Studies, Vienna, Austria

Professional Library Experience

- **Library Director** -- Spanish Peaks Library District, Walsenburg, Colorado – November 2003 – Present
- **Reference Librarian/Training Coordinator** -- Thomas Branigan Memorial Library, Las Cruces, New Mexico -- August 2002 – May 2003
- **Social Sciences/Outreach Librarian** -- New Mexico State University Library, Las Cruces, New Mexico -- May 2000 – August 2002
- **Government Documents Reference Librarian** -- State Historical Society of Wisconsin, Madison, Wisconsin -- December 1998 – March 2000
- **Indexing Practicum** -- Pleasant Company, Middleton, Wisconsin -- Fall 1998
- **Library Assistant** -- Research Library, Wisconsin Department of Transportation, Madison, Wisconsin -- May 1997 – December 1998
- **Reference Practicum** -- Reference and Loan Library, Wisconsin Department of Public Instruction, Division for Libraries and Community Learning, Madison, WI -- Spring 1998
- **Student Assistant** -- School of Library and Information Studies, Laboratory Library, University of Wisconsin – Madison, Madison, Wisconsin – January 1997 – January 1998

Previous Professional Experience

- Social Worker, Madison Community Health Center, Madison, Wisconsin
- Field Practicum Supervisor, School of Social Work, University of Wisconsin – Madison, Madison, Wisconsin
- Director, Sunshine Day Care Center, Long Prairie, Minnesota
- Social Worker, Teach-A-Tot Children's Centre, St. John's, Newfoundland, Canada
- Lecturer and Assistant Professor, School of Social Work, Memorial University, St. John's, Newfoundland, Canada
- Social Work Supervisor, Waterford Hospital, St. John's, Newfoundland, Canada
- Clinical Social Worker, The Johns Hopkins Hospital, Baltimore, Maryland

Professional Library Association Memberships

- American Library Association – 1997 –
 - ALA Professional Ethics Committee 2001 – 2004
- Public Library Association – 2003 –
- American Indian Library Association – 2000 –
 - AILA representative to the Diversity Council – 2001 – 2004
- REFORMA National Association to Promote Library and Information Services to Latinos and the Spanish-Speaking – 2000 –
 - Treasurer, New Mexico Chapter of REFORMA – 2001 – 2003
- Asian/Pacific American Librarians Association – 2001 – 2005
- New Mexico Library Association – 2000 – 2003
 - NMLA Local Area Planning Committee for 2002 Annual Conference -- Fall 2001
- Border Regional Library Association – 2000 – 2003
- Beta Phi Mu, International Library and Information Studies Honor Society – 2001 –
 - Beta Beta Epsilon, Chapter Beta Phi Mu, University of Wisconsin-Madison – 2001 –

Library Professional Awards

- February 2010 – Stephen H. Hart Award to Monica Birrer and the Spanish Peaks Library District Board of Trustees *for the Stabilization and Restoration of the Huerfano County High School, Walsenburg*
- May 2002 – Certificate of Appreciation from the New Mexico State University American Indian Program for support to staff and students
- July 2001 – Invitation from the incoming president of the Association of College and Research Libraries (ACRL), Mary Reichel, to serve as an intern on the Bylaws Committee
- April 2001 – Nominated by the faculty of the University of Wisconsin-Madison School of Library and Information Studies for membership in Beta Phi Mu, the international library and information science honor society.
- April 2001 – Invitation from President-elect John W. Berry and the ALA Council Committee on Committees to serve as an intern on the ALA Council Committee on Professional Ethics.
- January 2001 – Recipient of the ACRL (Association of College and Research Libraries) 2001 National Conference scholarship.

Community Service

- Board of Directors, Spanish Peaks HealthCare Foundation, Walsenburg CO – 2004 –
- Board of Directors, New Mexico Protection and Advocacy System – April 2001- 2003
- NAACP Doña Ana Branch Member – 2000 - 2003
- Planned Parenthood of New Mexico -- 2000 - 2003
- School of Library and Information Studies Jail Library Student Group, Dane County Jail, Madison, Wisconsin – Active member, September 1996 – April 2000
- On Belay Youth & Family Services, Inc., Madison, Wisconsin – Board member, 1992-1994
- Madison Schools 2000 Committee on Teaching and Learning, Madison Public School System, Madison, Wisconsin – Working committee member, 1992 – 1994

John Thomas
Assistant Director/Network Administrator
Spanish Peaks Library District

- Experience with computers since 1981. I purchased my first home computer and acquired the use a second one. I spent much time learning about different operating systems, hardware and software, including word processing, spreadsheets, databases, graphics manipulation, etc.
- Familiar with networked software and data entry since 1983. U.S. Air Force had a system that was networked worldwide allowing the tracking of aircraft and related equipment maintenance, aircraft and related equipment inspection schedules, training schedules and other data collection procedures usually done on paper.
- Setting up IBM clone MSDOS PCs and laptops out of the box since 1985. The Air Force was upgrading many of their existing data collection “Dumb Terminals” with PCs and laptops allowing greater flexibility in the workplace and changing the way records were kept and organized. Microsoft Windows 1.0 was introduced to these units in 1986, however most software was still based on MSDOS.
- Networking experience since 1997. Working with the library’s System Administrator as his on-site assistant I learned about connecting computers to a local network, file sharing, network printing, troubleshooting network problems, internet connectivity and its related problems.
- By necessity I became largely self-taught in the use of the library’s ILS. This also required learning to become a cataloger, again self-taught but with some assistance from the Arkansas Valley Regional Library Service System.
- In 1998 we upgraded our ILS from a DOS based system to a Windows based version. This required learning more about data migration and network back-ups.
- Also in 1998 we started adding additional computers for patron use. This involved making space available for patron stations, adding network hubs, laying down cabling and connecting them to the library network.
- In 1999 we received donated used servers and desktops from Corporate Express and upgraded and added to our existing network. Assisting in the installation and configuration of FreeBSD Unix on several of the servers for various decentralized functions, including mail exchange, DNS, NAT gateway, and firewall.
- In 2000 we started using Microsoft Exchange Server on the network which caused the need to start learning the basics of Exchange and Exchange E-mail administration. Still learning. A few years later I assisted in making web-based MS Outlook e-mail available to members of the staff.
- In 2002 we introduced wireless internet access for our patrons using an 802.11b wireless router.
- In 2004 started planning and implementing a computer and server upgrade and replacement program while trying to stay within budget constraints.
- In 2004 worked with IT engineers in planning and design of computer network and telecommunications for the new library.
- In 2006/2007 inventoried existing computers and servers using Web Junction Tech Atlas.
- 2008/2009 coordinated work with contractors putting in cable runs, network and CATV outlets, server racks, VOIP switch and network switches.

Work with various operating systems including Windows, Windows Server and FreeBSD Unix
Familiar with several releases of MS Office through 2007
Filing various e-rate forms



Janice Salmans

PROFILE:

2000-Present: Head Librarian Stratton Public Library

1989-2000: Kit Carson County Coordinator for Baby Bear Hugs

1994-1996: Director of Child Care Facility

1986-1994: Para-professional for BOCES Pre-School (Stratton School)

1966-1976: Cosmetologist in my own shop's (2)

Education

- 2000-Present: Continuing Education in Different Librarian Classes offered by State Library, and other Library entities; Computer Classes, word processing, Excel, and Power Point. 2002 Training for Bill and Melinda Gates for 2 Gates computers in library.
- 1994: Minnesota Child Care; Day Care Directorship Fort Morgan Comm. College
- 1992: Farm and Ranch Management Fort Morgan Community College
- 1966: Hollywood Beauty College Denver, CO.
- 1965: High school Grad Vona Public School

Languages

Spanish low level

SEE Signing Exact English

Work experience

- Librarian: Cataloger; Circulation Admin; Computer Maintainer; Program manager; and Bookkeeper.
- Coordinating Families and Volunteers to visit those families with children 0-3 yr. of age.
- Managing a Farm.

Volunteer experience

- Mentoring other librarians on systems management.
- Teaching Beginner computer classes
- Volunteer for Baby Bear Hugs
- Postal worker/Mail carrier

Jane Anne Besel

Voicemail 719 846 9252 (office)

Fax (719) 846 0885 (office)

e-mail: [REDACTED]

OBJECTIVE Identify educational, employment, and experience to qualify for grant opportunity.

- QUALIFICATIONS**
- Over 15 years as public librarian.
 - Four years as library director.
 - Four years as teacher, including two years as school librarian.
 - Member of team administering \$350,000 grant for school district of Aguilar.
 - Willing and able to take on any challenge.

PROFESSIONAL EXPERIENCE

Library Director

Carnegie Public Library **Trinidad, Colorado** **2007 - Present**

- Manage staff of two full time, four part time employees in small public library open 55 hours per week.
- Obtained Gates Foundation grants to increase number of public access computers, raising matching funds from local organizations.
- Manage budget of over \$200, 000.00 to provide excellent service to patrons of only full-service library in Las Animas County.
- Obtain grants ranging from \$1000 to \$4,500 from local service organizations and foundations to provide programs, technology, and improvements for library.

Children's and Youth Services Librarian

Carnegie Public Library **Trinidad, Colorado** **2005 - 2007**

- Reorganized Children's Department for increased efficiency, usability, and circulation.
- Developed under-used and inadequate collections to widen appeal for various age groups.
- Increased circulation and participation in programming.
- Served as assistant to library director.
- Developed technology plan to obtain E-Rate reimbursement.

School Librarian/Technology Instructor

Aguilar School **Aguilar, Colorado** **2003 - 2005**

- Revived school library and provided library instruction to students, preschool through high school.
- Developed programs to include residents of community.
- Teamed with principal, superintendent, and other staff to administer grant to provide library materials, services, and instruction for school library.
- Provided technology instruction for students preschool through high school.

EDUCATION

Bachelor's Degree Elementary Education with Library Media Minor

University of Wisconsin-Whitewater Whitewater, Wisconsin 2000
Graduated Summa Cum Laude

Background

Peter Welch

CURRENT OCCUPATION

Computer and Network Design Consultant
Over 30 years experience in electronics design and maintenance

PROFILE

- Knowledge of PC setup and installation, upgrades, troubleshooting and repair, as well as various peripherals (printers, scanners, USB drives).
- Familiar with MS-DOS, Microsoft Windows 95, 98, Me, NT4.0, 2000, XP, Vista, Windows 7, Microsoft Office, MS Project, MS Visio, as well as utilities and security software. Also familiar with Windows NT4.0, 2000, and 2003 Server.
- Knowledge of network components: hubs, switches, routers, firewalls, and DSL modems.
- Experienced in system administration training and software applications training.
- Knowledge of network design (TCP/IP, DNS, DHCP, security, Active Directory).

EMPLOYMENT

Consultant, dba Pagosa Computers & Networks Pagosa Springs, CO 2002-Present
PC Repair and Network Troubleshooting

Major projects at Ruby Sisson Library include cable plant RFP and contract award, Envisionware installation, network security solutions, and long-range planning.
Installation and maintenance.

Siemens ICN, Santa Clara, CA 1974-2001
Director, Product Support

- Retired in 2001. Moved to Pagosa Springs
- Managed System Test, Field Trials, Documentation, Development Network Support, and Product Support for ROLM CBX and Siemens HICOM computer-controlled telephone systems

Various Silicon Valley Companies 1963-1974
Electrical Engineer and Technical Writer

- General Radio – Technical Writer
- Hewlett Packard – Technical Writer
- Philco Ford and Collins Radio (Dallas) – Technical Representative (VietNam)
- Lockheed – Research Engineer

EDUCATION

University of Idaho, Moscow, ID BS (Electrical Engineering) - 1963

San Jose State University, San Jose, CA – MA (Speech Communication) – 1982

Microsoft Certified Systems Engineer (NT4.0)

Microsoft Certified Systems Engineer (MS Server 2003)

Microsoft Certified Systems Administrator (Server 2003)

Project Management Professional (PMI) - expired

Cisco Certified Network Engineer (CCNA) - expired

TESSA MICHAELSON

PROFESSIONAL EXPERIENCE

Librarian

2009-present

Ruby Sisson Memorial Library—Pagosa Springs, CO

- ◆ Provide adult services to library patrons through programs, events, and readers' advisory
- ◆ Offer diverse technology opportunities for a wide range of learners both online and in person
- ◆ Develop community connections through outreach and enrichment activities
- ◆ Manage collection development for children's materials

Special Librarian

Cooperative Children's Book Center—University of Wisconsin-Madison

2008-2009

- ◆ Review children's and young adult literature for inclusion in *CCBC Choices*, an annotated best-of-the-year book list resource utilized statewide by public and school libraries
- ◆ Conduct presentations and workshops for educators and librarians on literature trends and issues
- ◆ Provide reference service to patrons in-person, on the phone, and via electronic communications
- ◆ Produce weekly podcasts highlighting new books, relevant interviews, and library news and events

Librarian and Technology Teacher

2005-2007

Wingra School: A K-8 Progressive School—Madison, WI

- ◆ Provide students with engaging reading, research, and technology experiences that complement the thematic and integrated curriculum of each classroom
- ◆ Manage library space, services, budget, and collections
- ◆ Administer technology lab equipment and programs, school-wide computer maintenance, network server, and school website and electronic communications

Editor

2007

TeachingBooks.Net—Madison, WI

- ◆ Edited and arranged transcripts of interviews with children's book authors for online and print publications

Curriculum Support for the Wisconsin Department of Public Instruction

2006

Wisconsin Japan Education Connection—Madison, WI

- ◆ Provided curriculum advisory and coaching for Japanese educators in regard to lesson plan content and delivery as part of three-month Wisconsin school visits

Intellectual Freedom Coordinator and Reference Assistant

2000, 2003-2005

Cooperative Children's Book Center—Madison, WI

- ◆ Supported librarians and educators in censorship conflicts and produced intellectual freedom information packets for statewide distribution
- ◆ Managed children's literature awards and distinctions resource files
- ◆ Compiled and annotated published bibliographies

Classroom Teacher

2000-2003

Wingra School: A K-8 Progressive School—Madison, WI

- ◆ Established successful classroom communities for grades 3, 4, 5, and 6
- ◆ Designed and taught interdisciplinary thematic units of study



TESSA MICHAELSON

PROFESSIONAL SKILLS

- ◆ Software proficiency includes Microsoft Office, Photoshop, Publisher, Dreamweaver, Flash Animation, as well as a variety of Open Source software applications
- ◆ Website design, instruction, and maintenance
- ◆ Digital movie and image design, production, and editing
- ◆ Podcast production
- ◆ Familiarity with multiple library catalog and circulation systems
- ◆ Experience with grant writing and fundraising proposals
- ◆ Staff development facilitator and committee organizer with proven aptitude for event planning, marketing, and community relations

LEADERSHIP & VOLUNTEER ACTIVITIES

- ◆ American Library Association Member
- ◆ Division Member of the Public Library Association, Association for Library Services to Children, and the Young Adult Library Services Association
- ◆ 2011 Mildred Batchelder Award Committee Member
- ◆ Jane Addams Children's Book Award Committee Member
- ◆ Brittingham Viking Organization International Board President
- ◆ Wisconsin Educational Media & Technology Association Member and 2006 Conference Planner
- ◆ Jail Library Group Volunteer
- ◆ Lawrence C. Zweizig Student Leadership Award Winner, 2004
- ◆ Wisconsin Book Festival Volunteer
- ◆ Wisconsin Film Festival Volunteer

EDUCATION & FIELD EXPERIENCE

- Master of Library and Information Studies* 2003-2005
University of Wisconsin-Madison
- ◆ School Library Media Specialist Certification
 - ◆ Elementary School Library Student Teaching Placement—Wingra School, Madison, WI
 - ◆ High School Library Student Teaching Placement—Monona Grove High School, Monona, WI
- University of Oslo 2004
- ◆ International Summer School—Brittingham Viking Scholar
 - ◆ Norwegian Language and Culture Studies
- Bachelor of Science, Elementary Education and Health Education* 1996-2000
University of Wisconsin-Madison
- ◆ Grades 1-6 Certification

REFERENCES

Professional references are available upon request



ROBERT M. RIME



PROFESSIONAL OBJECTIVE

To administer and direct an educational leadership position enabling me to collaboratively structure programs preparing students to be productive citizens in a technological world.

EDUCATION

Bachelors degree in Business Education. Vocational Credential in Communication Tech, Multi-Media Tech, Accounting, Office Management, Computer Info Systems, and CTE Vocational Director. Masters degree in Technology Education with the Computer Coordinator Specialization. Administrative Ed. Specialist from the University of Colorado, Colorado Springs, CO. Graduate hours in Special Education.

ADMINISTRATIVE EXPERIENCE

2007 – Present Division Director of Education, Ute Mountain Ute Tribe, Towaoc, CO. Responsible for all aspects of education from Daycare to Adult Education. Areas include planning and organizing student services, including academic advising, scholarships, recruiting and retaining personnel, technology integration, federal programs, and tribal grants.

2006 – 2007 Principal, Newcomb High School, Central Consolidated School District 22, Shiprock, NM. Responsible for curriculum, personnel, supervision, assessments, and continuous school improvement.

2003 – 2006 Principal, 7th Street Elementary, Dolores County School District, Dove Creek, CO. Responsible for curriculum, personnel, supervision, assessments, and continuous school improvement.

1994 - 2003 Superintendent, Walsh School District RE-1, Walsh, CO. Also served as Vocational Director and responsible for district participation in Carl Perkins grant. Responsible for total district operations including, fiscal budgeting, curriculum, staff development and training, assessments, technology integration, transportation, food services, federal programs, and grant writing.

1992 – 1994 Superintendent, Otis School District, Otis, CO. Responsible for total district operations including, fiscal budgeting, curriculum, staff development and training, assessments, technology integration, transportation, food services, federal programs, and grant writing.

1989 - 1992 K-12 Principal, Vocational Director, Initiated and responsible for Vocational Business program. Pritchett School District RE-3, Pritchett, CO.

COMMUNITY SERVICE

Southwest Colorado Community College Advisory Board member.

Native American and Indigenous Studies, Ft. Lewis College, Advisory Board member.

Council member, City Council, City of Cortez, CO.

Secretary, Cortez Men's Golf Association, Cortez, CO.

Member, Board of Directors, Four Corners Character Council, Cortez, CO.

Member, Elks #1789, Cortez, CO.

Curriculum Experience

Provided leadership and professional development for Professional Learning Communities to use Content Standards Assessments and Frameworks to “Unwrap the Standards” and curriculum design.

Used Professional Learning Communities to analyze instruction and learning.

Provided leadership in coordination of the annual curriculum adoption process.

Initiated and help instruct a college level Video Production Class where students produce videos and produce a weekly newsroom highlights program viewed on our local cable television channel.

Assessment Experience

Provided leadership, staff development and technical support for using DIBELS assessments.

Responsible in district level coordination of instruction, curriculum, professional development, and assessment leading to student achievement.

Used NWEA MAPs results in Professional Learning Communities to guide instruction.

Supervision Experience

Implemented a district level Induction Program and Mentor Training using written and video materials produced by Harry Wong.

Provided administrative support for building principals including but not limited to building coverage, teacher evaluation, professional development, program evaluation, instruction and curriculum.

Personnel Experience

Secured district funding commitment for individualized, certified staff development, following Thomas Sergiovanni's concept.

Obtained grant for certified staff to research and develop a Performance Pay Plan emphasizing attributes such as yearly individual student growth, group incentive, voluntary participation, committed funding, and an element of risk.

Turned a negative school climate into a warm and nurturing positive school climate that is conducive to student learning by being visible, having a sense of humor, effectively dealing with discipline, utilizing participative problem solving, and assisting in classroom strategies.

Finance/Fiscal Management Experience

Have developed district level budget including General Fund, Designated Grant Funds, and specific categorical funds.

Assisted building principals in developing Site Based Management in areas of curriculum, staff development, and budgets.

Participate in budget planning related to curriculum, assessment, instruction, and professional development.

Used strategic planning process with Curriculum and Technology Committees for developing purchase plans.

Secured grants for professional development and equipment to integrate multimedia technology into the curriculum.

Communications/Public Relations Experience

Initiated ***Supt.'s Scoop***, a community oriented, townhall conversation of educational issues.

Effectively communicated with teachers, administrators, and critical stakeholders regarding instruction, curriculum, and assessment by utilizing video production to visually communicate District Accreditation.

Coordinated the drafting, monitoring, and implementation of the Accreditation Contract.

PUBLICATIONS AND AWARDS

Received recognition from Colorado Council International Reading Association, (CCIRA), for Outstanding Administrative Leadership in Reading, 1993 and 1994.

Curriculum work published in the journal ***Computer Learning Month***, First Ed. p.16, 1988.

REFERENCES

and *“What they say about . . .”*

“His expertise and previous experience as a superintendent help to improve relations between the Tribe and our local school district in Cortez.” Ernest House, Sr., Chairman, Ute Mountain Ute Tribe, [REDACTED]
[REDACTED]

“Mr. Rime is very personable and is always willing to go the extra mile to help people. He is a very dedicated individual who commands respect from his colleagues and students.” Doris Phillips, Human Resource Director, Ute Mountain Ute Tribe, [REDACTED]
[REDACTED]

“Mr. Rime is a very articulate, dedicated and professional individual. His personal and professional qualities make him an asset to any administrative team. He is especially effective working with at-risk and minority students.” Moria Robinson, Past Director of Human Resources, Ute Mountain Ute Tribe, Towaoc, CO 81334. Cell phone [REDACTED]

“Robert is not afraid of change, in fact, he seems to welcome the challenge. It is not often, in this fast paced world, that we find a person who is willing to fully dedicate his life to education.” Mr. Larry DeWees, Past Assistant Superintendent, Central Consolidated School District No. 22, [REDACTED]

“Mr. Rime works in a quiet and forceful manner in effecting change. By developing a team approach to work with his staff, many procedures have been affected to organize and strengthen our elementary curriculum and instruction.” Mr. Stephen Strong, Superintendent, Dolores County School District, [REDACTED]
Telephone [REDACTED]

“Robert is a very articulate, dedicated and professional individual. His personal and professional qualities make him an asset to any administrative team. He’s especially effective working with at-risk and minority students.” Mr. Tom Bryant, Retired, District Assessment Coordinator & Counselor, Dolores County School District, [REDACTED]
[REDACTED] Telephone Home [REDACTED]

“He’s an idea person. Robert always analyzed ways to improve our curriculum. His computer expertise allowed for integration of technology into our curriculum. He also assisted in implementing computer applications for planning and managing our financial operations and budget preparation.” Lynn Bitner, Jr., Past School Board President, Walsh School District RE-1, [REDACTED] Home telephone [REDACTED]
[REDACTED]



SHARA L. BERGHUIS

WORK EXPERIENCE

October 97 - Present Wray Public Library, City of Wray
Library Director – Performs supervisory, administrative and professional library duties in coordinating the operations of the library services for the City of Wray.

- 10 years experience as library director.
 - Prepares and supervises library budget.
 - Responsible for library expansion project- 2010.
 - Manage Long Range planning
 - Manage library staff and volunteers.
 - Administer library and city policy and procedure.
 - Responsible for organizing and scheduling personnel and equipment to efficiently carry out the programs and services of the library.
 - Maintain the building and equipment as needed.
 - Meet on a regular basis with the Board of Trustees and Friends of the Library.
 - Conduct in-house training for staff.
 - Grant writing.
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GRANTS RECEIVED

I have written and implemented grants for the Town of Eckley as Mayor and Town Council Trustee (1994-2002) and the City of Wray, Wray Public Library.

The Wray Public Library is currently in an expansion project with grants currently being written.

Major grants past and present include:

Great Outdoors Colorado- Eckley Community Park

Colorado Rural Health Center

El Pomar

USDA

A host of smaller grants have been administered also.