

## AMANDA CLAY POWERS

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### EXECUTIVE SUMMARY

Academic administrator and library leader with twenty years of experience providing innovative, technology-infused, and mindful stewardship across complex R1 and regional liberal arts institutions. Dedicated to aligning library infrastructure, finances, and physical footprints with overarching university strategic plans through robust shared governance. Proven record of state-wide board governance, university and community citizenship, and deep engagement within the Mississippi higher education system. A human-centered leader committed to cultivating cultures of psychological safety to foster innovation, support faculty and staff resilience, and elevate the scholarly mission of the university.

### PROFESSIONAL EXPERIENCE

#### RUTGERS UNIVERSITY LIBRARIES | Newark, NJ

##### Associate University Librarian, Rutgers-Newark | 2025–Present (*Tenured*)

- **System-Wide R1 Governance:** Serve as a core member of the system-wide Leadership Team governing policy, strategy, and resource allocation across a complex, multi-campus R1 library system. Direct and steward a RCM-generated budget, gift funds, and endowments in support of the academic mission.
- **Campus Master Planning:** Appointed by the Rutgers Newark administration to represent the university libraries in direct collaboration with campus architects for the Rutgers University–Newark Master Plan. Serve on the Chancellor’s strategic planning workgroup for *Facilities, Infrastructure, and Technology*, driving cabinet-level alignment between physical footprint, digital capacity, and academic excellence. Represent the library system on a \$5M renovation in Dana Library.
- **Specialized Archival Stewardship:** Exercise oversight for the Institute of Jazz Studies (IJS), the world's largest jazz archive. Partner with faculty across disciplines to integrate unique audio collections into pedagogy and research, while collaborating with university advancement and foundations to secure global digital access.
- **Collaborative Realignment:** Lead the local, consensus-driven implementation of the "One Libraries" strategy, partnering closely with library faculty and campus

stakeholders to ensure all research support directly mirrors system-wide R1 priorities while maintaining campus-based institutional trust.

- **Faculty Mentorship & Support:** Provide executive oversight and advocacy for over 20 library faculty and staff. Actively mentor nine tenure and non-tenure-track library faculty through the rigorous R1 appointment, review, and/or promotion pipelines.
- **Institutional Legacy Initiatives:** Chair the campus-wide "Clement@80" Committee, coordinating senior university administrators, faculty, and community stakeholders to launch the Clement Price Library and Archives.

## **MISSISSIPPI UNIVERSITY FOR WOMEN | Columbus, MS**

### **Dean of Library Services | Professor | 2016–2024 (8.5 Years)**

- **State-Wide Consortium Leadership:** Chaired the effort to form the Institutes of Higher Learning (IHL) Libraries Consortium, uniting deans and directors across the state's eight public universities to scale up resource sharing, negotiate platforms such as Preservica, and expand scholarly access.
- **\$21.1M Capital Stewardship:** Coordinated and directed the third phase of a \$21.1M, renovating 43,000 sq. ft. and implementation of an automated storage and retrieval system (ASRS) in a bond-funded facility expansion to successful completion. Planned and supervised the ingestion of 300,000 items into the ASRS while curating a 75,000-item physical collection to maintain a student-centered, serendipitous browsing environment.
- **External Development & Gift Stewardship:** Partnered with University Advancement to cultivate philanthropic relationships nationally and steward gifts to fund critical technology advancements, such as the MUW archives' Martha Jo Mims Digitization and Conservation Lab and the Fant Library Creator Studio.
- **High-Stakes University Citizenship:** Selected by the President to co-chair the University Name Change Task Force, guiding 24 senior leaders, students, alumni, trustees, and community stakeholders through a high-profile, two-year evaluation and governance process. Served as an active institutional voice on the Deans' Council, Academic Council, and Graduate Studies Council. Chaired the search for the Dean of Nursing and Health Sciences.
- **Curricular & Research Innovation:** Partnered with business, history, and library faculty to found the interdisciplinary Digital Studies Minor, blending digital humanities and data visualization. Coordinated the establishment of the university's Office of Undergraduate Research based out of the library.

- **Fiscal Accountability:** Managed a \$1.6M operational budget using zero-based modeling, forecasting, and strategic rebalancing of the annual contractual research database portfolio to protect and enhance core scholarly resources.
- **Culture & Succession Pipelines:** Cultivated a collaborative culture rooted in organizational psychological safety, facilitating retreats state-wide and successfully mentoring a long-term internal successor to ensure leadership continuity.

## **MISSISSIPPI STATE UNIVERSITY | Starkville, MS**

**Coordinator of Research Services | Associate Professor | 2012–2016**

**Assistant Professor | Agriculture & Virtual Reference Librarian | 2005–2012**

- **Decade-Plus R1 Research Faculty Leadership:** Provided 11 years of stable faculty leadership within a major land-grant R1 environment. Strategized research support for a community of 20,000+ students and faculty, directly aligning library services with the full research lifecycle and federal grant compliance.
- **Departmental Administration:** Directed a department of 10 tenure-track research librarians, consolidating reference, instruction, and government documents departments.
- **Open Scholarship Initiatives:** Chaired the campus Open Access / Open Educational Resources Committee, initiating and stewarding the university's first campus-wide OA initiatives and conducting environmental scans of faculty research attitudes.
- **Campus-Wide Faculty Governance:** Served as a trusted, elected faculty voice on the University Faculty Grievance Committee, the Provost Search Committee, and the creation and implementation of the Undergraduate Research and Creative Discovery Committee.
- **Digital Platforms Management:** Served as Virtual Reference Project Manager, supervising cross-consortia operators and successfully leading collaborative platform migrations to Springshare's LibAnswers.

## **MASSACHUSETTS INSTITUTE OF TECHNOLOGY | Cambridge, MA**

**Technical Processing & Reference Role | Dewey Library for Management & Social Sciences | 2002–2005**

- Managed large-scale, high-density storage and collection deselection projects (e.g., JSTOR) across Humanities and Dewey libraries.

- Co-created core competencies for implementing integrated service points across the MIT Libraries system.

## **ADDITIONAL PROFESSIONAL EXPERIENCE**

- **Manager**, Chronos Asset Management, Inc. (Global Equity Hedge Fund) | Cambridge, MA | 1999–2001
- **Assistant Editor**, Bantam Books (now Penguin Random House) | New York, NY | 1996–1998

## **EDUCATION**

- **Master of Library and Information Science (MLIS)** | Simmons University, Boston, MA
- **Bachelor of Arts (English Literature)** | Wellesley College, Wellesley, MA

## **AWARDS & HONORS**

- **Leadership Mississippi**, Class of 2023, Mississippi Economic Council
- **University Impact Initiative Award** (2022), Mississippi University for Women
- **William Winter Scholar** (2022), Mississippi University for Women
- **Fred Tom Mitchell Faculty Leadership Program** (2015–2016), Mississippi State University
- **Mississippi Library Association Past President's Award** (2010)
- **MIT Libraries Infinite Mile Awards** 2004 – Communication & Collaboration; 2005 – Innovation & Creativity

## **BIBLIOGRAPHY**

### **Books**

- **Powers, Amanda Clay**, Martin Garnar, and Dustin Fife. *A Starter's Guide for Academic Library Leaders: Advice in Conversation*. Chicago: ALA Editions, 2019.

### **Peer-Reviewed & Professional Articles / Chapters**

- **Powers, Amanda Clay**, and Dustin Fife. "Psychological Safety in Academic Libraries: It's a Team Sport." *College & Research Libraries News* 83, no. 3 (2025).

- Kathuria, Sheeji, and **Amanda Clay Powers**. "What Happens When They Start Talking Back: Next Level Twitter for Libraries." In *Social Media: The Academic Library Perspective*, 2018.
- **Powers, Amanda Clay**, Martin Garnar, and Dustin Fife. "New Academic Library Leader Discussion Series" Parts One-Three. *College & Research Libraries News* (2017–2018).
- **Powers, Amanda Clay**. "The Value of Reference Services: Using Assessment to Chart the Future." In *Reimagining Reference in the 21st Century* (2014): 149–159.
- **Powers, Amanda Clay**. "Learning to Thrive in a Culture of Change." *Library Journal* (online), Sept. 5, 2012.
- Nolen, David, **Amanda Clay Powers**, Li Zhang, Yu Xu, Rachel Cannady, and Judy Li. "Moving Beyond Assumptions: The Use of Virtual Reference Data in an Academic Library." *portal: Libraries and the Academy* 12, no. 1 (2012): 23–40.
- **Powers, Amanda Clay**. "EBSCO's EDS: Relying on Patron Data To Show the Way." *Library Journal*, Reference Supplement (Nov. 15, 2011): 14–15.
- **Powers, Amanda Clay**, Julie Shedd, and Clay Hill. "The Role of Virtual Reference in Library Web Site Design." *Journal of Web Librarianship* 5, no. 2 (2011): 96–113.
- **Powers, Amanda Clay**, David Nolen, Li Zhang, Yu Xu, and Gail Peyton. "Moving from the Consortium to the Reference Desk: Keeping Chat and Improving Reference at the MSU Libraries." *Internet Reference Services Quarterly* 15, no. 3 (2010): 169–188.
- **Powers, Amanda Clay**. "Social Networking as Ethical Discourse: Blogging a Practical and Normative Library Ethic." *Journal of Library Administration* 47, no. 3-4 (2008): 191–209.
- **Powers, Amanda Clay**, June Schmidt, and Clay Hill. "Why Can't We Be Friends? The MSU Libraries Find Friends on Facebook." *Mississippi Libraries* 72, no. 1 (2008): 3–5.
- Brazzeal, Bradley, and **Amanda Clay Powers**. "Electronic Access to Agricultural Journals: An Agronomy Case Study." *Serials Review* 33, no. 3 (2007): 155–160.
- **Powers, Amanda Clay**, and Deborah Lee. "Library 2.0 in Mississippi." *Mississippi Libraries* 71, no. 3 (2007): 74–75.

#### Selected Presentations & Keynotes

- *Embracing Failure to Create a Culture of Innovation*. Mississippi Library Association Annual Conference. Natchez, MS. Oct. 10, 2024.

- *AI for Research*. Faculty/Staff Development Program. Mississippi University for Women. Columbus, MS. Aug. 19, 2024.
- *The Fearless Organization*. Retreat for Mississippi State University Libraries. With Dustin Fife. Starkville, MS. Apr. 26, 2024.
- *You're Safe! Creating a Culture of Innovation*. Invited Presentation. MSU Libraries Faculty Development Forum. Starkville, MS. Dec. 7, 2023.
- *Teams that Succeed: Creating a Culture that Embraces Failure*. IHL Library Consortium Failing Forward Symposium. Columbus, MS. May 25, 2023.
- *Investigating Open Access Attitudes by Discipline at Mississippi State University*. With Nickoal Eichmann. SMIRC. Hattiesburg, MS. Apr. 29, 2016.
- *We're All Mixed Up: Collaborating to Support the Acquisition of Academic Literacy*. With Stacy Kastner and Hillary Richardson. MSWCA/TutorCon. MS State, MS. Apr. 16, 2016.
- *The Evolution of Virtual Reference Services: Twitter as a Core Competency*. With Sheeji Kathuria. The Collective. Knoxville, TN. Mar. 3, 2016.
- *Tweeting Our Patrons: A New Core Competency for Virtual Reference?* Poster. ALA Annual Meeting. San Francisco, CA. Jun. 27, 2015.
- *Social Media in the Archives: Strategic Planning*. Pre-Conference. Society of Mississippi Archivists Biennial Conference. Long Beach, MS. Apr. 15, 2015.
- *Creating a Professional Online Presence*. Keynote. Alabama Association of College and Research Libraries. Montgomery, AL. Apr. 24, 2014.
- *Are Virtual Reference Services Worth the Effort?* Panel. RUSA RSS/MARS. ALA Annual Conference. Anaheim, CA. Jun. 23, 2012.
- *Mining Virtual Reference Data for an Iterative Assessment Cycle*. Reference Research Forum. ALA Annual Conference. New Orleans, LA. Jun. 26, 2011.
- *Analyzing, Evaluating, & Communicating the Value of Web Presence*. With Michael Porter. Computers in Libraries. Washington, DC. Apr. 12, 2010.

## FULL ACADEMIC SERVICE PORTFOLIO

### National & Regional Service

- **Representative**, Big Ten Academic Alliance (BTAA) DEI Committee, Rutgers University Libraries (2025–2026).

- **Independent External Reviewer**, University of Montevallo (Spring 2024).
- **Chapter Councilor**, American Library Association (ALA) (2022–2024).
- **Member**, Offsite Review Committee, SACSCOC (Fall 2021; Fall 2023).
- **Convener**, ACRL Heads of Public Services Discussion Group (2015–2018).
- **Member**, Continuing Education Committee, LLAMA (2015–2017).
- **Advisory Board**, Virtual Archives for Land-Grant History, APLU (2013–2014).
- **Chair**, Virtual Reference Discussion Group, ALA-RUSA-MARS (2010–2011); **Secretary** (2009–2010); **Member** (2011–2013).
- **Member**, Virtual Reference Committee, ALA-RUSA-MARS-RSS (2009–2013).
- **Member**, RUSA President's Program, MARS Program Planning Committee (2011–2012).
- **Member**, MARS Mid-Winter Survey Task Force (2011).
- **Member**, RUSA Technology Task Force (2008).
- **RSS Liaison** to the Access to Information Committee, ALA-RUSA (2007–2009).
- **Member**, Virtual Reference Committee, Association of Southeastern Research Libraries (ASERL) (2006–2008).

#### **Mississippi State-Wide Service**

- **Board Member**, Mississippi Humanities Council (2022–2024); **Grant Review Committee** (2019–2024).
- **Executive Board Member**, Mississippi Library Association (2022–2024).
- **Board of Directors**, Mississippi Historical Society (2021–2024).
- **Board Member**, University Press of Mississippi (2018–2024).
- **Past President / President / Vice President** and Executive Board Member, Mississippi Library Association (2013–2015).
- **Chair**, Fiscal Management Committee, Mississippi Library Association (2015).
- **Treasurer / Executive Board Member**, Mississippi Library Association (2007–2009).

- **Chair**, Clement@80 Celebration Planning Committee (2025–present).
- **Chair**, Onboarding Task Force (2026-present)
- **Member**, Facilities, Infrastructure, and Technology Working Group, Strategic Planning Committee (2026)
- **Newark AUL Representative**, Library Leadership Team (2025–present).
- **Representative**, Rutgers University Libraries DEI Committee (2025–2026).
- **Ex-Officio**, John Cotton Dana Library Public Relations Team (2025–present).

#### Mississippi University for Women

- **Member**, Search Committee for Chief Financial Officer and Vice President of Operations (2024).
- **Chair**, Search Committee, Dean of Nursing and Health Sciences (2022).
- **Co-Chair**, University Naming Taskforce (2022–2024).
- **Chair**, Search Committee, Director of Development (2021).
- **Facilitator**, University Strategic Planning Taskforce for Academic Excellence and Fiscal Sustainability (2021).
- **Founding Member**, Diversity & Inclusion Council (Sept 2020–2024).
- **Chair**, Student Emergency Fund Committee (2019–2024).
- **Chair**, Community Read Committee (2023–2024).
- **Chair**, Common Read Committee (2019–2023).
- **Member**, SACSCOC 5th Year Accreditation Review Committee (2018–2019).
- **Member**, Strategic Enrollment Planning Council (2018–2022).
- **Member**, Deans', Academic, Administrative Councils (2016–2024).
- **Member**, Enrollment Management Committee (2016–2024).

#### Mississippi State University

- **Elected Faculty Representative**, Provost Search Committee (2016).
- **Core Faculty**, Center for the History of Agriculture, Environment and Sciences (CHASES) (2011–2016).

- **Member**, Summer School Task Force (2015–2016).
- **Member**, Undergraduate Research and Creative Discovery Committee (2013–2016).
- **Member**, "True Maroon" First Year Experience Planning Committee (2014).
- **Member**, University Faculty Grievance Committee (2013–2015).
- **Member**, Center for Teaching & Learning, Faculty Advisory Committee (2006–2011).

#### Mississippi State University Libraries

- **Chair**, Open Access / Research Committee (2014–2016).
- **Chair**, MSU Libraries Social Media Management Committee (2012–2016).
- **Chair**, MegaResource School Librarian Workshop (2015–2016).
- **Co-Chair**, MSU Libraries eResource & Emerging Technologies Summit (2012–2013).
- **Chair**, MSU Libraries Emerging Technologies Summit (2010–2011).
- **Chair**, MS Library 2.0 Summit (2007–2008).
- **Chair**, Library 2.0 Committee (2006–2012).
- **Member**, Data Management Committee (2014–2016).
- **Member**, Assessment Committee (2010–2016).
- **Member**, Library Coordinators Group (2010–2016).
- **Member**, Library Technology Committee (2007–2016).
- **Member**, Electronic Resources Evaluation Committee (2006–2013; 2015–2016).