

AMANDA CLAY POWERS

John Cotton Dana Library
Rutgers University Libraries
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EDUCATION

Simmons University Graduate School of Library & Information Science, Boston, MA
Masters of Library and Information Science, 2005

Wellesley College, Wellesley, MA
Bachelor of Arts in English Literature, 1996

PROFESSIONAL EXPERIENCE

Rutgers, The State University of New Jersey
Rutgers University Libraries
John Cotton Dana Library
Associate University Librarian (2025 – present)

- Oversee and mentor John Cotton Dana Library union and non-union faculty and staff, including the faculty archivists of the Institute for Jazz Studies and Rutgers University Newark Archives
- Work with RUL Human Resources to guide tenure-track, tenured, and non-tenure track faculty through tenure and promotion processes
- Guide faculty through strategic planning trajectories, examining services and resources, and updating archival and public service models to reflect the changing needs of campus
- Lead the “Clement@80” programming to celebrate Dr. Clement Alexander Price’s legacy and archives in AY 2026, including the grand opening of his library and archives at Dana Library
- Lead the Newark libraries review and deselection planning and implementation for FDLP materials, bound journals, reference, and multi-media
- Contribute to the leadership of the Rutgers University Libraries as part of the Rutgers University Libraries Leadership Team
- Manage the budget, funds, and endowments of the Dana Library, including the Institute of Jazz Studies
- Partner with Rutgers University – Newark campus entities to innovate in areas of student services and technological advancements, including AI pedagogy and research
- Optimize space and integrate technology into a traditional library to create an environment conducive to student success
- Lead an ongoing review of collections, resources, and services to align them to campus and researchers’ needs

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- Invest in leadership development across Dana Library to build psychological safety and foster innovation and experimentation
- Serving on the committee to implement a \$5M renovation of the lower level of John Cotton Dana Library, including selecting the architectural firm through a competitive bid process

Mississippi University for Women
Fant Memorial Library, Columbus, Mississippi
Professor (2016 – 2024)

Dean of Library Services (2016 – 2024)

Strategic Planning

- Provide strategic directions for the library and led a process to create the library's vision, mission, and strategic plan (<https://www.muw.edu/library/about/vision/>)
- Led strategic planning for the University for the Academic Excellence and Financial Sustainability pillars of MUW's 2021-2026 Strategic Plan (<https://www.muw.edu/priorities/>)

Leadership

- Lead a patron-centered, compassion-focused academic library including seven tenure-track and tenured library faculty and eight staff
- Report to the Provost, an active member of Dean's Council, Administrative Council, Strategic Enrollment Council, Academic Council, Graduate Studies Council, and others.
- Research and speak on psychological safety on teams, including retreats for other university libraries and the MS Institutes for Higher Learning (IHL) Library Consortium
- Authored *A Starter's Guide to Library Leadership* with Martin Garnar (Amherst College) and Dustin Fife (Colorado College)
- Chosen for the *Leadership Mississippi* cohort for 2023, a statewide leadership program
- Serve as the Mississippi Chapter Councilor to the American Libraries Association Council
- Serve as a board member of the Mississippi Humanities Council (Grant Review and Development Committees), University Press of Mississippi, and the Mississippi Library Association
- Co-chaired Mississippi University for Women's Naming Taskforce (2022-2024), proposing options for a new University name, reporting to President Nora Miller

Undergraduate Research

- Built the interdisciplinary Digital Studies Minor in collaboration with business, political science, and history faculty, launched from the library in fall 2019 (<https://www.muw.edu/library/digitalstudies/about/>)
- Established the Office of Undergraduate Research within the library, including hiring a Coordinator of Undergraduate Research, starting an Undergraduate Research Conference, as well as initiating the Summer Scholars program, which offers tuition/room/board for faculty-mentored undergraduate research (<https://www.muw.edu/our/>)

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Structural Improvements

- Supervised the construction and ongoing maintenance of the library's on-site Automated Storage and Retrieval System (ASRS/Athena) and ingestion of 300,000 items to prepare for construction
- Supervised the buildout and renovation of 43,000 square feet of library space, including a café, fourteen study rooms, four classrooms, the Beulah Culbertson Archives and Special Collections, and the ASRS
- Established a circulating collection of 75,000 items after construction was complete

Digital and Technological Improvements

- Oversaw the implementation of Athena Commons, a Bepress institutional repository
- Acquired ArchiveSpace and Preservica to improve archives organization and digital archiving
- Subscribed to Tipasa and RapidILL to streamline and speed up the Interlibrary Loan processes, per the library's strategic plan
- Designed technology upgrades for fourteen study rooms, three classrooms, a digitization lab, a makerspace, and a podcasting/streaming creating and editing studio
- Oversaw the completion of the library's RFID-tagging project

Budget

- Built and manage budget of \$1.6M using zero-based budget modeling, budget forecasting, and monthly budget reconciliations
- Negotiate contracts with vendors of library services and resources for a \$500k contractual budget, rebalancing the spend annually based on demonstrated and forecasted need

Service

- Co-founded the Student Emergency Fund in 2019 and chaired it through 2024
- Led the establishment of the city-wide Community Read in conjunction with the City of Columbus, Mississippi School for Math and Science, Friendly City Books, Columbus-Lowndes Public Library, and Mississippi University for Women
- Chaired the establishment of the Institutes of Higher Learning (IHL) Libraries Consortium (still in progress)

Fundraising

- Work with the Development office to fundraise around library priorities, including the realization of the following:
 - The *Martha Jo Mims Digitization & Conservation Lab* is a state-of-the art facility within Archives that allows for digitization of all types of archival material from architectural plans to slides to fragile manuscripts

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- The *Creator Studio* allows for students, faculty, and staff to create and edit print, audio, and video content, as well as streaming or podcasting live
- The *Fab(rication) Lab(oratory)* gives campus the opportunity to learn and apply 3D modeling skills on advanced 3D and resin printers, as well as 2D modeling using a Cricut
- Present nationally with the Office of Development and Alumni to alumni and supporter groups and individuals

Mississippi State University Libraries
Mitchell Memorial Library, MS State, Mississippi
Associate Professor (2012 – 2016)
Assistant Professor (2005 – 2012)

Coordinator of Research Services (2012 – 2016)

- Oversaw reference, library instruction, and government information services
- Supervised, supported and mentored 10 tenured or tenure-track library faculty
- Supervised three staff managing 17 student workers
- Coordinated a consolidation of Instruction Services, Reference, and Government Documents Departments into a new Research Services Department in November 2013
- Coordinated a space reallocation and redesign of government documents, current periodicals, microform, and state-adopted materials

Open Access / Research Committee Chair, Scholarly Communications Initiative (2014 – 2016)

- Reported to the Library Administrative Council, led a committee of 12 faculty and professional staff to explore Open Access issues as related to faculty research and productivity at Mississippi State University
- Led the development a plan for training library faculty and staff on Open Access concerns for application in their work, e.g. author rights and publishing
- Created workshops on Open Access awareness with members of the committee
- Worked with the Open Access committee to create to implement an environmental scan of Mississippi State University departments in relation to Open Access awareness

Social Media Librarian and Management of Social Media Committee Chair (2006 – 2016)

- Provided leadership for the social media efforts and workshops
- Assisted faculty and departments across campus with research, grant, and instruction support
- Assisted Colleges, Departments, Institutes, and Centers with their social media presence
- Provided workshops for the MSU community on the effective use of social media

Agriculture & Life Sciences Reference Librarian (2005 – 2013)

- Provided general and in-depth reference services in person and online
- Developed and taught general and course-specific research instruction workshops

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- Served as the acting Business and Social Sciences Reference Librarian January 2008 – January 2009 and Interim Business Librarian October 2011 – July 2012 and May 2014 – October 2014.

Virtual Reference Project Manager (2007 – 2012)

- Supervised 13 chat operators in providing 56 hours of chat reference from the public desks
- Managed the operations of the virtual reference services, including chat, mobile IM, email, and social networking reference services
- Created training programs for virtual reference staff based on chat transactions
- Provided assessment from virtual reference services data
- Led the MSU Libraries' transition from consortial chat reference to local-only chat in summer 2008, and then from Docutek Altarama to OCLC QuestionPoint in summer 2012

MIT Libraries

Dewey Library for Management and Social Sciences, Cambridge, Massachusetts

Library and Reference Assistant, Technical and Public Services (2002 – 2005)

- Collaborated on a six-person cross-trained Technical Processing team supporting two libraries at MIT collectively responsible for serials, monographs, journals, government documents, and supervising student workers
- Coordinated and completed multiple large storage projects in Humanities and Dewey Libraries
- Assisted Dewey Library Collections Manager with implementation of a library-wide deselection project
- Provided reference services for management, economics, and political science
- Developed and implemented instruction programs for MIT's library staff
- Created core competencies for integrated service points as a member of the MIT Libraries' Service Desk Task Force (2004-2005)

ADDITIONAL EXPERIENCE

CHRONOS ASSET MANAGEMENT, INC.

A Global Equity Hedge Fund Manager, Cambridge, MA

Manager (1999 – 2001)

- Compiled a library of market research
- Created and gave marketing and sales presentations in Europe and Asia
- Negotiating contracts with financial institutions in France and Germany
- Hired and supervised administrative and IT professionals

BANTAM BOOKS

A Division of Random House Incorporated, New York, NY

Assistant Editor (1996 – 1998)

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- Acquired and edited book-length commercial fiction
- Negotiation contracts for new acquisitions
- Wrote and edited cover copy for mystery fiction

ACADEMIC SERVICE

National

- Rutgers University Libraries representative, BTAA DEI Committee (2025 – present)
- Independent External Reviewer, University of Montevallo, Spring 2024
- Chapter Councilor, American Library Association (ALA), 2022-2024
- Member, Offsite Review Committee, Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), Fall 2021 and Fall 2023
- Convener, ACRL Heads of Public Services Discussion Group (Association of College and Research Libraries) (2015 – 18)
- Member, Continuing Education Committee, LLAMA (Library Leadership and Management Association) (2015 – 2017)
- Advisory Board Member, Virtual Archives for Land-Grant History, Association of Public and Land-Grant Universities (APLU) (2013-2014)
- Chair, Virtual Reference Discussion Group, ALA-Reference Users Services Association (RUSA)-Emerging Technologies in Reference Section (MARS) (2010-2011)
- Secretary, Virtual Reference Discussion Group, ALA-RUSA-MARS (2009-2010)
- Member, Virtual Reference Discussion Group, ALA-RUSA-MARS (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, ALA-MARS (2011)
- Member, RUSA Technology Task Force, ALA-RUSA (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)

State

- Member, Mississippi Humanities Council Board (2022 -- 2024)
- Member, Mississippi Library Association Executive Board (2022 -- 2024)
- Member, Mississippi Historical Society Board of Directors (2021 -- 2024)
- Member, Board of the University Press of Mississippi (2018 -- present)
- Member, Grant Review Committee of the Mississippi Humanities Council (2019 -- 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)

Rutgers University

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- Chair, Clement@80 Celebration Planning Committee (2025 – present)

Mississippi University for Women

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

Mississippi State University

- Elected Faculty Representative, Provost Search Committee (2016)
- Core Faculty, Center for the History of Agriculture, Science and the Environment of the South (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 and Learning, Faculty Advisory Committee (2006 – 2011)

Rutgers University Libraries

- Newark AUL Representative, Library Leadership Team (2025 – present)
- Representative, Rutgers University Libraries DEI Committee (2025 – present)
- Representative, Rutgers University Libraries, John Cotton Dana Library Public Relations Team (2025 – present)

Mississippi State University Libraries

- Chair, Open Access / Research Committee (2014 – 2016)
- Chair, MSU Libraries Social Media Management Committee (2012 – 2016)

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- Chair, MegaResource School Librarian Workshop (2015 – 2016)
- Co-Chair, MSU Libraries eResource and 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)

AWARDS

- *2023 Class of Leadership Mississippi* from the Mississippi Economic Council is the oldest statewide leadership program in the nation and is a competitively selected group with the goal of developing and maintaining a network of Mississippians committed to strengthening Mississippians' quality of life.
- *2022 University Impact Initiative Award* given to a campus unit who exemplifies the excellence that is The W through its efforts to enhance diversity, promote cultural diversity and cultivate an inclusive campus community
- *2022 William Winter Scholar* is chosen by the university as the Humanities Division's most outstanding faculty member to represent MUW at the Natchez Literary and Cinema Celebration conference
- *2015 – 2016 Mississippi State University's Fred Tom Mitchell Faculty Leadership Program* awarded by application to the "next generation of campus leaders" by the Provost and the Executive Vice President with the Office of Research and Economic Development
- *2010 Mississippi Library Association Past President's Award* for outstanding early career librarian
- *2005 MIT Libraries Infinite Mile Award for Innovation and Creativity* with the Service Desk Task Force for work to transition the Libraries to an Integrated Service Point
- *2004 MIT Libraries Infinite Mile Award for Communication and Collaboration* with the Dewey and Humanities Libraries Processing Team

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BOOK, CHAPTERS, AND ARTICLES

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

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

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*. Editor Nina Verishagen. pp. 136-146. 2018

Powers, Amanda Clay, Martin Garnar, and Dustin Fife. "New academic library leader discussion series: Part Three." *College and Research Libraries News* 79, no. 2 (2018):81.
DOI:<https://doi.org/10.5860/crln.79.2.81>.

Powers, Amanda Clay, Martin Garnar, and Dustin Fife. "New academic library leader discussion series: Part Two." *College and Research Libraries News*. 78, no.11 (2017):597.
DOI:<https://doi.org/10.5860/crln.78.11.597>.

Powers, Amanda Clay, Martin Garnar, and Dustin Fife. "New academic library leader discussion series: Part One." *College and Research Libraries News*. 78, no. 9 (2017):492.
DOI:<https://doi.org/10.5860/crln.78.9.492>.

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 ed. (September 5, 2012): <http://lj.libraryjournal.com/2012/09/future-of-libraries/learning-to-thrive-in-a-culture-of-change/>.

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, iss. 1 (2012): 23 - 40. DOI: 10.1353/pla.2012.0006

Powers, Amanda Clay. "EBSCO's EDS: Relying on Patron Data To Show the Way." *Library Journal*. Reference Supplement. (November 15, 2011): 14 - 15. <http://reviews.libraryjournal.com/2011/12/reference/discovering-what-works-librarians-compare-discovery-interface-experiences/>

Powers, Amanda Clay, Julie Shedd and Clay Hill. "The Role of Virtual Reference in Library Web Site Design." *Journal of Web Librarianship* 5, iss. 2 (2011): 96 - 113. DOI: 10.1080/19322909.2011.573279

Powers, Amanda Clay, David Nolen, Li Zhang, Yu Xu and Gail Peyton. "Moving from the

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Consortium to the Reference Desk: Keeping Chat and Improving Reference at the MSU Libraries." *Internet Reference Services Quarterly* 15, iss. 3 (2010): 169 - 188. DOI: 10.1080/10875301.2010.500939

Powers, Amanda Clay. "Social Networking as Ethical Discourse: Blogging a Practical and Normative Library Ethic." *Journal of Library Administration* 47, iss. 3-4 (2008): 191 – 209. DOI: 10.1080/01930820802186522

Powers, Amanda Clay, June Schmidt and Clay Hill. "Why Can't We Be Friends? The MSU Libraries Find Friends on Facebook." *Mississippi Libraries* 72, iss. 1 (2008): 3-5.

Brazzeal, Bradley and Amanda Clay Powers. "Electronic Access to Agricultural Journals: An Agronomy Case Study." *Serials Review* 33, iss. 3 (2007): 155-160. DOI:10.1016/j.serrev.2007.06.004

Powers, Amanda Clay and Deborah Lee. "Library 2.0 in Mississippi." *Mississippi Libraries*, 71, iss. 3 (2007): 74-75.

PRESENTATIONS

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

AI for Research. Faculty Staff Development Program. Mississippi University for Women. Columbus, MS. August 19, 2024

The Fearless Organization. Retreat for Mississippi State University Libraries. With Dustin Fife. Starkville, MS. April 26, 2024.

You're Safe! Creating a Culture of Innovation. Invited Presentation. Mississippi State University Libraries Faculty Development Forum. Starkville, MS. December 7, 2023.

Teams that Succeed: Creating a Culture that Embraces Failure. Institute for Higher Learning Library Consortium *Failing Forward Symposium*. Columbus, MS. May 25, 2023.

Investigating Open Access Attitudes by Discipline at Mississippi State University. Conference speaker with Nickoal Eichmann. Southern Miss Institutional Repository Conference (SMIRC). Hattiesburg, MS. April 29, 2016.

We're All Mixed Up: Collaborating to Support the Acquisition of Academic Literacy. Conference speaker with Stacy Kastner and Hillary Richardson. MSWCA/TutorCon 2016. MS State, MS. April 16, 2016.

The Evolution of Virtual Reference Services: Twitter as a Core Competency. Roundtable with Sheeji Kathuria. The Collective. Knoxville, TN. March 3, 2016.

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Tweeting Our Patrons: A New Core Competency for Virtual Reference? Poster Session with Sheeji Kathuria. American Libraries Association Annual Meeting. San Francisco, CA. June 27, 2015.

Social Media in the Archives: Strategic Planning. Pre-Conference Speaker at the Society of Mississippi Archivists Biennial Conference. Long Beach, MS. April 15, 2015.

Preparing Digital Citizens: Social Media Tools & Skills for the College Search and Beyond. Presented at the 2015 MegaResource School Librarian Workshop. MS State, MS. February 6, 2015

Creating a Professional Online Presence. Keynote at the 2014 Alabama Association of College and Research Libraries Annual Meeting. Montgomery, AL. April 24, 2014.

Are Virtual Reference Services Worth the Effort? What ROI Analysis and User Evaluations Tell Us. RUSA RSS/MARS Virtual Reference Committee panel. American Libraries Association Annual Conference. Anaheim, CA. June 23, 2012.

Professional Networking Online: Leveraging Social Media in Your Career. Hearin Leadership Program. Mississippi University for Women. Columbus, MS. October 17, 2011.

Mining Virtual Reference Data for an Iterative Assessment Cycle. 17th Annual Reference Research Forum, American Library Association Annual Conference. New Orleans, LA. June 26, 2011.

Creating, Growing and Managing Identity in Social Networks. Presented at the Golden Triangle Regional Public Relations Association Meeting. Starkville, MS. February 16, 2011.

Web 2.0 for the K-12 Classroom. Presented at the 11th Annual MegaResource School Librarian Workshop, MS State, MS. February 11, 2011.

Rejecting Anonymity and Embracing Community: Virtual Reference Services at Mississippi State University. Poster session with David Nolen (lead), Li Zhang, Yu Xu, Judy Li and Rachel Cannady presented at the American Libraries Association Annual Conference, Washington, DC. June 26, 2010.

Libraries Creating Context with Public Media Partners. Presented at PubCampMS 2010, sponsored by National Public Radio and Mississippi Public Broadcasting, Jackson, MS. June 5, 2010.

Analyzing, Evaluating, & Communicating the Value of Web Presence. Presented with Michael Porter at Computers in Libraries, Washington, DC. April 12, 2010.

From the Consortium to the Public Services Desk: Keeping CHAT and Improving Reference at

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the MSU Libraries. Poster session with Li Zhang, David Nolen, Gail Peyton and Yu Xu presented at the American Libraries Association Annual Conference, Chicago, IL. July 19, 2009.

Bringing Web 2.0 into Academic Libraries. Presented virtually with Ellen Hampton Filgo at WebJunction (archived at <http://www.webjunction.org/events/webinars/webinar-archives/-/articles/content/67701125>). June 30, 2009.

Social Network Profile Management. Presented with Sarah Houghton-Jan, Greg Schwartz and Michael Porter at Computers in Libraries, Washington, DC. March 31, 2009.

New Media in Education and PR/Marketing. Panel at the New Media Conference presented by Mississippi Public Broadcasting, Jackson, MS. November 10, 2008.

Emerging Technologies for Research: Tools from the MSU Libraries. Presented at the Mississippi State University Plant & Soil Sciences Department Seminar Series. MS State, MS. September 15, 2008.

2.0 for Public Libraries. Presented at the First Regional Library System Staff Training Day. Hernando, MS. August 7, 2008. Invited.

Facebooking the MSU Libraries. Presented with Pattye Archer at the MS Library 2.0 Summit. MS State, MS. June 20, 2008.

Where Do You Go From Here? Managing Your Identity in Social Networks. Presented at the MS Library 2.0 Summit. MS State, MS. June 20, 2008.

2.0 for the K-12 Library. Presented at the ninth annual MegaResource School Librarian Workshop, MS State, MS. February 22, 2008.

Institutionalizing Library 2.0: A Case Study in the Mississippi State University Libraries. Presented with Pattye Archer, Stephen Cunetto, Debora Lee and Harry Llull at the MS Library 2.0 Summit, MS State, MS. June 15, 2007.

Introduction to MySpace. Presented at the eighth annual MegaResource School Librarian Workshop, MS State, MS. February 23, 2007.