

# AMANDA CLAY POWERS

Executive Library Leader • Strategic Innovator • Higher Education Administrator  
Newark, NJ • amandaclaypowers@gmail.com  
ORCID: 0000-0001-6394-0612 • LinkedIn: linkedin.com/in/amandaclay

## Executive Summary

Senior academic library administrator with 20+ years of progressive leadership across R1, regional, and urban research universities. Proven record of transforming libraries through fostering inclusion, investing in strategic planning and assessment, centering students in facilities redesign, prioritizing technological experimentation, leading culturally responsive reorganizations, and developing deep campus partnerships. Recognized author and national speaker on leadership, psychological safety, and innovation in research support.

## Leadership Philosophy

My goal is to create trusted and inclusive communities where faculty, staff, and students feel valued, supported, and inspired to experiment. I believe people thrive when they can safely take informed risks, embrace curiosity, and bring their full selves to their work. When institutions operate with open dialogue, respect, clarity of mission, trust, and transparency, innovation emerges organically. I meet those moments by translating ideas into actionable strategies, finding resources, and providing sustaining leadership to achieve our goals.

I champion libraries as essential partners in higher education, helping to navigate complex information ecosystems, while being responsible stewards of resources. I guide libraries in challenging institutional inertia so they can create fertile environments for students, faculty, staff, and communities to thrive.

## Core Competencies

- Executive management and team development
- Strategic planning; organizational effectiveness; change leadership
- People-centered leadership: tenure-track mentoring; shared governance; psychological safety
- Financial stewardship: zero-based budgeting; contracts and endowments
- Archives and special collections leadership; community-engaged scholarship and service
- Undergraduate research support and curriculum building
- Research lifecycle services; scholarly communication; open access and copyright education
- Digital scholarship infrastructure (IRs, archives systems, digital preservation)
- Facilities planning and construction; space transformation; technology integration (AI, makerspace, creator studio, podcasting studios, digitization labs,)
- Fundraising partnerships; stakeholder engagement; alumni and community relations

## Education

Master of Library and Information Science (MLIS), Simmons University, Boston, MA (2005)  
Bachelor of Arts (English Literature), Wellesley College, Wellesley, MA (1996)

## **Progressive Leadership Experience**

### **Associate University Librarian — Rutgers University Libraries, John Cotton Dana Library (Newark, NJ) | January 2025–Present**

- Responsible for systemwide policy, strategic planning, and resource management for a multi-campus library system as a member of the Rutgers University Libraries Leadership Team
- Collaborate with systemwide leadership across Rutgers University Libraries to align Newark services with RUL-wide strategic priorities, as part of a system-wide “One Libraries” reorganization
- Provide executive oversight for 20 faculty and staff across archives, public services, and research support, including the Institute of Jazz Studies and Rutgers University–Newark Archives
- Providing support for application and administration of Council on Library and Information Resources (CLIR) grants
- Partner with the Rutgers-Newark Foundation to cultivate donors for the Clement@80 project and the Institute of Jazz Studies
- Lead the “Clement@80” Committee, launching the Clement Price Library and Archives with community leaders and senior Rutgers-Newark leaders to foster programming around this celebrated faculty member in what would have been his 80<sup>th</sup> birthday year
- Mentor nine library faculty through tenure and promotion processes in partnership with Rutgers University Libraries Human Resources
- Lead visioning and strategic planning to align services and resources with evolving Rutgers-Newark campus research and teaching needs, including IJS visioning to respond to what has become a Rutgers University Presidential priority
- Lead Newark libraries review and deselection planning for FDLP materials, bound journals, reference works, and multimedia to optimize collection space for student and campus needs
- Partner with information technology units to acquire and implement new technologies for student success, including the expansion of study rooms through soundproof pods and expanded equipment checkout
- Actively manage and direct \$2.4M budget, gift funds, and endowments for Dana Library and the Institute of Jazz Studies
- Advance partnerships with campus leaders in AI pedagogy, student services innovation, and technology-enabled learning and research, including co-presenting to the Chancellor and her Cabinet on AI for Higher Ed Leaders
- Work with the information technology group to create and deliver programming for the Chancellor and her cabinet on AI ethics and leadership
- Invest in leadership development across the library, building psychological safety to foster innovation, experimentation, and innovation
- Represent the Rutgers University Libraries on the committee implementing a \$5M renovation of Dana Library’s lower level, including architect selection via competitive bid and creating a vision for the new Academic Excellence division

### **Dean of Library Services; Professor — Fant Memorial Library, Mississippi University for Women (Columbus, MS) | 2016–2024**

#### **Strategic Planning & Institutional Leadership**

- Created the library's vision, mission, and strategic plan mapped to MUW's institutional plan
- Co-led Mississippi University for Women's (MUW) 2021–2026 Strategic Plan pillars on Academic Excellence and Financial Sustainability
- Co-chaired MUW's Name Change Task Force of 24 senior leaders, faculty, alumni, MUW Foundation, and community members, leading them in a two-year process of surveying, evaluating, and recommending a name to the President
- Provide executive leadership through university senior governance councils: Dean's, Administrative, Academic, Graduate Studies, Strategic Enrollment, and Diversity & Inclusion

### **Leadership & Organizational Culture**

- Led DEI-focused leadership development across the library, strengthening recruitment, mentorship, and retention of faculty and staff
- Led a patron-centered, compassion-focused academic library of seven tenure-track/tenured faculty and eight staff
- Researched and presented widely on psychological safety; facilitated retreats for university libraries and the IHL consortium
- Authored ALA Editions volume on academic library leadership (with Martin Garnar and Dustin Fife)
- Led executive search committees (Dean of Nursing & Health Sciences; Director of Development) and co-chaired the University Naming Taskforce

### **Undergraduate Research & Academic Innovation**

- Created the interdisciplinary Digital Studies Minor housed in the library (launched Fall 2019) in collaboration with Business, Political Science, and History
- Established the Office of Undergraduate Research, hiring a librarian Coordinator of Undergraduate Research--launching the Undergraduate Research Conference and Summer Scholars program in 2017

### **Facilities & Structural Transformation**

- Oversaw a \$21M, 43,000 sq. ft. renovation adding a café, 14 study rooms, four classrooms, the Beulah Culbertson Archives & Special Collections, and an Automated Storage & Retrieval System (ASRS), increasing the library footprint by 50%
- Coordinated ASRS implementation and supervised the ingestion of 300,000 items; curated a 75,000-item circulating collection post-renovation for serendipitous discovery

### **Digital & Technological Advancements**

- Implemented Athena Commons (bepress IR); invested in the scanning and ingestion of nearly 100 years of uncataloged nursing theses and protocols
- Negotiated and acquired ArchivesSpace and Preservica (via IHL consortium) for archives organization and digital preservation
- Invested in the acquisition of Tipasa and RapidILL to streamline interlibrary loan and resource sharing.
- Designed technology upgrades for study rooms and classrooms; launched a digitization lab, makerspace, and podcast/streaming studio
- Completed RFID tagging for all collections

### **Budget, Fundraising & External Engagement**

- Managed a \$1.6M budget using zero-based modeling, forecasting, and monthly reconciliations
- Negotiated a \$500K annual contractual portfolio for resources and technologies; rebalanced spend based on demonstrated need
- Co-founded and chaired the Student Emergency Fund; led city-wide Community Read initiative
- Chaired the establishment of the IHL Libraries Consortium
- Partnered with Advancement write and solicit funds for the Martha Jo Mims Digitization & Conservation Lab, Creator Studio, and Fabrication Lab
- Presented nationally to donors and alumni with the Alumni Association and the MUW Foundation, partnering with them in “friend-raising” and fundraising

### **Health Sciences Partnerships**

- Advanced Nursing, Public Health, Kinesiology, and Speech-Language Pathology through aligned library strategies and research support
- Tailored research services, guides, and instruction to support evidence-based practice and applied research in Nursing
- Realigned collection investments toward online health sciences resources (e.g., CINAHL Ultimate, HaPI) through strategic investments
- Advocated for virtual modeling software in collaboration with Arts & Sciences for Anatomy & Physiology, which has since been implemented

### **Mississippi State University Libraries — Mitchell Memorial Library (MS State, MS) | 2005–2016**

#### **Associate Professor; Coordinator of Research Services (2012–2016)**

- Oversaw research support, instruction, and government information services
- Supervised and mentored 10 librarians and three staff (managing 17 student workers)
- Consolidated Instruction Services, Reference, and Government Documents into the Research Services Department (Nov 2013)
- Directed space reallocation/redesign for government documents, periodicals, microform, and state-adopted materials

#### **Assistant Professor; Agriculture & Life Sciences Reference Librarian (2005–2012)**

- Provided in-depth reference services in person and online; designed and taught course-integrated instruction
- Served as acting/interim business librarian during multiple periods (2008–2009; 2011–2012; 2014)

#### **Scholarly Communication & Open Access Leadership**

- Chaired Open Access / Open Research Committee (2014–2016), providing individual training and campus workshops
- Conducted environmental scans of MSState departments and research units to determine Open Access attitudes

- Provided internal professional development for library faculty and staff on Open Access and Open Educational Resources
- Collaborated with Data Management, OER, Copyright, IR, and Scholarly Publishing leaders to advance campus programs and provide support

### **Digital Services & Virtual Reference**

- Social Media Librarian and chair (2006–2016): delivered workshops across the curriculum; built on academic departmental strategies; acted as a TA to teach social media strategy for science communication courses
- Virtual Reference Project Manager (2007–2012): supervised 13 operators; managed chat/IM/email; evaluated effectiveness of the ASERL Consortium and led platform transitions to OCLC QuestionPoint, then to Springshare’s LibAnswers

### **MIT Libraries — Dewey Library for Management & Social Sciences (Cambridge, MA) | 2002–2005**

- Cross-trained technical processing role supporting serials, monographs, journals, and government documents
- Led large storage projects (e.g., JSTOR) across Humanities and Dewey Libraries and supported collections deselection in the Dewey Library.
- Provided desk reference for management, economics, and political science; developed support staff instruction programs.
- Co-created core competencies for implementing integrated service points (MIT Libraries Service Desk Task Force, 2004–2005), for which we received the Infinite Mile Award

### **Additional Professional Experience**

#### **Manager — Chronos Asset Management, Inc. (Global Equity Hedge Fund), Cambridge, MA | 1999–2001**

- Compiled market research data to implement the fund strategy in Germany, UK, and France; created and delivered marketing/sales presentations in Europe and Asia
- Negotiated contracts with financial institutions in France and Germany; hired and supervised administrative and IT staff

#### **Assistant Editor — Bantam Books (Random House), New York, NY | 1996–1998**

- Acquired and edited commercial fiction; negotiated contracts for new acquisitions
- Wrote and edited cover copy for mystery fiction

### **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)

## Publications — Books, Chapters, and Articles

### Books

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

### Peer-Reviewed & Professional Articles / Chapters (Selected)

- Powers, Amanda Clay; Dustin Fife. "Psychological Safety in Academic Libraries: It's a Team Sport." *College & Research Libraries News* 83, no. 3 (2025).
- Kathuria, Sheeji; 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; 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; 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; 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; 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; 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; Amanda Clay Powers. "Electronic Access to Agricultural Journals: An Agronomy Case Study." *Serials Review* 33, no. 3 (2007): 155–160.
- Powers, Amanda Clay; Deborah Lee. "Library 2.0 in Mississippi." *Mississippi Libraries* 71, no. 3 (2007): 74–75.

### Presentations (Selected)

- 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.

### **Academic Service — Selected Leadership Roles**

- Rutgers: BTAA DEI Committee Representative (2025–2026); Chair, Clement@80 Celebration Planning (2025–present); Newark AUL Representative to Library Leadership Team (2025–present)
- American Library Association: Chapter Councilor (2022–2024); Convener, ACRL Heads of Public Services Discussion Group (2015–2018)
- SACSCOC: Offsite Review Committee Member (2021; 2023).
- Boards: University Press of Mississippi (2018–2024); Mississippi Humanities Council (2019–2024); Mississippi Library Association (multiple roles); Mississippi Historical Society (2021–2024)

### **Full Academic Service Portfolio**

#### **National**

- Rutgers University Libraries representative, BTAA DEI Committee (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)

### **State**

- Mississippi Humanities Council Board (2022–2024); Grant Review Committee (2019–2024)
- Mississippi Library Association Executive Board (2022–2024)
- Mississippi Historical Society Board of Directors (2021–2024)
- University Press of Mississippi Board (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)

### **Rutgers University / Rutgers University Libraries**

- Chair, Clement@80 Celebration Planning Committee (2025–present)
- 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, Dean’s, Academic, Administrative Councils (2016–2024)
- Member, Enrollment Management Committee (2016–2024)

### **Mississippi State University**

- Elected Faculty Representative, Provost Search Committee (2016)
- Core Faculty, 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)

### **References**

Available upon request.