

# Leo S. Lo

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## Education

### **University of Pennsylvania**

Doctor of Education (Ed.D.) – Higher Education Management

Dissertation: *From Idea to Policy: How Do United States R-1 Universities Advance Open Access Scholarly Communication at an Institutional Level?*

Committee: Diane Eynon (Chair); Manuel González Canché; Martha Kyrillidou

### **University of Connecticut**

Master of Arts (M.A.) – Survey Research

### **Florida State University**

Master of Science (M.S.) – Library & Information Studies

### **Hollins University**

Master of Fine Arts (M.F.A.) - Screenwriting

### **University of Texas at Arlington**

Bachelor of Arts (B.A.) - Interdisciplinary Studies

## Selected Experience

### **The University of New Mexico, College of University Libraries and Learning Sciences (CULLS) (Albuquerque, NM)**

Dean, Tenured Professor (09/2021 – Present)

- Provide administrative and strategic leadership for
  - all University Libraries operations
  - the University of New Mexico Press
  - Organization, Information, and Learning Sciences (OILS) programs
  - over 120 full time faculty and staff
- Develop and maintain strong relationships with Deans of other colleges and units, the Office of the Provost, the President, and other university administrators
- Oversee the recruitment, retention, and evaluation of high-quality faculty, staff, and student employees, including engaging in the promotion and tenure process for the College faculty
- Represent CULLSs within the University and at the local, state, national, and international levels

### **Pennsylvania State University, University Libraries, (State College, PA)**

Associate Dean, Learning, Undergraduate Services and Commonwealth Campus Libraries;

Tenured Librarian (07/2021 – 08/2021; Tenured Associate Librarian (05/2019 – 06/2021)

- Provided leadership, strategic direction, and support for a comprehensive and programmatic teaching, learning, and student engagement strategy
  - Oversight of over 350 library faculty and staff, encompassing:
  - Led the Libraries' strategic planning
  - Led the Libraries' COVID responses

- Represented the libraries with donor relations and fundraising with leadership and development teams within the Libraries
- Actively influenced space use and design decisions among library facilities
- Supported the promotion and tenure process for library faculty
- Represented the Libraries in university-wide planning for teaching and learning, assessment, public services, and undergraduate-focused initiatives, and in local, regional, and national arenas

### **Old Dominion University, University Libraries (Norfolk, VA)**

Associate University Librarian for Research & Learning; Librarian III (08/2016 – 04/2019)

- Strategic Leadership
  - Shared-leadership and oversight of all aspects of the University Libraries
  - Oversaw Learning Commons and branch libraries (Fine Arts and Music) operations, including access services, space, and collaborations with partners; and Libraries' instruction program and liaison programs
- Project and Change Management
  - Co-led and participated in the major re-structuring of the Libraries' organization
- Assessment and Continuous Improvement
  - Oversaw and led the Library Analytics initiative – using a predictive analytics platform to assess and demonstrate the value of library services
- Relationship Building
  - Established and led the Libraries' Student Advisory Council
  - Represented the Libraries on the University Graduate Advisory Council
  - Appointed as Secretary of the ODU Asian Caucus
  - Worked with the College on Education on the application for the Master of Library Science ALA-Accreditation
- Financial and Human Resources
  - Managed the programmatic budget for the Research and Learning Division
  - Organized librarian and staff professional development

### **Old Dominion University, Darden College of Education (Norfolk, VA)**

Adjunct Faculty (01/2018 – 04/2019)

- Level One (Doctoral) Graduate Certification – eligible for teaching doctoral level classes as well as serving on dissertation committees
- Instructor for graduate level course LIBS 674 - Management and Leadership in Library and Information Studies (Spring 2018)

### **University of Alabama, University Libraries (Tuscaloosa, AL)**

Head, McLure Education Library; Associate Professor (08/2014 – 08/2016)

- Set vision for the library, develop policy, and led a team of faculty librarians and staff
- Established and fostered partnership with the College of Education
- Managed collection development, budget, staffing, and physical space of the Education Library
- Collaborated with library's and campus' IT units to provide technology to users
- Partnered with various stakeholders on campus to renovate the physical library space
- Developed assessment strategies for data-driven and user-focused management
- Led UA Libraries Strategic Planning as member of the Strategic Planning Team

### **Kansas State University, K-State Libraries (Manhattan, KS)**

Research and Development Librarian; Assistant Professor (06/2010 – 08/2014)

- Led and administered the library's LibQUAL+ Survey

- Assessed user experiences through qualitative and quantitative methodologies
- Led the assessment consultation service and training for the library
- Built and maintained a body of knowledge on customer preferences and behaviors, and experimented with new ideas and techniques to assess and improve customer service
- Initiated, led, and co-supervised the Undergraduate Diversity Internship program

#### Diversity Point Person (8/2009 – 8/2010)

- Chaired the Library Inclusiveness Committee (LINC) (Library diversity committee):
- Represented the Libraries at university-wide diversity meetings

#### Multicultural Studies Librarian/Coordinator of the Multicultural Resource Center (01/2009 – 06/2010)

- Performed subject specialist/liaison services for American Ethnic Studies, Leadership Studies, and English Language Program; and collection development in the interdisciplinary field of Multicultural Studies

## **Publications**

### **Academic Publications**

#### **Book Chapters**

1. Rush, L., **Lo, L. S.**, Abdous, M., Draper, D. (2018). All Hands on Deck: How One University Pooled Resources to Educate and Advocate for Affordable Course Content. In *The Evolution of Affordable Content Efforts in the Higher Education Environment: Programs, Case Studies, and Examples* (pp.93-103). Minneapolis, MN. University of Minnesota Libraries Publishing
2. Deard, K. & **Lo, L. S.** (2018). Plan your impact: Stacking your skills to make your irreplaceable. *The Future Academic Librarian's Toolkit: Finding Success on the Job Hunt and in Your First Job*. ACRL Press
3. **Lo, L. S.** (2014). The Benefits of Earning a MFA to Library Leadership. *Skills to Make a Librarian: Transferable Skills Inside and Outside the Library*. Sawston: Chandos Publishing

#### **Peer Reviewed Articles**

1. **Lo, L. S.**, Mallon, M., & Coleman, J. (In Press) (2022). What Makes a Leader? An Exploratory Study of Academic Library Employees' Perceptions of Leadership, Organization Vision, and Job Engagement. *Portal*, 22(1).
2. **Lo, L.S.** (2021). The Factors Significant to the Introduction Institutional Open Access Policies: Two Case Studies of R-1 Universities. *Journal of Librarianship & Scholarly Communication*, 9(1). DOI: <https://doi.org/10.7710/2162-3309.2400>
3. **Lo, L. S.**, & Anderson, A. (2020). Personal Goal Setting Behavior and Professional Outlooks of Academic Library Employees. *Journal of New Librarianship*, 5(2020). Retrieved from <https://www.newlibs.org/article/17689-personal-goal-setting-behavior-and-professional-outlooks-of-academic-library-employees>

4. Rush Wittkower, L., & Lo, L. S. (2020). Undergraduate Student Perspectives on Textbook Costs and Implications for Academic Success. *Open Praxis*, 12(1). <https://dx.doi.org/10.5944/openpraxis.12.1.1036>
5. Anderson, A., & Lo, L. S. (2019). New Year's Resolutions, Career Outlook, and Personality: An Investigation of Library Employees' Goal Setting Behaviors. *Library Leadership and Management*, 33(1). <https://doi.org/10.5860/llm.v33i2.7318>
6. Lo, L. S., Coleman, J., & Mallon, M.N. (2019). What Makes A Leader? An Analysis of Academic Library Leadership and Organizational Vision. In D. Mueller (Ed.) *ACRL 2019 Conference Proceedings*. Paper presented at ACRL 2019 Conference: Recasting the Narrative, Cleveland, OH. 10-13 April (pp 120-131). ACRL: Chicago. Retrieved from <http://www.ala.org/acrl/sites/ala.org.acrl/files/content/conferences/confsandpreconfs/2019/WhatMakesALeader.pdf>
7. England, E., Lo, L. S., & Breaux, A. P. (2018). The Librarian BFF: A Case Study of a Cohort-Based Personal Librarian Program. *Journal of Library & Information Services in Distance Learning*, 1-9. <https://doi.org/10.1080/1533290X.2018.1467810>
8. Lo, L. S. & Herman, B. (2017). An Investigation of Factors Impacting the Wellness of Academic Library Employees. *College and Research Libraries*, 78(5). <https://doi.org/10.5860/crl.78.6.789>
9. Whitver, S., & Lo, L. S. (2017). Asking Questions in the Classroom: An Exploration of Tools and Techniques Used in the Library Instruction Classroom. *Communications in Information Literacy*, 11(1). <https://doi.org/10.15760/comminfolit.2017.11.1.41>
10. Lo, L. S. & Reed, J. (2016). An Investigation of the Perceptions, Expectations, and Behaviors of Library Employers on Job negotiations as both Employers and as Job Seekers. Conference Proceedings 2016 Australia Library and Information Association National Conference. Adelaide, Australia: Australia Library and Information Association. Retrieved from: <https://read.alia.org.au/investigation-perceptions-expectations-and-behaviors-library-employers-job-negotiations-both>
11. Lo, L. S. & Reed, J. (2016). You're Hired!: An Analysis of the Perceptions and Behaviors of Library Job Candidates on Job Offer Negotiations. *The Southeastern Librarian*. 64(2). Retrieved from <https://digitalcommons.kennesaw.edu/seln/vol64/iss2/2/>
12. Coleman, J., Mallon, M., & Lo, L. S. (2016). Recent Changes to Reference Services on Academic Libraries and Their Relationship to Perceived Quality: Results of a National Survey. *Journal of Library Administration*. 56(6). <https://doi.org/10.1080/01930826.2015.1109879>
13. Lo, L. S., Coleman, J., Theiss, D. (2013). Putting QR Codes to the Test. *New Library World*, 114(11/12): 459-476. Retrieved from <http://hdl.handle.net/2097/16997>
14. Lo, L. S. & Dale, J. (2009). Information Literacy "Learning" via Online Tutorials: A Collaboration between Subject Specialist and Instructional Design Librarian. *Journal of Library & Information Services in Distance Learning*, 3(3-4): 148-158. <https://doi.org/10.1080/15332900903375325>

## Editor Reviewed Articles

1. **Lo, L.S.**, Lush, B., Freivald, D. (2020). Re-Distributing Work during COVID 19 - Penn State University Libraries' Job Bank. *College and Research Libraries News*, 81(8). Retrieved from <https://crln.acrl.org/index.php/crlnews/article/view/24600>
2. England, E. & **Lo, L. S.** (2017). Becoming a librarian BFF: Three tips to connect with your students. *College and Research Libraries News*, 78(9). Retrieved from <https://doi.org/10.5860/crln.78.9.510>
3. **Lo, L. S.** (2014). No More Square Pegs for Square Jobs: A Proposal for a New Recruitment Mindset for the Future of Libraries. *Library Leadership & Management*, 28(2). Retrieved from: <http://journals.tdl.org/llm/index.php/llm/article/view/7066/6282>
4. **Lo, L. S.** & Gonzalez, A. (2013) How to Lead from the Middle with Evidence-Based Decision Making. *Library Leadership & Management*, 28(1). Retrieved from: <http://journals.tdl.org/llm/index.php/llm/article/view/7050/6257>
5. **Lo, L. S.** (2013). Adopting a Proactive Library Recruitment Strategy. *Library Leadership & Management*, 27(4). Retrieved from: <http://hdl.handle.net/2097/16535>
6. **Lo, L. S.** (2013). How I Learned to Stop Worrying and Love Public Speaking. *Library Leadership & Management*, 27(3). Retrieved from: <http://hdl.handle.net/2097/16430>
7. **Lo, L. S.** (2012). A Conversation with Maureen Sullivan, Incoming president of ALA. *Library Leadership & Management*, 26(2). Retrieved from: <http://hdl.handle.net/2097/16536>
8. **Lo, L. S.** (2011). Design Your Video Tutorial like a Hollywood Blockbuster: Using Hollywood Screenplay Structure to Engage Viewers [Special Issue]. *Indiana Libraries*, 30(1): 62-66. Retrieved from: <http://journals.iupui.edu/index.php/IndianaLibraries/article/view/1917/1829>

## Trade Journal Article

- **Lo, L. S.** (2013). A Little Bit About Sensory Science and Museums. *Riksställningar Swedish Exhibition Agency Newsletter*. Retrieved from [https://digitalcommons.odu.edu/libraries\\_fac\\_pubs/30](https://digitalcommons.odu.edu/libraries_fac_pubs/30)

## Blog Articles

- Essay for *Asian/Pacific American Library Association*:
  - **Lo, L.** (2013). My Personal Strategic Plan. Retrieved from <http://www.apalaweb.org/my-personal-strategic-plan-by-leo-lo/>
- Guest blog for *Residency Interest Group: An Interest Group of the Association of College and Research Libraries*:
  - **Lo, L.** (2010). Some Thoughts on the 2010 Minnesota Institute. Retrieved from <http://acrl.ala.org/residency/>

## Presentations

### Keynote and Invited Presentations

1. Pankl, L., **Lo, L.S.**, Coleman, J. (2021, September). Collegiality and Tenure: Perspectives from the Field. [Webinar]. In *Long Island Library Resources Council professional development series*.
2. **Lo, L.S.** (2021, February). Panel Discussion on Guiding Principle 5 – Academic Integration. Invited Online Panel Presentation in *2021 One Penn State 2025: Realizing Transformation Symposium*,
3. **Lo, L. S.**, Adams, S., Pho, A., Espinosa de los Monteros, P. (2020, October). Panel Discussion on Career and Leadership. Invited Online Panel Presentation in *2020 Virtual Minnesota Institute Leadership Program*.
4. **Lo, L.S.**, Bowen, S., Travia, R., Lynch, A. (2020, August). Exec Doc Panel Discussion on Dissertation Research Process. Invited Online Panel Presentation in *University of Pennsylvania Graduate School of Education Executive Doctorate in Higher Education Management Dissertation Module*.
5. **Lo, L. S.** (2020, July). Three Steps to Make Your Data More Impactful. 2020 *Pennsylvania State University Libraries Data Day*. Keynote Presentation at *2020 Pennsylvania State University Libraries Data Day*, State College, PA.
6. **Lo, L. S.** (2020, January). Being a Faculty Academic Librarian: Expectations and Advice. [Webinar]. In *Old Dominion University Darden College of Education and Professional Studies' Seminar in Academic Librarianship*.
7. **Lo, L. S.**, Gong, R., Rysavy, M., Lee-Cha Reedley, M.S., Beckett, E., Kellam, L. (2019, June). Doctoral Studies and Library Leadership Opportunities – An Open Discussion. Panel Presentation at *2019 American Library Association Annual Conference*, Washington, DC.
8. **Lo, L. S.** (2019, May). How to Develop a System of Habits and the Mentality of "Small Marginal Gains". 2019 *Pennsylvania State University Libraries Discovery Day*. Keynote Presentation at *2019 Pennsylvania State University Libraries Discovery Day*, State College, PA.
9. **Lo, L. S.** (2019, April). Develop a Sustainable Research Strategy: A Practical Workshop on Habit Transformation and Goal Setting III [Webinar]. In *University of Utah Libraries professional development series*.
10. **Lo, L. S.** (2019, February). Develop a Sustainable Research Strategy: A Practical Workshop on Habit Transformation and Goal Setting II [Webinar]. In *University of Utah Libraries professional development series*.
11. **Lo, L. S.** (2018, October). Develop a Sustainable Research Strategy: A Practical Workshop on Habit Transformation and Goal Setting. Workshop Presentation at *University of Utah Libraries*, Salt Lake City, UT.

12. **Lo, L. S.**, Deard, K., & Heather, J. (2018, January). Interview [Audio blog post]. *Diversity Series I* [Audio blog post]. Retrieved March 28, 2018, from <https://player.fm/series/1013814/192595939>
13. **Lo, L. S.** (2017, April). The Secret to Building an Intrapreneurial Organization. Presentation at *Texas Library Association Conference*. San Antonio, TX.
14. **Lo, L. S.** (2017, March). *Personal Strategic Planning: Creating a Vision Driven Career and Personal Life*. Webinar Presentation at *American Association of Law Libraries (AALL) 's webinar series*. Online.
15. **Lo, L. S.** (2016, July). Creating a Personal Strategic Plan [Webinar]. In *University of Southern California Marshall School Of Business ' Conversations with Leaders webinar series*.
16. **Lo, L. S.** (2016, June,). Panel Presentation at Florida State University 20th Year Online Learning Anniversary Celebration, Orlando, FL.
17. **Lo, L. S.** (2016, April,). *Creating a Personal Strategic Plan*. Presentation at Vanderbilt University Libraries. Nashville, TN.
18. **Lo, L. S.** (2016, April). *The Future of Education Branch Libraries*. Panel Discussion at Peabody Education Library, Vanderbilt University. Nashville, TN.
19. **Lo, L. S.**, Gonzalez-Smith, I., Jung, J., Lee, H. (2014, June). *Advocating Smarter: powerful Persuasion Techniques for the Influential Professional*. Presentation at 2014 American Library Association Annual Conference: Spectrum Leadership Institute. Las Vegas, NV.
20. **Lo, L. S.**, Thomas, L. C., Hudson-Ward, A., Findley, E., Kim, B., Dzuba, T., Pressley, L. (2014, June). *Emerging Leaders World Café*. Presentation at 2014 American Library Association Annual Conference. Las Vegas, NV.
21. **Lo, L. S.** (2012, July). *Lead from Anywhere*. Presentation at the Minnesota Institute for Early Career Librarians from Traditionally Underrepresented Groups, University of Minnesota Libraries. Minneapolis, MN.
22. **Lo, L. S.** (2011, January). *Perspectives from a New Professional: My Experience as a ALA Emerging Leader*. Presentation at LLAMA Leadership Development Seminar, ALA Midwinter Conference. San Diego, CA.

## Presentations

1. **Lo, L.S.**, Davis, J., Gonzalez, A., Jenkins, L., Tzoc, E. (April 2021). *Authenticity & Change: Diversity Leadership at a Time of Crisis*. Panel Presentation at 2021 ACRL National Conference. Online.
2. Mallon, M., Coleman, J., **Lo, L.S.** (2019, April). *What makes a leader? An Analysis of Academic Library Leadership and Organizational Vision*. Presentation at 2019 Association of College and Research Libraries Conference. Cleveland, OH.

3. **Lo, L. S.** & Anderson, A. (2018, September). *Gooooaal! An Analysis of Library Employees' New Year's Resolutions Behavior*. Presentation at 2018 Virginia Library Association Conference. Williamsburg, VA.
4. McInnis, J.M., Rush, L., **Lo, L. S.** (2018, September). *Analytics Revolution! Using a Predictive Model to Measure the Libraries' Impact on Student Success*. Presentation at 2018 Virginia Library Association Conference. Williamsburg, VA.
5. **Lo, L. S.** & Deard, K. (2018, June). *Giving to Get Ahead: How to be Generous without Being a Doormat*. Presentation at 2018 ALA Annual Conference. New Orleans, LA.
6. McInnis, J.M., **Lo, L. S.**, Rush, L. (2018 April). *Using Advising Analytics Software to Track Impact and Value of Library Resources on Student Achievement*. Presentation at 2018 Library Research Forum, Montreal, Canada.
7. Rush, L. & **Lo, L. S.** (2017 October). *Playing an Active Role in Affordable Course Content: A Step by Step Guide*. Presentation at 2017 Virginia Library Association Conference. Norfolk, VA.
8. Deard, K. & **Lo, L. S.** (2017, June). *What they don't teach you in library school: Using emotional intelligence to succeed as academic librarians of color*. Presentation at 2017 ALA Annual Conference. Chicago, IL.
9. Rush, L., & **Lo, L. S.** (2017 May). *Student Views on Textbooks, Cost, and Learning*. Presentation at 2017 Old Dominion University Center of Teaching and Learning Summer Institute. Norfolk, VA.
10. **Lo, L. S.** (2017, February). *Survey Design 101*. Presentation at the 2017 Empirical Librarians Conference, Greensboro, NC.
11. Brewer, A., & **Lo, L. S.** (2017, February). *Utilizing Public Services Staff to Test Web Assessment Tools and Create a Sustainable Iterative Usability Testing Framework*. Presentation at the 2017 Empirical Librarians Conference, Greensboro, NC.
12. **Lo, L. S.** & Reed, J. (2016, November). *A Comparison Study of the Perceptions, Expectations, and Behaviors of Library Employers on Job Negotiations as Hiring Employers and as Job Seekers*. Paper presentation at 2016 ARL Library Assessment Conference, Arlington, VA.
13. **Lo, L. S.** & Reed, J. (2016, August). *An Investigation of the Perceptions, Expectations, and Behaviors of Library Employers on Job negotiations as both Employers and as Job Seekers*. Paper Presentation at 2016 Australia Library and Information Association National Conference, Adelaide, Australia.
14. England, E. & **Lo, L. S.** (2016, June). *The Librarian BFF Program at the University of Alabama*. Panel Presentation at EBSS's Online Learning Research Discussion Forum, American Library Association Annual Conference, Orlando, FL.
15. **Lo, L. S.** & Tschaepe, B. (2016, May). *An Exploration of Workplace Wellness Programs for Academic Libraries*. Paper Presentation at 2016 Atlantic Provinces Library Association, Halifax, Canada.



16. **Lo, L. S.** & Anderson, A. (2015, December) *Create Your Future: A Transformative Goal Setting Workshop for Librarians and Library Employees*. [Webinar]. In Library Leadership and Management Association Webinar Series.
17. **Lo, L. S.** & Anderson, A. (2015, October) *Create Your Future: A Transformative Goal Setting Workshop for Librarians and Library Employees*. Workshop presentation at 2015 Georgia Council of Media Organizations Conference. Athens, GA.
18. **Lo, L. S.** & Tschaepe, B. (2015, March). *Integrated Wellness: Implications for academic libraries and the communities they serve*. Panel Presentation at 2015 ACRL National Conference. Portland, OR.
19. Alire, C., Welburn, J., Downing, K., **Lo, L. S.** (2015, March). *New Leadership for New Times: Diversity, Inclusion, and Cultural Competency as Required Skills*. Pre-conference Workshop presentation at 2015 ACRL National Conference. Portland, OR.
20. **Lo, L. S.** (2014, October). *The Secret to Building an Intrapreneurial Organization*. Presentation at the 2014 Conference for Entrepreneurial Librarians. Winston-Salem, NC.
21. **Lo, L. S.**, Gonzalez-Smith, I., Jung, J. (2014 March). *Bringing it Home: Tools to Bridge the Gap between Inspiration and Real Action*. Presentation at 2014 Innovation, Inspiration and Creativity Conference (i2c2), Manchester, United Kingdom.
22. Gonzalez, A., **Lo, L. S.** (2013, October). *The Drive to Create an Assessment Plan: A Department Head's Roadmap*. Presentation at 2013 Southeastern Library Assessment Conference, Atlanta, GA.
23. **Lo, L. S.**, Gonzalez, A. (2013, September). *What Counts Cannot be Counted--Focus group Moderating 101 for Librarians* Presentation at 2013 SDLA/NDLA/MPLA Tri-Conference, Sioux Falls, SD.
24. **Lo, L. S.**, Gonzalez, A. (2013, June). *Usage Analysis of a Dedicated Graduate Student Study Space at an Academic Library*. Presentation at 2013 International Conference on Qualitative and Quantitative Methods in Libraries, Rome, Italy.
25. Alire, C., Welburn, J., **Lo, L. S.** (2012, September). *Stand Up! Developing Minority Leaders as Change Agents*. Pre-Conference Workshop Presentation at 2012 Joint Conference of Librarians of Color, Kansas City, MO.
26. **Lo, L. S.**, Coleman, J. (2012, May). *Assessment of a Team Based Embedded Librarianship Model*. Presentation at 2012 LOEX, Columbus, OH.
27. **Lo, L. S.**, Olsen, L. (2012, February). *Adopting the Instructional Design of Cooking Shows to Library Tutorial Videos*. Presentation at 2012 Southwest/Texas Regional Popular Culture/American Culture Associations Conference, Albuquerque, NM.
28. Coleman, J., **Lo, L. S.** (2011 November). *Putting QR Codes to the Test*. Presentation at Brick and Click: An Academic Library Symposium. Maryville, MO.
29. **Lo, L. S.** (2011 April). *Linking the Physical Space to the Digital*. Presentation at 2011 ACRL National Conference Idea Unconference, Philadelphia, PA.

30. **Lo, L. S.** (2010, September). *An Analysis of Peter Morgan's Adaptation of The Damned United*. Paper presented at Screenwriting History, Theory and Practice Conference. Copenhagen, Denmark.
31. **Lo, L. S.** (2010, March). *The Study of the Screenplay: A Worthwhile Venture?* Paper presented at Popular Culture Association/American Culture Association (PCA/ACA) National Conference. St. Louis, MO.

### Poster Presentations

1. **Lo, L.S.**, Pankl, L., Coleman, J. (2021, April) *The Matter of Collegiality in Librarian Promotion and Tenure at R-1 Libraries*. Digital Poster Presentation at 2021 ACRL National Conference. Online.
2. Mallon, M., Pankl, L., **Lo, L. S.** (2018, June) *Should libraries care about mindfulness? Examples of cultivating wellness with library spaces and services*. Poster Presentation at 2018 ALA Annual Conference. New Orleans, LA.
3. England, E., **Lo, L. S.** (2017 March). *The Librarian BFF Program for Distance Graduate Learners*. Poster Presentation at 2017 ACRL National Conference. Baltimore, MD.
4. Mallon, M., **Lo, L. S.**, Coleman, J. (2017 March). *What makes a leader? An analysis of leadership & organizational vision*. Poster Presentation at 2017 ACRL National Conference. Baltimore, MD.
5. **Lo, L. S.** & Whitver, S.M. (2015, September) *Examining the Effectiveness of Various Pedagogies on Active Student Participation in the EN102 Information Literacy Classroom*. Poster presentation at 2015 Georgia International Conference on Information Literacy. Savannah, GA.
6. Coleman, J., Mallon, M., **Lo, L. S.** (2015 March). *Innovative Reference Services in College and University Libraries*. Poster Presentation at 2015 ACRL National Conference. Portland, OR.
7. Chung, Y., Chambers, D., **Lo, L. S.** (2014, September). *Exploring Tablets for Undergraduate Work*. Poster Presentation at the Sixth European Conference on Sensory and Consumer Research. Copenhagen, Denmark.
8. **Lo, L. S.** & Gonzalez, A. (2014, August). *The Drive to Create an Assessment Plan: A Department Head's Roadmap*. Poster presentation at 2014 ARL Library Assessment Conference. Seattle, WA.
9. **Lo, L. S.**, Beard, R., Fritch, E.M., Ghose, N. (2012 September). *Getting to Diversity: From Internship to Fellowship: The Challenges of Developing a Substantive Professional Development Experience in Recruiting Underrepresented Groups to Librarianship*. Poster presentation at 2012 Joint Conference of Librarians of Color. Kansas City, MO.
10. Coleman, J., **Lo, L. S.**, Theiss, D., & Hammond, J. (2012, June). *QR Codes: If you code it, will they scan?* Poster presentation at 2012 ALA Annual Conference, Anaheim, CA.

11. Jones, D., Hyatt, J., **Lo, L. S.**, Wilczek, N. (2010, June). *LLAMA-HRS Staff Development Resource Center Wiki*. Poster presentation at ALA Annual Conference. Washington, D.C..

## Selected Services

### National Professional Organizations:

- American Library Association
  - ALA Council (Elected Councilor at Large 2015-2018, re-elected 2018-2021)
  - Training, Orientation, and Professional Development Committee (Member, 2011 – 2013)
- Association of College and Research Libraries (ACRL)
  - College and Research Library News Editorial Board (Chair, 2021 – 2023; Member, 2017-2021)
  - Academic/Research Librarian of the Year Award Committee (Member, 2020 – 2022)
  - Public Service Directors of Large Research Libraries Discussion Group (ACRL ULS) (Member, 2019 – Present)
  - Excellence in Academic Libraries Awards Committee (Member 2018, – 2020)
  - President's Program Planning Committee (Member, 2017 - 2019)
- Library Leadership and Management Association (LLAMA)
  - Library Organization and Management Section (Chair-Elect/Chair/Past-Chair, 2013-2016)
  - LL&M Editorial Board (Member, 2011 – 2013)
    - Editor of the column, “New Perspectives in Leadership”, in the journal, *Library Leadership and Management*.
  - Board of Directors (New Leader’s Representative 2010 – 2013)
  - LLAMA/NMRT Joint Committee on Collaboration (Chair 2011 – 2012)
  - Diversity Task Force (Chair 2010 – 2011)
- New Members Round Table (NMRT)
  - Liaison Support and Coordination Committee (Assistant Chair, 2011 – 201)
  - Student Chapter Award Committee (Chair, 2010 - 2011; Member, 2009 – 2010).
  - Membership, Promotion, Diversity, & Recruitment Committee (Member, 2010 – 2011)
  - Newsletter Committee (Member, 2009 – 2010).
- Chinese American Librarian Association (CALA)
  - Best Book Committee (Member, 2010 – 2012)
  - Publication Committee (Member, 2009 – 2010)
- Big Ten Academic Alliance Heads of Public Services Group (Member, 2019 – Present)

### University Services

- Pennsylvania State University
  - Faculty Affairs Advisory Committee Member (Member, 2020 – Present)
    - Advise the Office of the Vice Provost for Faculty Affairs on a wide range of topics including the development and implementation of policies to address emerging needs of faculty members and academic administrators; faculty development needs and offerings; and initiatives designed to promote equity.
  - Covid-19 University Task Group – Enrollment Management & Course Delivery
    - Faculty Development Subcommittee (Member)

- Worked closely with Learning Design, built faculty training experiences aligned with each course model
- Designed how to coach faculty regarding variations in student attendance, as well as to provide suggestions for faculty who may need suggestions for continuing their courses should it become necessary for them to be out of the classroom.
- Developed alternate forms of engagement to utilize in a socially-distanced classroom and will connect with the Classroom Technology team to think through how to help faculty think through new zoom equipment in classrooms.
  - Academic Integrity Subcommittee (Member)
    - Developed academic integrity statement for faculty use in syllabi during the Covid period
    - Incorporated library-developed Academic Integrity Badge into ENG15 courses, with over 450 badges completed
- One Penn State 2025 Steering Committee – Guiding Principle 5 (Member 2019 – Present)
  - Academic Integration Subcommittee (Chair)
- Administrative Council on Undergraduate Education (ACUE) (Member 5/2019 – Present)
  - Global Issues Committee (Member)
- Transforming Education Steering Committee (Member, 2019 – Present)
- Digital Learning Academic Council (DLAC) (Member, 2019 – Present)
- University Strategic Planning Unit Planning Advisory Group (Member, 2020 – Present)
- Organizational Excellence Steering Committee (Member, 2020 – Present)
- Penn State Student Yoga Club (Faculty Advisor, 2020 – Present)
- Faculty Senate Library and Information Technology Committee (Ex-Officio, 2019 – Present)
- Center for Immersive Experience Group (Member, 2020 – Present)
- Penn State Bookstore First Day Complete Working Group (Member, 2019 – Present)
- Open and Affordable Education Resources (OAER) Working Group (Member, 2019 – Present)
  - Vendor Relations Sub-group (Chair, 2020 – Present)

### **Libraries Services**

- Pennsylvania State University Libraries
  - Library Faculty Organization Faculty Affairs Committee (Ex-Officio, 2019 – Present)
  - Strategic Plan Steering Committee (Chair, 2019 – 2021)
    - Oversee the Libraries’ Strategic Planning process, including appointing chairs and members of the Steering Committee, three Thematic Working Groups, Five Action Items Writing teams
  - Space Planning Committee (Member, 2019 – Present)

### **Grants**

- Received SEC Faculty Travel Grant (\$1410) to visit and lecture at Vanderbilt University (2016)
- Received K-State Assessment Grant (\$1000) to attend 2014 Qualtrics Summit
- Received K-State Faculty Development Award (\$2,000) to present at 2013 Qualitative and Quantitative Methods in Libraries Conference in Rome, Italy

- Received K-State International Incentive Grant (\$2,000) for international projects
- Received Kansas Library Association (KLA) Continuing Education Grant to attend 2011 ALA Mid-Winter Conference; 2013 ALA Mid-Winter Conference; 2013 Qualitative & Quantitative Methods in Libraries

### **Honors and Achievements**

- Old Dominion University Design Thinking stipend (\$500) 2017 D-Thinking cohort.
- Awarded 2016 EBSCO/Alabama Library Association Research Paper Award 1<sup>st</sup> prize
  - Lo, L.S. & Reed, J. (Summer, 2016). You're Hired!: An Analysis of the Perceptions and Behaviors of Library Job Candidates on Job Offer Negotiations. *The Southeastern Librarian*. 64(2).
- Awarded 2016 EBSCO/Alabama Library Association Research Paper Award 2nd prize
  - Coleman, J., Mallon, M., Lo, L.S. (2016). Recent Changes to Reference Services on Academic Libraries and Their Relationship to Perceived Quality: Results of a National Survey. *Journal of Library Administration*. 56(6).
- Selected as Field Recruiter for ALA Office for Diversity's Discovering Librarianship Program (2010 – 2013)
- Completed K-State Coffman Leadership Institute (2012)
- Selected as one of 24 participants in the Minnesota Institute for Early Career Librarians from Traditionally Underrepresented Groups (2010)
- ALA Emerging Leader - sponsored by LLAMA (2010)