

Curriculum Vita

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EDUCATION

SUNY University of Buffalo, Buffalo, NY, Graduate School of Education,
Ph.D. Program in Comparative and Global Studies in Education
26 credit hours completed. G.P.A. 3.723 (not currently enrolled)

SUNY College at Geneseo, Master of Library Science, M.L.S A.L.A. accredited

SUNY University of Buffalo, Bachelor of Arts, B.A.: Anthropology

Monroe Community College, Rochester, NY, Associate of Science

PROFESSIONAL EXPERIENCE

September 1995- 2008

Director of Libraries: Educational Technology Services, Full Professor
SUNY Monroe Community College, Rochester, NY

MCC Libraries are part of the technology-centered division, Educational Technology Services (ETS). Responsibilities include: management of both campus libraries (budget 1.9 million dollars, 25 fte staff, collection size 200,000 items, oversee all areas of library services & facilities (approximately 73,000 net square ft). Serve as a member of the ETS: Executive Management Team for division-wide coordination & college-wide technology decision-making and funding recommendations.

Broad accomplishments:

- Coordinated migration of MCC Libraries from MultiLIS Library Management System (LMS) to the Ex Libris/ Aleph platform, part of a SUNY wide project.
- Part of the team that developed and shared-authorship of a comprehensive college-wide technology plan (successfully leveraging 2 million added dollars from funding agencies.)
- Oversaw the establishment and expansion of a dynamic virtual resource network for MCC Libraries, including: e-resources, e-reserves, wireless environment, circulating laptops, color printing and scanning, and a dynamic library web presence.
- Implemented the LibQual Survey to assess users satisfaction of the MCC Libraries (2003 & 2006)

- Working with the Library Technical Services Team integrated and centralized library technical services/ processing into a central processing team.
- Retooled the library organization to create a more efficient and effective operation
- Coordinated the development of a three SUNY Institution/ Rochester Public Library partnership that added a third library service point to library services, (the SUNY Student Resource Center) in the process, successfully advocated for 1.2 million dollars in support from State University of New York.
- Working with our teaching librarians, developed a programmatic, outcomes-based Library Instruction effort, instructing over 6000 students and 200 class sessions annually. Instituted a one credit, librarian-taught, College Library Skills course
- Actively connect with the teaching and learning process through: liaison program, partnered set of programs, lectures, art exhibits and displays with academic and college departments, and initiated a Student Library Advisory Committee.
- Developed formal link between library services and college wide program assessment,
- Instituted a wide-array of innovations to serve the 21st Century student.
- Oversee the **Archives and Records Management (ARM)** department of the college, serving as **College Records Management Officer**.

Monroe Community College (MCC) provides academic programs to 15,000 full time equivalent students (30,000 headcount), at two campuses. MCC is one of 30 Community Colleges in the SUNY system and a member of the League for Innovation in the Community College. www.monroecc.edu, www.league.org

August 1999 – August 2001

Interim Associate Vice President, Curriculum and Program Development
SUNY Monroe Community College, Rochester, NY

During a period of leadership transition at MCC, I was asked to serve in a temporary assignment. While still holding the appointment of Director of Libraries, I served as interim AVP for Curriculum and Program Development. With a staff of 9, I oversaw: a 1.6 million dollar operational budget and additional 1.1 million dollars in grant funds, oversaw the MCC portion of the SUNY Learning Network (one of the largest distance learning efforts in the United States), along with Adult/ Experiential Learning, and International Education. I provided leadership in the areas of: curriculum development, program review and evaluation, assessment, master scheduling, academic grants management, and instructional development. Under my direction, our team:

Broad accomplishments

- Developed and instituted a college-wide General Education Plan,
- Implement a Program-based Assessment plan
- Streamlined the curriculum development process with virtual tracking.
- Assisted in the area of new facility design and modification and workforce development

November 1988– August 1995

Director of Library Services: Academic Affairs, Associate Professor
SUNY Monroe Community College, Rochester, NY

At the time of my Initial appointment, as MCC Director of Library Services, the college was a single campus institution and the library was part of the Academic Services Division. During this period I was responsible for: the Brighton Campus Library (140,000 items, 38,000 nsf. facility, a 1.1 million dollar budget, staff of 17).

Along with the staff:

- Implemented an integrated library system as a leadoff institution for 44 other SUNY institutions, in the SUNY- LAIP project (MultiLIS/ DRA).
- Coordinated a variety of initiatives, including the following: a major library building expansion of the LeRoy V. Good Library, implemented a LAN with multimedia resources, establishment one of the nations first AIDS Resource Library, enhanced the College Archives
- Partnering with the college foundation and Bausch and Lomb successfully developed a grant initiative that provided \$600,000 for library services
- Designed and implemented the Damon City Campus Library (12,000 nsf) at MCC's new city campus.

April 1992 – present

Independent Consultant
Genovese Consulting, DBA

Provide consulting expertise in a variety of areas, including: library building programs and modification, program audits, assessment and accreditation, 21st Century service & organizational development, and special project coordination. I have on-going relationships with architectural firms, and have served a variety US institutions, these include: Kutztown University (Pennsylvania), PAASHE (Pennsylvania Library Consortium) Soth Central Regional Library Council (New York) Marietta College (Ohio), Greenfield Community College (Massachusetts)., Three Rivers Community College (Connecticut), Gateway Community College (Connecticut), Unification Theological Seminary (New York), Community College of Philadelphia (Pennsylvania), and the New York State Library (New York).

Arising out of my interest in Comparative and Global Studies in Higher Education, I have also had the opportunity to serve a variety of institutions in international environments, including:

- Lebanese American University, Beirut and Byblos, Lebanon (Building design for the Byblos campus including rathionls for the changing requirements of service; organizational assessment)
- Instituto Tecnológico de El Salvador (ITCA), San Salvador, El Salvador (Responsibilities: LRC design & development; retool library organization)
- National Institute for Higher Education Research Science and Technology (NIHERST) Port of Spain, Trinidad;

(Responsibilities: Assist in the launch of a National College; coordinate purchase of a Library Management Systems (Endeavor); develop plan for integration of 9 independent college libraries into a single library system)

- College of Science, Technology and Applied Arts of Trinidad Tobago (COSTAATT), Port of Spain, Trinidad;
(Assist in the development of a college-wide Technology Plan; consult on library improvements; serve on search committees for added personnel)
- Lahore University of Management Sciences (LUMS), Lahore, Pakistan;
(Assist in the development of a library building program)
- Barents Euro-Arctic Secretariat, Kierkenes, Norway (partnered with Community Colleges for International Development)
(Coordinate the implementation of program for a nursing program as part of a trilateral partnership between the US, Norway, and Russia.)

September 1994–August 1997

Guest Lecturer

SUNY University of Buffalo

Graduate School of Library and
Information Studies, Buffalo, NY

Developed and taught two graduate courses at a comprehensive university of 35,000 students, in the Graduate School of Library and Information Studies. Courses included: Management of Library and Information Services and Management of Public Libraries.

September 1986 – September 1988 Henrietta Public Library

Library Director

Rochester, NY

Responsible for the administration of a solar powered, automated public library (GEAC), serving a suburban town of 45,000. Facility: 35,000 nsf, staff size: 27 individuals, Collection: 100,000+ items. Budget management (\$650,000) Responsibilities included all areas of operation, Coordination of all county system and consortia contact, through the Board of Trustees. Oversee extensive programming and community relation effort. Established new services: Local History Archive & Special Collection, Video Collection, Public Access Computers. Grant writing.

September 1984-August 1986 Monroe Community College

***Coordinator: Instructional Services*, Rochester, NY**

Instructor

In this position I coordinated campus-wide access to hardware and software, a media library, supervised a staff of 7 individuals.

- Responsible for classroom environment.
- Directed the distance learning effort for the campus, including: tele-courses, the production of radio courses, liaison with broadcasting stations, promotions, and consortia representation.
- Produced a newsletter, and a cable access television program promoting distance learning at MCC.

September 1982 – August 1984 Fairfield County District Library

Director of Library System Lancaster, Ohio

Assistant Director: Branch Operations, Programming/ Promotions and Outreach

As **Director**, I coordinated an active program of library services to a community of 93,000. Coordinate all operations for a multi-library system: Main Library, 3 branches, Outreach and Bookmobile Services. Advise Board of Trustees. Staff size: 58 individuals, Collection 190,000 items. Budget \$1.1 million; Coordinated all programming, exhibits, (included two exhibit venues) media and community relations.

Initially hired as **Assistant director** where I managed all library services for three Branch Libraries, Outreach and Bookmobile Services. I was responsible for system-wide programming, media relations for the system, including management of the Garret Gallery. I Supervised 16 individuals.

September 1980 – August 1982 University of Virginia, Clinch Valley College,

Instructional Media Librarian, Wise, Virginia

Instructor

Supervised the distribution of hardware and software; provided non-print reference; coordinated media production services (audio, video, photographic); instructed one course per semester in media. (Media Production for Teachers), facilitated telecourses delivery. Supervised 1.5 fte staff. Special project management, including: Event/Festival Coordination, and College Film Series. Initiated and served as the coach of the college soccer team.

December 1979 – July 1980 George Eastman House: International Museum of Photography, Rochester, NY

Conservation Intern

Trained and participated in the identification, restoration and preservation of historic photographic images, books, paper, under the guidance of the Museum Conservator. This was a highly competitive internship at an internationally recognized institution.

INTERNATIONAL, NATIONAL AND REGIONAL PRESENTATIONS

I am a frequent presenter and advocate of: change response, best practices, successful programs, services, and partnerships.

NISOD Conference, Austin Texas, Co-presenter, "**An Innovative Partnership: Experimental learning exploring visual literacy and culture.**" May 2007

League for Innovation in the Community College, CIT Conference, Dallas Texas, Co-presenter, 3 hour Learning course: "**Positioning 21st Century Libraries: The Zen of Leadership and Aggressive Pursuits**" October 2005

League for Innovation in the Community College Innovations Conference, New York City, NY **Co-presenter: Innovative Approaches to Student Aide Management at Monroe Community College**" March 2005

League for Innovation in the Community College Innovations Conference, San Francisco, California, **Presenter: “Embracing Change: Models of Libraries and Learning Resource Centers on the Brink”** March 2004

Rochester Regional Library Council, Annual Directors Breakfast, Rochester, NY **Guest Speaker: “Embracing Change”** November, 2003

SUNY Council of Library Directors annual Meeting,
Panel -Presenter: “Progress and Future of the New York State Higher Education Initiative” April 2003

League for Innovation Conference: CIT, Long Beach, California
Co-Presenter: “Seeking the Cutting Edge: Trends and Perceptions Driving Libraries and Learning Resource Centers” November, 2003

League for Innovation in the Community College, Atlanta, Georgia **Co-Presenter: “Technology, Teamwork and Time-Constraints, Developing a new model for General Education”** March 2001

Community College for International Development Conference, Monterrey, Mexico
Co-Presenter: *Barents Trilateral Partnership between Norway, Russia and the United States: A progress report*” 2001

Barents Trilateral Partnership Conference, Petrosavodsk, Karelia, (Russia)
Presenter: “A communication model for international partnerships.” October, 2000

League for Innovation in the Community College, Conference on Information Technology, Orlando, Florida **Co-Presenter: “Technology and Fundraising: A Foundation for Success”** February, 2000

League for Innovation in the Community College, Conference on Information Technology: Chicago, Illinois. Panel member: **“Learning Resource Center Summit”** (three hour Learning Center course) October, 1999

SUNY CIT Conference, Utica College of Technology **Co-presenter: “Creating Library Web-Links to SUNY Learning Net courses: A Process Model”** June 1999

SUNY Library Association Annual Conference, Adirondack Community College, New York **Presenter: “The SUNY Student Resource Center: A Creative Approach to Shared Resources”** June 1999

ALA Association of College and Research Libraries Conference, Detroit Michigan
Co-Presenter: “Outwitting Cost Restraints: An Innovative Partnership between Three SUNY Institutions and the Rochester Public Library System” 1999

Crimea 97, Fourth International Conference: Libraries and Associations in a Transient World, New Technologies and New Forms of Cooperation, Sudak, Autonomous Republic of Crimea, Ukraine, Presenter: ***Outpacing Obsolescence: A Framework for Library and Institutional Technology Planning***” Paper Published as part of Conference Proceedings. 1997

SUNY Council of Library Directors Annual Conference, Lake George, NY 1997
2 day Workshop: ***Moderator: Library Technology Futures Round table*** Introduction for Keynote Speaker Dr. Richard Madaus, LINC, Florida Community College System

League for Innovation in the Community College Conference, Phoenix, Arizona: 1996.
Co-Presenter: *Beyond the Organizational Maze: The Impact of Technology on Higher Education's Organizational Chart.*

SERVICE ON MIDDLE STATES ACCREDITATION TEAMS

Community College of Allegheny County, Pittsburgh Pa., 2005
Camden County Community College, Camden, New Jersey, 1997
Catonsville Community College Baltimore Maryland, 1996
Anne Arundel Community College, Annapolis, Maryland, 1994

PUBLICATIONS

“Outpacing Obsolescence: A Framework for a Library and Institutional Technology Plan” published in the Proceedings of “*Libraries and Associations in a Transient World. Crimea International Conference*”, 1997. Sudak, Ukraine (in Russian and English)

“Outpacing Obsolescence; a Comprehensive Technology Plan for Monroe Community College, 1997 – 2000”. Shared authorship

“Transformation: Building on a Foundation of Excellence, 1997 – 2000”.
Shared authorship (Monroe Community College Strategic Plan)

Daka magazine, Rochester, NY
"The Rapier" a poem 1993

PROFESSIONAL ASSOCIATIONS

New York State Higher Education Initiative (Board member)
American Library Association (ALA)
New York State Library Association (NYLA)
SUNY Library Association (SUNYLA)
League for Innovation in the Community College
Commission on Higher Education: Middle States Association of Colleges and Schools
New York State United Teachers (NYSUT)

AWARDS AND RECOGNITION

Elected to serve on Board of Friends for the New York State Historic site, Ganondagan, Victor NY 2007 – 2010
Elected Vice Chair of the Advisory Board of the Rochester Regional Library Council. 2007 -2008
Elected as SUNY Board member to the New York State Higher Education Initiative (NYSHEI) 2005, reelected 2007
Awarded Leave for Professional Advancement, September 2002 – March 2003
Co-Awarded The Innovator of the Year Award, runner-up, Monroe Community College and League of
Elected as SUNY Board member to the New York State Higher Education Initiative (NYSHEI 2003)
Innovation, 2000 (General Education Model)
Elected SUNY Community College Representative to SUNYConnect Advisory Team, 1999
Elected to Monroe Community College Alumni Hall of Fame 1998
Promoted to Full Professor, Monroe Community College, 1997
Elected Secretary: SUNY Council of Library Directors Executive Board: 1996
Awarded Sabbatical for Doctoral Work 1994 - 95
Awarded Tenure Monroe Community College 1994
Elected to Faculty Senate, Monroe Community College 1993 – 96
SUNY Chancellor's Award for Professional Excellence, Recipient 1992
Elected Convener of the SUNY Council of Library Directors/ Community College Section (thirty institutions) 1992 - 94
Elected to Executive Board: SUNY Council of Library Directors 1992 – 94 (64 institutions)
Elected one of 7 SUNY delegates to New York State Governor's Conference on Library and Information Services, Albany, NY 1990
Elected Secretary to ALA - LITA Section: Optical Information Group 1990
Monroe Community College Entrepreneur Award (shared), 1986
Elected Academic Governance Organization, Monroe Community College 1985 - 86
Elected Action Council/ Management and Administrative Division,
Ohio Library Association 1983-84
"Heart line to the Community Award", presented by the Black Interest Group, Lancaster Ohio 1984
Elected Vice President Graduate Library Students Association, SUNY Geneseo 1980
SUNY Geneseo Foundation Grant Recipient, Geneseo, NY 1980
Graduate Teaching Assistantship, SUNY Geneseo, Graduate School of Library Science, 1979-80

RECENT CAMPUS AND REGIONAL ACTIVITIES/ ASSIGNMENTS

2005 - 2008

Renaissance Square Planning Committee (new MCC campus design planning team)
Standards, Business Continuity and Disaster Recovery Committee (ETS)
Executive Team: Educational Technology Services
Technology Plan Funding Committee

New York State Higher Education Initiative: Governing Board Member (NYSHEI)
SUNY Student Resource Center Advisory Board
SUNY Council of Library Directors
Rochester Regional Library Council

- Acting Chair Advisory Board

Honors Institute, Board of Directors, Monroe Community College
Board member: Monroe High School Alumni Committee
Board member: Ganondagan State Historic Site (effective April 2007)
Numerous Library committees

2003 -2005

Middle State Campus-wide Committee on Standard 11
SUNY Council of Library Directors Community College Group
MCC Educational Technology Services Division

- Executive Team

New York State Higher Education Initiative: Governing: Board Member
SUNY Student Resource Center Advisory Board
Rochester Regional Library Council

- Advisory Board

College Service Learning Committee

- Sub-Committee Chair: College Compact/ Community Partnerships

MCC Foundation Alumni Council

- MCC Foundation Hall of Fame Nominating Committee

Trinidad Tobago/ COSTAATT Project Advisory Group

2002/2003

On Sabbatical September 2002 – March 2003
Interim Governing Board New York State Higher Education Initiative: Board Member
College Service Learning Committee

- Sub-Committee Chair: College Compact/ Community Partnerships

Educational Technology Services - Executive Team
Rochester Regional Library Council – Advisory Board
SUNY Council of Library Directors
SUNY Student Resource Center Advisory Board
Academic Services ad hoc Committee – Teaching and Creativity Center
ETS Library Technology Planning Team
ETS Web Development Team
Department/ Library Liaison for two departments
MCC Library Committees

- Administrative Team Chair
- Migration Steering Group
- Web Development Committee
- Retreat Planning Team
- Information Resources Committee
- Phyllis Cotner Student Scholarship Committee

Trinidad Tobago/ COSTAATT Project Advisory Group

2001/2002

SUNY Student Resource Center Advisory Board

SUNY Council of Library Directors

Rochester Regional Library Council

- Advisory Board

College Service Learning Committee

- Sub-Committee Chair: College Compact/ Community Partnership

MCC Foundation Alumni Council

- MCC Foundation Hall of Fame Nominating Committee

MCC Educational Technology Services Division

- Executive Directors Team
- DCC Communication Ad Hoc
- Privacy on Web Ad Hoc
- Evaluation of Committees Team

Trinidad Tobago/ COSTAATT Project Advisory Group

Numerous Library Committees

1999 - 2001

Co-chair College Curriculum Committee

College-wide General Education Taskforce

College-wide Assessment Taskforce

SUNY Western New York General Education Consortium

Academic Services Leadership Council (VP, Deans, AVPs, key Directors)

Transformational Funding Committee (central internal funding decision-making body)

Chair: International Education Committee

Perkins III Committee

SUNYConnect Advisory Council (Community College Representative (elected))

Distance Learning Development Committee

Fast-Track Advisory Team

Gleason Grant Committee

Visitor Bureau for Trinidad Tobago Project

1998/99

President's Taskforce: The Advancement Council (external funding and image-building plan development)

Executive Directors Team: Educational Technology Services

Co-chair ETS Library Advisory Committee

Team Leader: SUNY Student Resource Center (four institution partnership)

Chair: Gleason Grant Committee (\$400,000 Corporate Grant)

Chair: Library Technology Planning Team

Team Consultant: Trinidad Tobago Partnership Project

Numerous other library/ divisional committees

1997/1998

Educational Technology Services Executive Directors Team

SUNY Resource Center Partnership Advisory Committee

Governance Committee
 Operations and Planning Committee
 Search committee: Librarian Manager of SRC
 SUNY Council of Library Directors Representative
 College Search Committee: Executive Dean of Damon Campus
 SUNY LAIP Cluster Representative
 Rochester Regional Library Council Advisory Committee
 Automation and Technology Committee
 Trinidad Tobago National Community College Partnership Team
 Chair: Library /Faculty Advisory Committee
 Web-based Information Literacy Course Development team
 Chair: Gleason Grant Committee
 Library Committees
 Library Administrative Team
 Search Committees: micro-graphic clerk, 2 part time librarians
 Chair: Librarian and Full Staff Meetings
 Network Printing Team
 Xerox Project Team
 International Education Committee

PROFESSIONAL ACTIVITY & GROWTH

- ❖ Living in the Future 7 Conference, Tucson, Arizona, 4days May 2008
- ❖ NISOD Conference, Austin Texas, 3days, August 2007
- ❖ ALA Annual Conference, New Orleans, Louisiana, 4 days July 2006
(including LibQual training)
- ❖ League for Innovation Conference CIT, Dallas Texas. October 2005
- ❖ New York State Higher Education Initiative Annual Meeting, 2 days presentations,
Saratoga Springs, NY. April 2005
- ❖ SUNY College of Library Director's Annual Meeting, # days presentations, Saratoga
Springs NY
April, 2005
- ❖ League for Innovation in the Community College Conference, 4 days of workshops
and seminars,
March 2005, New York City
- ❖ League for Innovation in the Community College Conference, 4 days of workshops
and seminars, Feb/ March 2004, San Francisco, Ca.
- ❖ Quality Management in Libraries, 56 hours of training workshops, Rochester
Regional Library Council, 12-03 – 4/04, Rochester, NY
- ❖ State of the Rochester Economy, Hyatt Regency Hotel, October, 2003 Rochester, NY
- ❖ Biennial Academic Library Conference, October 2003 “Assessment: Measuring
Services and Resources in Academic Libraries” New York Library Association,
Syracuse, NY one day
- ❖ SUNY Council of Library Directors, Annual Conference, April 2003, Bolton
Landing, NY 2 days

- ❖ CIT Conference, League for Innovation, November 2002, Long Beach, Ca. 3 days of workshops
Including: pre-conference 1/2 day learning course: “Developing a multi-campus Technology Plan”
- ❖ Computers in Libraries Conference, March 2002, 4 days of workshops and seminars.
- ❖ Creating A Culture of Assessment, RRLC, July 2002, Rochester, NY one day
- ❖ League for Innovation Conference, March 2001, 4days of seminars and workshops
- ❖ Community College for International Development (CCID), 4 days of workshops and special initiatives. February 2001, 3 days of workshops, Monterrey, Mexico
- ❖ Community Colleges for International Development Conference, January 2000
4 days of seminars and workshops, Orlando, Florida
- ❖ League for Innovation Conference on Information Technology October 1999
4 days of seminars, workshops.
- ❖ ALA Association of College and Research Libraries Conference, Detroit, Michigan 1999, 4 days of seminars, workshops
- ❖ SUNY Building a SUNY Learning Community: CIT Conference, Cortland, NY 1998
- ❖ Educational Technology Workshops, Monroe Community College, 1998
PowerPoint Training, Word Training, Lotus Notes Training
- ❖ SUNY Council of Library Directors Annual Conference, Lake George, NY 1998
- ❖ Basic Records Management Workshop, Canadagua, NY 1998
- ❖ Networking Basics Workshop, Rochester Regional Library Council, 1998
- ❖ ALA/ ACRL Seminar: Managing Educational Services: Teaching and Learning in the Library, New York City, NY 1998
- ❖ Attended League for Innovation Conference, Phoenix, Arizona. 1997
- ❖ Attended Crimea 97: International Conference: Libraries in a Transitional World, New Technologies, New Forms of Cooperation, Sudak, Ukraine (7 days) 1997
- ❖ SUNY Council of Library Directors Annual Conference, Lake George, NY (2 days) 1997
- ❖ Attended American Library Association Annual Conference, NY,NY 1996
4 days of seminars, workshops, meetings and exhibits
- ❖ Attended New York State Library Association Conference, Rochester, NY 1996
3 days of workshops, meetings and exhibits
- ❖ On Sabbatical: doctoral work SUNY University of Buffalo, Graduate School of Education, 1994-1995
Teaching at the University for Graduate Teaching Assistants: University of Buffalo, 1994-1995
- ❖ League of Innovation Conference, San Diego, California 1994
- ❖ Beyond the Chalkboard Conference on Distance Learning, Monroe Community College, Rochester, NY 1994
- ❖ SUNY Council of Library Directors Annual Conference, Lake George, NY (2 days) 1994
- ❖ Rochester Regional Library Council Workshop Series, 1994
Virtual Network Issues: Dr. Clifford Lynch
The Future of Libraries: Dr. Richard Madaus
Copyright Issues: Dr. Kenny Crews
- ❖ NY State Library Association Annual Conference, Syracuse, NY (2 days) 1993

- ❖ ALA Annual Conference, New York City, NY (4 days) 1993
- ❖ NYSERNET Internet Conference (3 day), RIT, 1993
- ❖ TQM Training, Rochester Convention Center, 1993
- ❖ Information and Referral Workshop on Taxonomy, HELPNET, Rochester, NY 1993
- ❖ MultiLIS System Training, Syracuse, NY (2 days) 1992
- ❖ League for Innovation Conference, San Diego, Ca. (4 days) 1991
- ❖ MacAcademia Conference, Philadelphia, Pa. (3 days) 1991
- ❖ SUNY Conference of Head Librarians, Rennslearville, NY (2 days) 1991
- ❖ DEC Rolling Pathways Program, Rochester, NY 1991
- ❖ ALA Mid-winter Conference, Washington, DC (2 days) 1990
- ❖ SUNY Head Librarians Conference, Rennslearville, NY (2 days) 1990
- ❖ OCLC Directors Day, Albany, NY 1990
- ❖ Workshop Series: Monroe Community College, Rochester, NY 1990
 - Assessing Today's Graduate in the Workplace
 - Evaluating the Non-Teaching Professional
 - Grants Management Seminar
 - Performance Evaluations
 - Principles of Effective Retention