

Leslie J. Reynolds

Executive Summary

Senior Associate Dean and Full Professor with over 30 years of progressive leadership in research libraries. Deep record of **strategic planning**, **organizational transformation**, and **operational oversight**—including management of **\$16M operations** and **\$13M collections** budgets, and capital projects up to **\$3M**. Proven ability to build campus and external partnerships, steward complex change, and align libraries with institutional priorities.

Core Competencies

- Strategic Planning & Vision • Shared Governance & Consensus-Building
 - Budget & Resource Management • Facilities & Capital Projects
 - Organizational Development • Inclusive Excellence • Change Leadership (ProSci trained)
 - Open Scholarship & OER Advocacy • Digital Innovation (FOLIO/OLE)
 - Donor & Advancement Collaboration • Community & Governmental Relations
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Professional Experience

University of Colorado Boulder Libraries

Senior Associate Dean of Libraries — *Aug 2013–Jun 2017; Aug 2018–Dec 2018; Jul 2019–Present*

Associate Dean of Libraries — *Jun–Aug 2013*

Professor — *Jul 2020–Present*

Associate Professor — *Jun 2013–Jun 2020*

- Lead 158 FTE (39 tenure track faculty, 19.5 non tenure track faculty, 54 university staff, 30 classified staff and approximately 168 student workers) including executive leadership of five direct reports: Assistant Dean for Communications and External Relations, Assistant Dean for Community and

Organizational Development, Assistant Dean for Research and Innovation Strategies, Associate Dean for Success and Engagement Strategies, and the Executive Director of the Center for Research Data and Digital Scholarship.

- Participate in overall administration, including \$35.4M **budget** and **personnel planning**.
- **Developed** an iterative **budget request process** that increased transparency for library leaders and overall efficiency.
- **Co-steered** the Libraries/Natural History Museum Facility Feasibility Partnership.
- **Co-led** CU Boulder's effort to join the **Open Library Environment** partnership, strengthening engagement with **FOLIO** (open-source ILS) and in collaboration with the William A. Wise Law Library **implemented in June 2023**.
- Represent the Libraries at **system, state, and national** consortia and associations.
- **Led** Libraries-wide **strategic planning** to ensure every employee saw themselves in the final plan.
- **Created** Open & Digital Scholarship Services; **hired** first Director of Open & Digital Scholarship, **Scholarly Communication Librarian, Digital Archivist, and Digital Scholarship Librarian**.
- Identified synergy in separate proposals; **co-drafted** the successful proposal establishing the **Center for Research Data & Digital Scholarship** with **Research Computing**.
- **Instituted** internal **Innovation, Service, and Entrepreneurship grants**.
- Participated in **CU System guidance** for **copyright, fair use, and MOOCs**.
- **Led renovations** from **\$5,000–\$3,000,000**, including the recently completed **Gemmill Engineering Math & Physics Library** (expanded public seating; added group study rooms).
- **Formalized collaboration** with the **National Center for Atmospheric Research (NCAR) Library**.

Interim Dean of Libraries — *Jul 2017–Jul 2018*

- Chief administrative officer for Libraries during leadership transition; responsible for personnel (56 faculty, 36 University Staff and 68 Classified staff), budget, administration, and advancement.
- Managed **\$16M operations** and **\$13M collections** budgets.
- Laid groundwork to strengthen relationships with the **Latinx community** via Special Collections & Archives exhibit celebrating the **50th anniversary of UMAS** at CU Boulder.
- Led the Libraries Deans & Directors Council to break down silos and improve cross-department communication and teamwork.

Interim Dean of the Graduate School & Interim Vice Provost for Graduate Affairs — *Jan 2019–Jun 2019*

- Chief academic and administrative officer of the Graduate School; ensured compliance for faculty appointment, student admission, and graduation requirements.
 - Collaborated with Deans' Council and Provost Cabinet to align graduate education with priorities: **shaping leaders, top university for innovation, and positively impacting humanity**.
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Texas A&M University Libraries

Interim Associate Dean for User Services & Associate Professor — *Dec 2010–Apr 2013*

- Senior manager providing leadership and strategic priority-setting for Digital Services & Scholarly Communication; Branch Services; Digital Initiatives; Liaison Services; Learning & Public Services.
- Administrative leadership across discipline groups; team included **34 faculty and 64 staff**.
- Increased constituent engagement; advanced user-centered services.
- Developed electronic reserves fair-use policy based on ARL Best Practices document in collaboration with library colleagues and in consultation with national leaders on copyright concerns.

Senior Head for Collections & Services and Associate Professor — *May 2009–Nov 2010*

- Second to the Associate Dean; acted in his absence for operations/administration.
- Oversight/support for Map Room; Policy Sciences & Economics Library; West Campus Library (**7 faculty, 13 staff**).
- Managed subject selectors; led collections in business, political science, economics, and patent/trademark depository.
- Assessed resources using LibQUAL+.

Senior Public Services Head and Associate Professor — *Apr 2008–May 2009*

- Coordinated Reference, Instruction, Liaison Services; set service standards and policy consistency; oversight for Map Room services.

Director & Associate Professor, Policy Sciences & Economics Library (PSEL) — *Feb 2006–Dec 2010*

- Directed user-centered services for the **Bush School** and departments of **Political Science** and **Economics**; instruction and information services.

Director & Associate Professor, West Campus Business Library — *Jan 2005–Dec 2010*

- Led **17 faculty/staff** delivering comprehensive services to **Mays Business School**; implemented **24/5** hours (Fall 2005) with **>50% capacity** utilization.
 - Administrative link to main campus library for personnel, fiscal operations, and facilities; managed collections, supplies, student wage budgets.
 - Coordinated, mentored, and evaluated discipline liaison librarians.
 - Advocated for, applied to, and succeeded in getting the West Campus Library membership in the highly selective Academic Business Library Directors (ABLD).
 - Advocated for, planned, and collaborated on renovation of West Campus Library to expand group study space and create a single service point.
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Vanderbilt University—Walker Management Library

Associate Director — *Feb 2001–Dec 2004*

- Supervised public services staff; coordinated information services for EMBA and MBA programs.
- Managed and marketed the **Business Information Service** (fee-based research/document delivery).
- Participated in collection development (materials budget **\$500,000**); developed service policy; user instruction design; faculty research support.

Purdue University—Siegesmund Engineering Library

Assistant Engineering Librarian & Assistant Professor of Library Science — *Aug 1997–Jan 2001*

- Coordinated reference; delivered advanced instruction (online resources; patent information); trained reference assistants.
- Designed and maintained Engineering Library and Aviation Technology Library websites; led major website redesigns.
- Participated in collection development (materials budget **\$1.1M**).
- Taught for-credit **Information Strategies** courses; supported **NOTIS** → **Voyager** ILS transition.

Indiana University—Kokomo (Adjunct Faculty)

Instructor, Information Strategies (for-credit) — *Jan 1999–Dec 2000*

- Delivered asynchronous, distance instruction via the Internet.

University of Illinois—Grainger Engineering Library

Visiting Assistant Engineering Librarian & Assistant Professor of Library Management — *Aug 1995–Jul 1997*

- Coordinated reference and instruction; supervised **six graduate assistants**; led tours for groups up to **150**.

Bradley University—Cullom-Davis Library

Reference Librarian (half-time) — *Jun–Aug 1995*

- Comprehensive reference and instruction services; created a web subject bibliography.
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Education & Honors

MS in Library & Information Science, University of Illinois Urbana–Champaign — *May 1995*

- Graduate reference assistantship (competitive)

BA in Journalism & Mass Communication, Drake University — *May 1992*

- Double Major: Public Relations & Advertising (Business concentration)
- President's & Dean's Lists

Honors

- **Presidential Citation**, Special Libraries Association—for Editorial Board service in the relaunch of **Information Outlook** (2024)
 - **Emerald Literati Award—Highly Commended Paper** (2018), *Unlocking Library Search Committees at ARL Public Universities*
 - **Stacey Greenwell Outstanding Member of the Year** (2013), SLA Academic Division
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Fellowships & Significant Continuing Education

- **ProSci Change Management Program for People Managers** (2025)
 - **Online Leadership Program**, Teibel Education Consulting (2021)
 - **Excellence in Leadership Program**, University of Colorado (2018–2019)
 - **Association of Research Libraries Leadership Fellow** (2016–2019; paused and resumed due to injury)
 - **Senior Leaders Fellow**, UCLA Department of Information Studies (2016)
 - **Special Libraries Association Fellow**, (2014)
 - **Frye Leadership Institute Fellow** (2012; now Leading Change Institute)
 - **Disney Leadership & Customer Service Training** (2009)
 - **Association of Research Libraries Project Management**, OLMS (2008)
 - **Association of College and Research Libraries Leadership Institute**, Harvard (2007)
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Publications

Books

1. Essmiller, K., Many, A., Pate, J., **Reynolds, L. J.** (Eds.). (2025). *Open Educational Resources Case Studies: A DOERS Project*. Oklahoma State University Libraries: Stillwater.
<https://open.library.okstate.edu/doersresearchcasestudies/>
2. **Knievel, J. E., & Reynolds, L. J.** (Eds.). (2022). *Interim Leadership in Libraries: Building Relationships, Making Decisions, and Moving On*. ACRL: Chicago.

Selected Refereed & Invited

1. **Reynolds, L. J.**, & Jeffcoat, H. (2022). "How Much Do You Really Want to Know..." in *Interim Leadership in Libraries*.
2. **Reynolds, L. J.**, & Knievel, J. E. (2022). "Introduction: Question Your Assumptions..." in *Interim Leadership in Libraries*.
3. Knievel, J. E., & **Reynolds, L. J.** (2022). "What Now? Reflections..." in *Interim Leadership in Libraries*.
4. Gerke, J., Knievel, J., & **Reynolds, L. J.** (2021). "Where Does the Money Go? Creating Transparency in Libraries Operational Budgeting." *Library Leadership & Management*, 35(2):116.
<https://doi.org/10.5860/llm.v35i2.7457>
5. Kociolek, P., McDonald, R. H., **Reynolds, L. J.**, & Knievel, J. (2022). "The Cultural Heritage Collaborative..." in *Cultural Heritage and the Campus Community*. ACRL.
6. Franks, T. P., Budzise-Weaver, T., & **Reynolds, L. J.** (2017). "Unlocking Library Search Committees..." *Information and Learning Science*, 118(5/6):252–265.
7. **Reynolds, L. J.**, Pickett, C., vanDuikerken, W., Harrell, J., & Tucker, S. (2010). "User-Driven Acquisitions..." *Collection Management*, 35(3):244–254.
8. Gilreath, C. L., Foster, C. L., **Reynolds, L. J.**, & Tucker, S. L. (2009). "Lessons Learned by a Standing Search Committee..." *Journal of Academic Librarianship*, 35(4):367–372.
9. vanDuikerken, W., Smith, J., Harrell, J., **Reynolds, L. J.**, Tucker, S., & Carrigan, E. (2008). "Creating a Flexible Fund Structure..." *Library Collections, Acquisitions, & Technical Services*, 32(3–4):142–149.

Grants and External Funding

1. **DOERS Hewlett Foundation Two-Year Continuation Grant** — Jun 2024–Jun 2026, **\$500,000**
2. **Open CU: Expanding a Successful Multiyear OER Initiative**, CDHE — Jun 2022–Jun 2024, **\$75,000**.
3. **Open CU: Expanding a Successful & Sustainable OER Initiative**, CDHE — Apr 2021–May 2022, **\$50,000**.
4. **Open CU: Expanding a Successful OER Initiative Across the University of Colorado**, CDHE — Apr 2020–May 2021, **\$76,000**.

5. **Open CU: Building a Sustainable OER Initiative Across the University of Colorado**, CDHE — *Mar 2019–May 2020, \$98,200.*
 6. **Develop Asynchronous Delivery of Information Strategies (GS-175E)**, IHETS — *1998–1999, \$19,400.*
 7. **Electronic Index Database for UIUC Library System** — *1996–1997, \$1,500.*
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Selected Presentations

1. “Plenary Session 1: Leveraging Your Worth as an Info Pro.” SLA Annual Conference, Kingston, RI — *Jul 15, 2024.*
 2. “You Gotta Organize to Maximize: Emergent Strategy & Future Plans at DOERS.” OpenEd 2024, Providence, RI — *Oct 10, 2024.*
 3. “DOERS3: Collaborating for Scale, Equity, and Sustainability.” AAC&U Institute on OER — *Mar 5, 2024 (Virtual).*
 4. “Information Leadership in 2030.” MLA/SLA 2023, Detroit — *May 17, 2023.*
 5. “Associate Dean Panel.” Faculty Leadership Institute, Boulder — *Nov 10, 2023.*
 6. “Economics of Library Management.” Rocky Mountain SLA, Boulder — *Nov 3, 2022.*
 7. “Pandemic-transformed Workplace Panel.” Rocky Mountain SLA — *Sep 30, 2021 (Virtual).*
 8. “10 Things to Know Before You Fill or Accept an Interim Leadership Position.” SLA — *Jun 2021 (On-demand).*
 9. “Drive Your Career Forward.” SLA — *Oct 13, 2020 (Virtual).*
 10. “The FOLIO You Ought to Know.” SLA — *Oct 2020 (Lightning Talk).*
 11. “FOLIO Deep Dive.” CLiC Colorado Meetup, Denver — *Jun 4, 2019.*
 12. “Help Wanted: Tips and Advice.” SLA — *Jun 18, 2017.*
 13. “Practical Advice from an Editor Panel.” CU Libraries PD Day — *May 25, 2016.*
 14. “Listening to Our Users...” SLA Contributed Paper — *Jul 18, 2012.*
 15. “Collections in Transition: E-books...” SLA — *Jul 16, 2012.*
 16. “Improving your Professional Image: Kicking it up a Notch.” Joint Spring Conference (Closing Keynote) — *Apr 15, 2011.*
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Teaching

- **Guest Panel Lecture**, Z550 (Indiana University): *Spring 2021; Fall 2023*
- **First Year Success Seminar**, CU Boulder: *Fall 2021*
- **First Year Success Seminar (Zoom)**, CU Boulder: *Fall 2020*
- **Information Strategies**, General Studies 175D (WebCT): *Spring/Fall 1999; Spring/Fall 2000*
- **Information Strategies**, General Studies 175E (EET section): *Fall 1997; Spring 1998; Fall 1998; Fall 1999*

- **Nuclear Engineering 580: Nuclear Engineering Literature** (Graduate course): *Spring 1999; Spring 2000*

Editorial Responsibilities

- **Information Outlook** — Editorial Board: *2024–Present*
- **Library Leadership & Management** — Peer Reviewer: *2021–Present*
- **Practical Academic Librarianship / Education Libraries** — Editorial Board and Peer Reviewer: *2020–Present*
- **Practical Academic Librarianship** — Founding Editor, Vol 1(1–2): *Spring/Fall 2011–Dec 2019* — <http://tdl.journals.org/pal>
- **b/ITe (SLA IT Division Bulletin)** — Editor, Vol 25(1)–Vol 27(4): *2008–2010* — <https://connect.sla.org/it/communications/bite-newsletter>

Professional Service

International / Association-wide

ASSIS&T (formerly Special Libraries Association (SLA)) — *1994–Present*

- Editorial Board (2024–Present); Nominating Committee (2014–2015; 2021–2023; Chair 2022–2023); Mentorship Task Force (Chair 2019–2020); Mentorship Implementation Task Force (2021–2022); Membership Advisory (2016–2017); Public Relations Advisory (2014–2016); Contributed Papers (Chair 2014–2015); Candidate for President-Elect (2014); Association Governance (2012–2014; Chair 2013); Bylaws (2013–2014); Chapter Cabinet (2003–2004; 2009–2010); Division Cabinet (2011–2012; 2015–2016).
- **Conference Planning:** Winter Leadership Summit Dallas (Planning 2012–2013; Reception 2013); Winter Leadership Summit Houston (On-site Host 2006); Program Planning Committee, SLA 2004 Nashville; **Local Arrangements Chair**, SLA 2004 Nashville.

Academic & Education Community (formerly Academic Division)

- CV Review/Coach (2020); Advisory Board (2010–2020); Founding Editor (2009–2020); Past Chair/Nominating Chair (2016); Chair (2015); Chair-elect (2014).

Business & Finance Division (B&F)

- Advisory Board (2005–2008); Centers of Excellence Awards (Vice-Chair 2005–2006; Chair 2006–2008; Past Chair 2009).

Fellows Community Executive Board — Secretary (2022–2023)

Information Technology Division

- Exec Board (2011–2013); Past Chair/Nominating (2013); Chair (2012); Chair-elect (2011); Bulletin editor (2008–2010)

Leadership & Management Division — Strategic Structure & Services Task Force (2005–2006)

DOERS3 Collaborative

- Steering Committee (2024–Present)
- Research Project Team (2020–Present); Convener (2024–Present); Co-convener (2023)
- CU System Representative (2020–2024)

Open Education Conference — Session Host (2024–2025); Proposal Reviewer (2025)

Open Library Environment (OLE) — Board Member (2017–2021); Chair (2020–2021); Vice Chair (2018–2019)

Association of Research Libraries (ARL)

- ARLies Film Festival Selection Committee & Co-host (2019)
- CU Boulder Representative (2017–2018)

National

- **Academic Business Library Directors (ABLD)** — Statistics Co-Chair (2008–2011); Statistics & Website TF (2007–2008); Member (2005–2013)
- **American Society for Engineering Education (ASEE)** — Engineering Libraries Division (1997–2002); Executive Board Director (2000–2002); Accreditation & Standards Committee (2000–2002)

Local & Regional

- **Colorado Department of Higher Education, OER Council** — Member (2022–2025); Reporting & Advocacy Subcommittee (2022–2025); Council Guiding Document Task Force (2023); CO OER 2026 Conference Planning Committee (2025-2026)
- **Lyons Regional Library District Board of Trustees** — Chair (2024–Present); Vice Chair (2023); Building Committee Chair (2023); Member (2023–Present)
- **Lyons Community Foundation** — Scholarship Selection Committee (2019–2021)
- **Lyons Regional Library Friends** — President (2017–2018; 2020–2021); Vice President (2016); Executive Board (2016–2018; 2019–2021); Communications Chair (2019–2020); Trivia Night Master/Host (2020–Present); Member (2016–Present)
- **Town of Lyons** — Exploring Race & Privilege Steering Committee (2021); Depot Library Board (2013–2015)

- **NCAR** — Director of Library Services Search Team (2019; 2021)
 - **Lyons Regional Library Programming & Services Committee** — Member (2015–2016)
 - **SLA Rocky Mountain Chapter** — Member (2013–2025)
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Institutional Service & Elected Offices

University of Colorado System

- **Open CU System Committee** — <https://www.cu.edu/open-cu> (2018–Present)
- **Full Professor Primary Unit**, CU Denver Library (2025);
- **Director’s Advisory Committee**, CU Denver Library (2025)
- **Dean’s Review Committee**, UCCS Library — Chair (2014–2015)

University of Colorado Boulder (Campus Committees)

- Chancellor’s Postdoctoral Fellowship for Faculty Diversity Review Committee (2025)
- Boulder Faculty Assembly, **Intercollegiate Athletics Committee** — Member (2019–Present), **Chair (2025–2026)**
- Undergraduate Student Success (formerly Council of Associate Deans) (2021–Present)
- Law Library Director Search Team (2022–2023)
- DEI Assessment Manager Search Team (2022)
- Graduate Council (2015–2017; 2018–2022) — Diversity Recruitment Fellowship Review Committee (2018–2020)
- Engagement Champions (2019–2022)
- BFA Libraries Committee, Charge Update Subcommittee (Chair 2021–2022)
- OER Advisory Committee (Co-Chair 2018–2020)
- BFA Interim Libraries Representative (2019)
- Global Engagement Advisory Team (GrEAT, 2019)
- Grapple (2019)
- Graduate Assistant Compensation Task Force (2019)
- Strategic Facility Visioning Scenario Planning for Federated Flexibility (2019)
- Council of Associate Deans (2013–2017; 2018–2020)
- Executive Advisory Council (Graduate School & Office of Research, 2013–2015)
- ERP Governance (2017–2018)
- Center for Research Data & Digital Scholarship, Executive Director (2017, 2018)
- Advisory Board for Vice Provost Undergraduate Education (2016–2017; 2018)
- Space Utilization Steering Committee (2015–2017) — Subgroups: Student Success (2015–2016); Administration (2015–2017)
- Learning Spaces Committee (2014–2017)
- Academic Affairs Budget Advisory Committee (2013–2017)
- Research Data Executive Committee (2013–2016)

- Research Data Advisory Committee, ex-officio (2013–2016)
- American Music Research Center Advisory Board (2013–2015)
- Summer Session Deans (2013–2015)

University of Colorado Boulder Libraries Committees

- **Full Professor Primary Unit Committee** — Primary Unit Chair (2021–2022); Primary Unit for Promotion to Full Teaching Professor Chair (2023); Primary Unit Evaluation Committee Chair (2021, 2022, 2023, 2024, 2025); Member (2021)
- **Tenure Committee** — Teaching Evaluation Subteam (2014–2017; 2019–2020; 2021; 2023–Present)
- **Program Review** — Chair (2013–2014; 2021–2022)
- **Bufs One Read** — Advisory Committee (2020–present); Selection Committee (2020–2021); One Read Task Force (2020–2021)
- **Diversity Task Force** (2013–2014; 2016)

Faculty Search Teams (selected)

- Law Library Director (2022–2023) • Data Librarian (2020; 2022–2023) • Music & Recorded Sound Archivist (2020–2021) • Collection Development Archivist (2020) • History & Philosophy Librarian (2018) • Processing Archivist (2018) • Head of Jerry Crail Johnson Earth Sciences & Map Library (2017) • STEM Learning & Collections Librarian (2016–2017) • Learning Coordinator (2016–2017) • Communications/Media/Information Librarian (2016) • Digital Scholarship Librarian (2016) • Science & Engineering Librarian & Earth Sciences & Environment Librarian Joint (2015–2016) • Education Librarian & Government Information Librarian Joint (2015) • Head of Music Library (2014–2015) • Scholarly Communications Librarian (2014) • Head of Acquisitions (2014) • Head of Monographic & Special Materials Cataloging (2014) • Electronic Resources Librarian (2014) • Faculty Director of Libraries IT (2014) • Associate Dean (2013–2014) • Interdisciplinary Humanities Librarian (2013) • Interdisciplinary Social Sciences Librarian (2013) • Digital Archivist (2013)

Staff Search Teams (selected)

- Assistant Dean for Organizational Development & Inclusive Practice (2022) • Budget Officer—**Chair** (2021) • Communications Director—**Chair** (2020) • Communications Manager (2016) • Dean’s Executive Assistant—**Chair** (2015) • Marketing Manager (2014)

Outside Reviewer for Promotion & Tenure

- Texas Tech (2025)
- University of Maryland—Promotion & Permanent Status (2025)
- Purdue (2024)
- Penn State (2024)

- IUPUI (2022)
 - Texas A&M (2022)
 - University of Denver (2021)
 - University of Houston (2021)
 - University of Kentucky (2020)
 - University of Washington (2020)
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Donor Cultivation & Advancement

- Presentation to the Jerry Crail Johnson family (Earth Sciences & Map Library); pursuing renovation support.
- Met with individual donors and potential donors with campus advancement as Interim Dean of the Libraries and Graduate School; and when invited to participate as Senior Associate Dean.
- Made the strategic decision to put the primarily inactive Friends of the Library Board on hiatus.
- As Interim Dean, worked with Advancement to send letter to retired CU faculty in an effort to cultivate a pipeline of donors.
- Growth plan: collaborate closely with campus advancement; pursue professional development to strengthen fundraising strategy.