
KAREN ELIZABETH DOWNING
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EDUCATION:

- 2003-2009 THE UNIVERSITY OF MICHIGAN
Doctor of Philosophy, Education. Center for the Study of Higher and Postsecondary Education
Dissertation: *The Relationship Between Social Identity and Role Performance Among Academic Librarians.*
- 1987-89 THE UNIVERSITY OF MICHIGAN
Master of Information and Library Studies. Specialization in Academic/Public Libraries.
- 1979-82 THE UNIVERSITY OF MICHIGAN
Bachelor of Arts - Major, History of Art with additional emphases on Communications, Geological and Archaeological Sciences
- 1978-79 EASTERN MICHIGAN UNIVERSITY - General Studies

WORK EXPERIENCE:

- 7/2016 **UNIVERSITY LIBRARY, University of Michigan – Librarian, Education Liaison**
- Primary liaison to the School of Education, the Center for Research on Learning and Teaching (CRLT), and for education-related research across campus.
 - Provide library services and collections to researchers of education across campus. Coordinate instructional services, collection management, consultation and collaboration with the School of Education and CRLT community.
- 10/2012-7/2016 **UNIVERSITY LIBRARY, University of Michigan – Librarian, Head of Social Sciences and Education Liaison.**
- Lead the social sciences group in providing innovative services and collections, supervise and evaluate the work of the social sciences librarians, provide leadership within the Research Division at the University Library.
 - Primary liaison to the School of Education, the Center for Research on Learning and Teaching, and for education-related research across campus.
- 5/2009- **UNIVERSITY LIBRARY, University of Michigan – Librarian, University Learning Communities Liaison Librarian**
- All responsibilities listed for Foundation/Grants & Executive Research Librarian and additionally:
- Coordinate the University Library's outreach efforts to dozens of formal learning communities throughout the University of Michigan
 - Lead the work of the University Library Learning Communities Committee comprised of representatives through the Library
 - Provide the university learning communities with an array of services including face-to-face and virtual instruction, reference, collection support, etc.
 - Liaison with directors of Living and Learning programs across campus
 - Liaison with faculty of the University's First Year Seminar programs

- 5/2005-10/2012 **UNIVERSITY LIBRARY, University of Michigan – Librarian, Foundation/Grants, and Executive Research Service Librarian**
- Provide the University and outside community with access and assistance in using the Library's Foundation/Grants Collection.
 - Administer the University Library's Foundation Center Cooperating Collection
 - Coordinate collection development in the area of Foundations and Grantsmanship
 - Work with the Office of the Provost, Vice President for Research and other campus administrators to insure access to faculty grant data
 - Reference, liaison and instruction responsibilities
 - Coordinate the development and administration of a Directed Field Experience Program for the Graduate Library Reference Department
 - Provide in-depth research services to University senior executive officers including the President, Provost, Associate Provosts, Vice-Presidents, and Deans
- 5/2003-4/2008- **SCHOOL OF EDUCATION, University of Michigan – Graduate Student Research Assistant**
- Dr. Jana Nidiffer - Conducted original archival and library-based research into the role of college women in the women's suffrage movement during the Progressive Era. Visited a variety of campus archives, the Library of Congress, and other collections to gather primary materials to further research agenda.
 - Dr. Deborah F. Carter – Conducted library-based research, assisted in the development of survey and interview instruments for a transition to college research project, identified and helped write grant proposals for inter-university and outsider funders, assisted with data cleaning and analysis procedures, assisted with research training of other GSRAs.
- 8/2000- **UNIVERSITY LIBRARY, University of Michigan – Senior Associate Librarian, Foundation/Grants Librarian**
- Provide the university and outside community with access and assistance in using the Library's Foundation/Grants Collection.
 - Administer the University Library's Foundation Center Cooperating Collection
 - Coordinate collection development in the area of Foundations and Grantsmanship.
 - Reference, liaison and instruction responsibilities.
 - Coordinate the development and administration of a Directed Field Experience Program for the Graduate Library Reference Department.
- 1/2003-6/2003 **KELLOGG FORUM ON HIGHER EDUCATION FOR THE PUBLIC GOOD, School of Education, University of Michigan – Graduate Fellowship**
- Provide faculty within the School of Education with integrated grant research support to assist with their research and service projects.
 - Provide leadership and support to the Director and Associate Director of the Kellogg Forum on program planning, grant research, development and writing.
 - Team leader for the Kellogg Summer Institute
- 7/1995-8/2000 **UNIVERSITY LIBRARY, University of Michigan - Senior Associate Librarian. Assistant to the Dean for Cultural Diversity and Staff Development Officer.**
- Provide leadership, guidance, and assistance with the development, facilitation, implementation, and evaluation of library diversity initiatives in the areas of human resources, user services, and collection management.
 - Facilitate communication and perform liaison functions between library administration and library unit activities.
 - Work with various university officers and constituents.
 - Represent the Director and the Library at appropriate local, regional, and national meetings and professional activities.
 - Establish outreach mechanisms for increasing people of color in applicant pools for all library positions.
 - Plan, administer and evaluate Staff Development Program and Continuing Education activities.
 - Monitor allocation, expenditures, and encumbrances of staff development budgets.

- Work with Library administrators and managers to establish and ensure cohesive organizational change efforts.
- Coordinate librarian recruitment.

8/1991-7/1995 **UNIVERSITY LIBRARY, University of Michigan - Associate Librarian. Coordinator of Academic Outreach Services.**

- Designed and implemented a full range of undergraduate outreach projects and services for the campus community to foster information literacy
- Built liaisons and program partnerships with academic and academic support units across campus
- Coordinated Peer Information Counseling Program (a minority student retention program)
- Supervised directed field experience students (outreach interns)
- Academic Resource Center - responsible for facility, staffing and programming of the campus-wide peer tutorial center.
- Reference, collection development, and user instruction responsibilities.
- Interim Coordinator of Collection Development (July 1993-February 1994) - managed a \$300,000 collection budget, coordinated selection activities of UGL selectors, implemented several special collection projects

8/1989 - 8/1991 **UNIVERSITY LIBRARY, University of Michigan - Assistant Librarian. Research Resident.**

- Coordinated Peer Information Counseling Program - trained, supervised and evaluated 10-14 students at Reference desk and computing center. Managed PIC budget (\$20,000)
- Reference - staffed busy reference desk, developed and revised pathfinders, bibliographies, etc.
- Collection Development - areas of selection/deselection included: American History, History of Art, Language, Literature and History of Africa, Asia and Oceania
- Research Resident - planned and participated in series of residency seminars, planned and implemented a qualitative research project
- Bibliographic Instruction - conducted hundreds of course related and course integrated instructional sessions using active learning and conceptual frameworks, developed ties with faculty and student support personnel

SERVICE:

American Library Association

- 2016-2019 ALA Executive Board (elected by ALA Council)
- 2015-2016 ALA Equality Award Jury
- 2014-2015 ALA International Relations Committee Humphry/OCLC Award Jury
- 2012-2014 ALA Joseph W. Lippincott Award Jury
- 2014-2016 ALA Committee on Committees (elected position)
- 2010-2016 ALA Councilor at large (Elected by ALA membership, re-elected 2013)
- 2013-2014 ALA Committee on Library Advocacy
- 2011-2014 ALA Budget Planning Assembly (elected Council representative 2011-13)
- 2012-2014 ALA Committee on Education (Chair)
- 2009-2011 ALA Committee on Education (member)
- 2009-2010 ALA Conference Planning Committee (representing ALA President Camila Alire)
- 2009-2010 ALA Young Librarians Presidential Task-Force (Co-chair)
- 2007-2008 ALA Nominating Committee
- 2005-2007 Civic Engagement Membership Initiative Group (Program Chair, 2005)
- 2003-2005 Association of College and Research Libraries (ACRL) - 2005 National Conference Planning Committee; Chair, Keynote Address Committee
- 2002-2004 Committee on Organization (Committee of Council)
- 2002-2003 Spectrum Scholarship Committee, Chair
- 2002-2003 Grollier Grant Committee
- 2002-2003 Training and Orientation Committee (Committee of Council)
- 2001-2002 Spectrum Scholarship Committee
- 2001-2002 Training and Orientation Committee, Chair (Committee of Council)
- 2000-2002 Conference Committee (Committee of Council)
- 1998-2002 Councilor at Large – Elected by ALA Membership

1998-2000 Training and Orientation Committee (Committee of Council)

Association of College and Research Libraries

2014-Present Manuscript peer reviewer for *College & Research Libraries*
 2015-2017 2017 National Conference Executive Planning Committee
 2015-2017 2017 National Conference Keynotes Committee Co-chair
 2015-2016 EBSS Higher Education Committee Chair
 2013-2015 EBSS Higher Education Committee
 2013-2015 2015 National Conference Keynote Speakers Committee
 2007-2011 Research Planning Committee
 2003-2005 2005 National Conference Planning Committee, Keynote Speakers Co-chair
 1997-1999 1999 National Conference Planning Committee
 1997-1999 Volunteers Committee
 1995-1997 1997 National Conference Planning
 Executive Committee
 1995-1997 Co-Chair, Contributed Papers Subcommittee
 1994-1998 Council Committee on Minority Concerns
 1997-1998 Co-Chair, \$1,000,000 Scholarship Endowment Committee
 1991-1993 President's Committee on Cultural Diversity
 1991-1993 ACRL/Bibliographic Instruction Section (IS) - Instruction for Diverse Populations Committee
 1992-1993 Chair, Instruction for Diverse Populations Committee
 1988-1990 Junior Members' Round Table (JMRT)
 1989-1990 Minorities Recruitment Committee
 1989-1990 Grassroots Grant Committee

Black Caucus of the American Library Association

2009-2011 Continuing Education Committee
 2007-2009 Membership Committee

International Federation of Library Associations

2013-2015 Section on Education and Training Standing Committee, Co-chair
 2011-2015 Section on Education and Training Standing Committee member

University Library

2016-2017 Bicentennial Committee
 2014 Provost's Library Dean and University Librarian Search Committee
 2013-2014 Librarians' Forum Promotion Review Committee
 2013 Dean's Associate University Librarian for Research Search Committee
 2012 Associate University Librarian for Research Search Committee
 2011-2012 Promotion Review Committee (Chair)
 2009-2012 Promotion Review Committee
 2009- University Library Learning Communities Committee, Chair
 2009- University Library Instruction Steering Committee
 2008- University Library General Reference Digital Collections Committee
 2008-2011 Library Diversity Committee
 2006-2008 Usability Working Group
 2005- Non-Governmental Organization Working Group
 2005-2008 Usability Working Group
 2005 Reference and Information Center Redesign Committee
 2000-2003 Librarians' Forum Research and Creative Projects Committee, Chair
 1999-2000 Instructor College Task Force (Adult Learning Theory Subcommittee 2000-)
 1999-2000 Assessment Advisory Team
 1999-2000 Librarians' Forum Mentoring Committee
 1995-1997 Librarians' Forum Continuing Education Committee
 1993-1995 Staff Recognition Awards, We Did It Celebration Committee
 1992-2000 Library Diversity Committee, 1992-2000 (ex-officio member 1995-2000)
 1992-1993 MLK Convocation Committee, Chair
 1992 User Literacy Committee
 1989 NOTIS Circulation Training Committee

1988-1989 NOTIS Circulation Implementation Team
 1987-1988 Amity Program Committee

University of Michigan

2013 University Librarian Search Committee
 2009-2014 Student Academic and Multicultural Initiatives Jury
 2006-2009 Advisory Board for Intercollegiate Athletics
 2004-2007 Student Academic and Multicultural Initiatives Jury
 2004-2007 Campus-Wide MLK Day Committee
 2002-2004 President's Advisory Commission on Women's Issues
 2001-2003 Senior Vice Provost for Academic Affairs, Student Academic Initiatives Award Jury
 2000 Search Committee – Associate Vice President for Human Resources
 1997 Search Committee - Dean of Libraries
 1996-1997 Diversity Advisory Committee (Co-chair) - Office of New Student Programs
 1996-1997 Harold R. Johnson Diversity Service Award Committee – Office of the Vice Provost for Academic and Multicultural Affairs
 1995-1996 Search Committee - Associate Director of Academic and Multicultural Initiatives
 1992-1993 Campus-Wide MLK Day Co-Chair, Vice Provost for Academic Affairs
 1992 Association of Black Administrators & Professionals Salary Equity Committee
 1991-1992 Women of Color Conference Resource Committee
 1989-1997 University of Michigan Multi-Racial/Multi-Cultural Group (Chaired 1989-1995)

Senate Advisory Committee on University Affairs (U-M Faculty Governance),

2015-2017 Combined Vice President for Government Relations, V.P. for Development and V.P. for Communications Advisory Committee
 2012-2015 Vice President for Development Advisory Committee
 2009-2012 Vice President for Government Relations Advisory Committee
 2009-2011 Committee for a Multicultural University
 2007-2009 Advisory Board for Intercollegiate Athletics
 2006-2009 Vice President for Development, Advisory Committee
 2002-2005 Vice President for Government Relations Advisory Committee
 2002-2009 Vice President for Development Advisory Committee
 2000-2002 Vice President for Research Advisory Committee
 1999-2001 Distinguished Faculty Service Award Committee
 1995-1997 Recreational Sports and Facilities Advisory Committee
 1993-1995 Committee for a Multicultural University

School of Information and Library Studies

2000-2008 Minority Recruitment Committee
 1990-1991 Homecoming Events Committee
 1988-1889 Diversity Planning Committee
 1987-1989 Martin Luther King Diversity Day Planning Committee
 1987-1989 American Society for Information Science, Student Chapter Secretary

Community

2012-2015 Washtenaw Literacy Fundraising Assistant
 2005-2009 Friends of the Comprehensive Cancer Center, Board member
 2004-2006 Angell Elementary School – volunteer library aide
 2002-2003 University of Michigan Children's Center – Education Committee, Fundraising Committee
 2001- Non-Profit Enterprise at Work (NEW Center) - Volunteer Course Instructor
 1996-2002 Ann Arbor Community Center, Board of Directors

MEMBERSHIPS:

2007 Present American Education Research Association
 1987-Present American Library Association
 1988-Present Association of College and Research Libraries
 1991-Present Instruction Section
 2012-Present EBSS

2006-2012	University Libraries Section
1995-Present	Black Caucus of ALA
1997-Present	Reforma
1999-Present	Ethnic Materials Information Exchange Round Table (EMIERT)
2004-Present	Social Responsibility Roundtable
2011- Present	Freedom to Read Foundation
1995-1999	American Association of Public Workers, Staff Development and Training Section
1988-Present	Association of Black Administrators and Professionals
2012-Present	Michigan Library Association
1989-Present	School of Information and Library Studies Alumni Society
1989-1997	University of Michigan Multi-Racial/Multi-Cultural Group
1982-Present	University of Michigan Alumni Association

SELECTED PAPERS AND PRESENTATIONS:

- 1990 Downing, Karen and Lynn Westbrook. Freshman Year Experience Conference, Austin, TX, April 1990. "Multiple Needs, Multiple Solutions: Partnerships in the Electronic Information Age." (Juried)
- 1990 Downing, Karen and Joseph Diaz. American Library Association, Poster Session, Chicago, IL, June 1990. "Promoting Diversity: A Library's Leadership Role." (Juried)
- 1990 Downing, Karen and Joseph Diaz. Freshman Year Experience Conference, Long Beach, CA, February 1990. "Promoting Diversity: A Library's Campus Role." (Juried)
- 1991 Downing, Karen. Midwestern Conference on Ethnic Diversity, Champaign, IL, October 1991. "Forming Partnerships on Campus: The Multi-Racial/Multi-Cultural Group." (Juried)
- 1992 Downing, Karen and Miriam Willard. American Library Association, Poster Session, San Francisco, CA, June 1992. "The Rise in Research Interests Amongst Students on The Topic of 'Race Mixing'." (Juried)
- 1992 Downing, Karen. University of Wisconsin, Madison, WI, October 1992. "Peer Information Counseling." (Invited)
- 1993 Downing, Karen. University of Arizona, Tucson, AZ, June 1993. "Diversifying Services to Undergraduate Students." (Invited)
- 1994 Downing, Karen and Valarie Ashby. The Upside of Downsizing, Conference on Bibliographic Instruction, University of California, Santa Barbara, CA, March 1994. "Peer Information Counselors: Experienced Students Assist Librarians in Extending Bibliographic Instruction Programs." (Juried)
- 1994 Downing, Karen and Charles Ransom. MLA Annual Conference, Grand Rapids, MI, October 1994. "Incorporation Diversity into Bibliographic Instruction Activities." (Juried)
- 1994 Downing, Karen. Information Anxiety Conference, SUNY-Buffalo, October 1994. "Information Anxiety Amongst Diverse Students." (Invited)
- 1994 Downing, Karen. Invited speaker at SUNY-Buffalo Library, October 1994. "Downing on Diversity."
- 1995 Downing, Karen and Charles Ransom. School of Information and Library Studies Brown Bag Lunch Series, November, 1995. "Incorporating Diversity into Library Services." (Invited)
- 1997 Downing, Karen and Joseph Diaz. American Library Association Preconference, San Francisco, CA., June, 1997. "Learning to Teach—Multicultural Instruction" (Invited)
- 1997 Downing, Karen and Mark Winston. Paper presentation at the Third National Conference of African American Librarians, Winston-Salem, N.C., August, 1997. "Helping Diverse Students Succeed." (Juried)
- 1998 Downing, Karen. American Library Association Annual Conference, Washington D.C., June 1998. "Instruction in a Diverse Environment" (Invited)
- 1998 Downing, Karen. American Library Association, ACRL, Instruction Section Preconference, Washington D.C. June, 1998. "Learning to Teach—Multicultural Instruction" (Invited)
- 1999 Downing, Karen. "Interracial Research Issues: Providing Research Support via the Web" Panel participant for EMIERT/Reforma program, Annual Conference, June 1999.(Invited)
- 1999 Downing, Karen. "Servant Leadership for Supervisors" Panel participant for Foundations of Supervision Series, Human Resource Development, University of Michigan, October, 1999.
- 2000 Downing, Karen. "Diversity Considerations When Job Hunting" Presentation to Library and Information Lavender Association (LILA). March, 2000. (Invited)

- 2000 Downing, Karen. Diversity Collaboration Into the 21st Century: Academic Library Perspectives, Kean University, Elizabeth, N. J. August, 2000. Keynote Address: "Collaborating Across Campus: Reaching a Multicultural Campus Community." (Invited)
- 2000 Downing, Karen and Darlene Nichols. Demographics in the New Millennium Series, Bowling Green State University, October 11, 2000. "From the Heart: Interracial Research: Professional and Personal Issues." (Invited)
- 2001 Downing, Karen. The NEW Center, Ann Arbor, MI. October, 2001. "Using Digital Resources to Enhance Grant Getting."
- 2002 Downing, Karen and Charles Ransom. Black Caucus of the American Library Association, Fort Lauderdale, August 14, 2002. "Accessing Resources for Interracial Issues Research." (Juried)
- 2002 Downing, Karen. The Foundation Center Cooperating Collections National Conference, New York City, October 11, 2002. "Collaborations Within and Beyond Campus." (Invited)
- 2003 Downing, Karen and Charles Ransom. National Conference on Race and Ethnicity in Higher Education. San Francisco, May 29, 2003. "What You Need to Know to Assist Multiracial Students." (Juried)
- 2004 Downing, Karen. Midwest History of Education Symposium. Chicago, October 29, 2004. "College Student Involvement in the Women's Suffrage Movement." (Juried)
- 2004 Downing, Karen, Thandi Sule, and Brigid Dwyer. Association for the Study of Higher Education. Kansas City, November 6, 2004. "Racial Differences in College Going Behaviors Amongst High Achieving High School Students: An Examination of the NELS Data." (Juried)
- 2005 Downing, Karen, Jana Nidiffer. Center for the Education of Women, Ann Arbor, November 11, 2005. "Failure is Not an Option: Student Involvement in the Women's Suffrage Movement." (Invited)
- 2006 Downing, Karen. Association of Research Libraries. San Antonio, January 22, 2006. "Library Fund Development." (Invited)
- 2006 Downing, Karen. Association of College and Research Libraries, New Orleans, June 23, 2006. "Peer Mentoring and Information Literacy: Outreach and Collaboration Across Campus." (Juried)
- 2006 Downing, Karen, Darlene Nichols, Alexandra Rivera. Joint Conference for Librarians of Color, Dallas, TX, October 18, 2006. "The Multidimensional Impacts of Peer Information Counseling" (Juried)
- 2007 Downing, Karen, Alexandra Rivera, Veronda Pitchford, Tracie Hall, Jerome Offord, Camila Alire. International Federation of Library Associations, World Conference on Continuing Professional Development & Workplace Learning for the Library and Information Professions, Johannesburg, South Africa, August 15, 2007. "Library Leadership Development: Increasing Underrepresented Populations" (Juried)
- 2008 Downing, Karen, American Library Association Office for Diversity, Annual Conference, Anaheim, CA, June 29, 2008. "The Relationship Between Social Identity(ies) and Role Performance of Academic Librarians"
- 2009 Downing, Karen. The Foundation Center National Cooperating Collections Conference, New York, NY, October 11, 2009. "Diversity in Grantseeking." (Invited)
- 2009 Downing, Karen. College of DuPage Library Learning Network, Chicago, IL, April 3, 2009. "Diversity Beyond the Obvious: Social Identity and Role Performance." (Invited)
- 2009 Downing, Karen. Association of College and Research Libraries, Seattle, WA, March 30, 2009. "Show Me the Money: A Library's Role in Campus Grantseeking." (Juried)
- 2009 Downing, Karen. Elsevier Seminar, Toronto, Ont., December 3, 2009. "The Library's Role in Campus Grantseeking" (Invited)
- 2010 Downing, Karen. University of Arizona Libraries. Tucson, AZ, February 10, 2010. "The Relationship Between Social Identity and Role Performance." (Invited)
- 2010 Downing, Karen, Nichols, Darlene, Rivera, Alexandra, Ransom, Charles. National Diversity in Libraries Conference, Princeton, NJ. "Interracial Issues in Research." (Juried)
- 2011 Downing, Karen, Desai, Shevon, MacKintosh, Pamela. Association of College and Research Libraries National Conference, Philadelphia, PA, March 31, 2011. "Helping the Hand that Feeds Us: Collaborating with Your University's Executive Officers"
- 2011 Downing, Karen, Bonnet, Jennifer. Association of College and Research Libraries National Conference, Philadelphia, PA, March 31, 2011. "Brother Can You Spare a Dime? Growing Grants-Related Services in the Campus Library"

- 2011 Downing, Karen, Duque, Gabriel. Association of College and Research Libraries National Conference, Philadelphia, PA, April 1, 2011. Teaching the Whole Student: Working with Learning Communities.”
- 2012 Downing, Karen, Rivera, Alexandra. University of Arizona Libraries Living the Future 8 Conference. Tucson, AZ, April 24. “Library Leadership 2.0”
- 2012 Downing, Karen. International Federation of Library Associations, Section on Services to Multicultural Populations Satellite Conference, Lappeenranta, Finland, August 10, 2012. “Fried Scorpions and Burger King: Revelations of Cross-Cultural Professional Exchange.” (Juried)
- 2012 Downing, Karen, Rivera, Alexandra, Evangeliste, Mary, Moore, Alanna Aiko. Joint Librarians of Color Conference, Kansas City, MO, September 21, 2012. “Feeling the Joy: Harnessing the Power of Diversity in Libraries” (Juried)
- 2012 Downing, Karen, Winston, Mark, Fejzula, Merve. Joint Librarians of Color Conference, Kansas City, MO, September 22, 2012. “The Importance of Diversity Research.” (Juried)
- 2012 Downing, Karen. The Foundation Center’s National Network Days, Cleveland, OH, October 5, 2012. International Grant-seeking” (Invited)
- 2012 Downing, Karen, Andrews, Monique. Michigan Library Association Annual Conference, Detroit, MI, November 7, 2012. “Free Money!: The Truth About Helping Patrons Find Funding.”
- 2013 Downing, Karen. Association of College and Research Libraries National Conference, Indianapolis, IN. April 3, 2013. Using Problem-based Learning.
- 2014 Downing, Karen, Corey Seeman, Sue Wortman. Helping those that help others: Non-profit research across the curriculum. Michigan Library Association Annual Conference. Lansing, MI. May 30.
- 2014 Downing, Karen, Mary Evangeliste. Feeling the Joy. Webinar for the Arizona Library Association. August 10.
- 2014 Downing, Karen, Camila Alire, Janice Welburn. Diversity-based Leadership Competencies: Pre-conference at the Texas Library Association, San Antonio, TX, April 27.
- 2014 Downing, Karen, Darlene Nichols, Helen Look, Alexandra Rivera, Lanell White. From Tragic Mulatto to Self Authorship: An examination of the literature by and about multiracial people. Critical Mixed Race Studies Conference, Chicago, IL, November 2014.
- 2015 Downing, Karen, Camila Alire, Janice Welburn. Diversity-based Leadership Competencies. Pre-conference at Association of College and Research Libraries National Conference. Portland, OR., April 2015.
- 2016 Downing, Karen. Complexity, Collaboration and Culture: Interdisciplinary Research Addressing Society’s Challenges Society for Applied Anthropology Annual Conference. Vancouver, British Columbia, Canada, March 2016
- 2016 Downing, Karen, Alire, Camila, Welburn, Janice, Wong, Patty. Diversity and Organizational Resilience in Libraries. Texas Library Association Annual Conference. Houston, TX, April 2016
- 2016 Downing, Karen, Look, Helen, Rivera, Alex. Finding Interracial Resources in a Monoracially Organized Library World. LACUNY Annual Conference. Brooklyn, NY, May 2016.

SELECTED PUBLICATIONS:

- Downing, K. On Being a Multiracial Librarian in a Mono-racially Conceived Library World. (2016). In: Chu, C. *Race as Multidimensional: The Personal Shaping the Professional in the Library and Information Field*. To be published by Emerald Publishing Group Fall 2016.
- Downing, K., Alexander, L., Case, B., Gomis, M., Malowski, E. (2014). Librarians and Scholars: Partners in Digital Humanities. *Educause Review Online* (Published on June 2, 2014).
<http://www.educause.edu/ero/article/librarians-and-scholars-partners-digital-humanities>
- Downing, K. (2013). Using Problem-based Learning to Facilitate Student Learning. *Association of College & Research Libraries National Conference Proceedings*.
http://www.ala.org/acrl/sites/ala.org.acrl/files/content/conferences/confsandpreconfs/2013/papers/Downing_Using.pdf
- Downing, K., Rivera, A., Winston, M. (2012) Library Leadership 2.0. In Dave Bogart (ed.) *Library and Book Trade Almanac* (formerly The Bowker Annual). Pp. 51-74. Medford, NJ: Information Today, Inc.
- Downing, K. et al. (2011). MLibrary: Concepts for Redefining Reference. *Journal of Library Administration*, 51 (4) 326-342.

- Downing, K., Desai, S., Mackintosh, P. (2011). Helping the Hand that Feeds You: Supporting the Research Needs of Campus Executive Officers. *Association of College & Research Libraries National Conference Proceedings*.
http://www.ala.org/acrl/sites/ala.org.acrl/files/content/conferences/confsandpreconfs/national/2011/papers/helping_hand.pdf
- Downing, K. (2009). *The Relationship Between Social Identity(ies) and Role Performance of Academic Librarians*. Dissertation, Ann Arbor: University of Michigan.
- Downing, K., Brown, M., Rivera, A., Pitchford, V., Welburn, W., Welburn, J. Memory, authenticity and cultural identity: The role of library programs, services and collections in creating community. World Library and Information Congress: 75th International Federation of Library Associations Proceedings.
<http://conference.ifla.org/past-wlic/2009/158-welburn-en.pdf>.
- Downing, K., Rivera, A., Cawthorne, J. (2007). Library Leadership Development: Increasing Underrepresented Populations. In A. Ritchie and C. Walker, *Continuing Professional Development: Pathways to Leadership in the Library and Information World*. Munich: K.G. Saur Verlag,
- Downing, K., Nichols, D. (2006). Peer Information Counseling: Many Stories, Many Voices. In *Proceedings of the First National Joint Conference of Librarians of Color*. Dallas: Hall-Erickson, Inc.
- Downing, K., Nichols, D., Webster, K. (2005). "Multiracial America: A Resource Guide on the History and Literature of Interracial Issues." Lanham, MD: Scarecrow Press, Inc.
- Downing, K. (2000). "Instruction in a Multicultural Setting: Teaching and Learning with Students of Color." In *Teaching the New Library to Today's Users*, edited by Trudi E. Jacobson. New York: Neal-Schuman Publishers.
- Downing, K., Winston, M. (1998). "Helping Students of Color Succeed: Implementing and Managing a Peer Information Counseling Program." *Leading Ideas* no. 3.
- Downing, K. (1995). "Multicultural Services at the Undergraduate Library." In *Cultural Diversity In Libraries*, edited by Donald Riggs. New York: Neal-Schuman Publishers.
- Downing, K. (1995). "Students Assisting Students: Overcoming Information Anxiety." *The Upside of Downsizing: Using Library Instruction to Cope*. Cheryl LaGuardia (Ed.). New York: Neal-Schuman Publishers.
- Downing, K., MacAdam, B., Nichols D. (1993). *Reaching a Diverse Student Community*. Westport, CT: Greenwood Press
- Downing, K., Diaz, J. (1992). "Instruction In A Multicultural Environment," *Learning To Teach*. Chicago: American Library Association, Bibliographic Instruction Section.
- Downing, K. (1989). "Affirm Multicultural Heritage." *Michigan Daily* (March 29, 1989) p 4.

PEER REVIEW:

2014-Present	<i>College & Research Libraries</i> , manuscript peer reviewer
2012	Juried papers for AERA, Division J
2010-Present	Institute for Museum and Library Services, Proposal Reviewer
2009-2011	Journal of Information Science
1999-2000	Co-Chaired the Contributed Papers Committee for the Association of College and Research Libraries National Conference (peer reviewed 300 submissions)

AWARDS/HONORS:

2010	ALA Library of the Future Award
2009	ALA Equality Award
2007-2008	ALA Diversity Research Grant
2003-2008	University of Michigan, Horace Rackham Graduate School, Rackham Merit Fellowship
2007	University Library Diversity Award
2003	Association of College and Research Libraries, Instruction Section, Innovative Teaching Award
2003	Center for the Education of Women, Margaret Towsley Doctoral Scholarship
2001	University Library, Diversity Award
1997	Women of Color Taskforce, "1997 Women of the Year In Leadership Award," The University of Michigan

- 1993 Beta Tau Mu, Service Excellence Award
- 1993 Academic Initiatives Award - for excellence in service
- 1987-1989 Opportunity Award, University of Michigan School of Information and Library Studies
- 1982 Outstanding Service Award, for work as Publicity Director of Central campus residence halls

QUALITIES:

Excellent interpersonal and written communication skills, ability to manage multiple priorities, ability to meet deadlines, supervision experience (hiring, training, performance reviewing, vision/leadership), ability to work effectively with diverse groups.

REFERENCES:

Present and past employers have indicated they would be delighted to provide references upon request.

(Rev.08/03/16)