

# Alison A. Ernst

## Curriculum Vitae

### PROFESSIONAL STRENGTHS

- Experience working with diverse constituents defining and implementing vision of excellent library service and supportive learning environments.
- Demonstrated commitment to innovative and user-centered service based on library principles.
- Serves library organizations on the state, regional, national and international level.
- Leadership in identifying and facilitating implementation of library and educational technology.
- Experience managing organizational change.
- Children's and YA literature expertise
- Over 20 years experience in library administration, over half of that in a rigorous academic setting.

### EDUCATION

Simmons College of Arts and Sciences Graduate Studies, Boston MA, & The Eric Carle Museum of Picture Book Art, Amherst, MA, MFA in Writing for Children, 2010

Simmons College Graduate School of Library and Information Science, Boston MA, MS in Library Science (MLS) with Archives Concentration, 1990

Hampshire College, Amherst, MA, BA, 1986  
Areas of Concentration: Developmental Psychology, Education, Women's Studies

University of East Anglia, Norwich, England, 1984

The Albany Academy For Girls, High School Diploma, 1981

#### **Certificate of Librarianship: # P 3759**

Granted by Commonwealth of Massachusetts Board of Library Commissioners, 1/7/1993

#### **Additional Education Programs:**

- Amherst Writers & Artists leadership training, certification for leading writing workshops using the AWA method, Malibu, CA, 2014
- ACRL/Harvard Leadership Institute for Academic Librarians, Harvard Graduate School of Education, Cambridge, MA, 2003
- Basic Mediation Training, Mediation and Training Collaborative, Greenfield, MA, 1999

## **PROFESSIONAL WORK EXPERIENCE**

### **Writing Workshop Facilitator**

**2013 – Present**

#### **A Way to Write**

Provides multi-week and stand-alone writing workshops to groups and private clients. An AWA Affiliate, certified to lead workshops in the *Amherst Writers & Artists* method as described in *Writing Alone & With Others* by Pat Schneider, Oxford University Press. Recent workshop locations include

- Nashville (USN Evening Classes)
- Metro Detroit (Berkley Parks & Recreations)

### **Library Consultant**

**2010 – Present**

#### **Alison Ernst Associates, Pleasant Ridge, MI:**

Founded consulting practice committed to facilitating exceptional library service. Assists librarians, library institutions, and organizations to identify and provide the best possible service to constituents.

- Strategic Planning
- Program evaluation
- Needs Assessment
- Principle-centered Management Coaching
- Leadership training
- Interim Directing
- Multi-type library cooperation facilitation
- Special projects include: collection management – acquisitions, weeding; policy review and revision; human resource management - position descriptions, recruitment, managing hiring process

Recent Clients:

- Andrew Melon Library at Choate Rosemary Hall, Wallingford, CT
- The Roeper School, Bloomfield Hills, MI
- The University Liggett School, Grosse Pointe Woods, MI

### **Librarian/Library Consultant**

**2014-2016**

#### **The University Liggett School, Grosse Pointe Woods, MI**

Revamped and developed a lower school library program and facility serving Preschoolers (ages 3 – 4) through 5<sup>th</sup> graders, worked with students, faculty and administrators, providing services and promoting the importance of a strong library program supporting the school's philosophy of experiential learning. Activities included:

- Collection management, including evaluation, vigorous weeding, and acquisitions.
- Proactive support for teacher curriculum needs, providing classroom materials (print and electronic) and information literacy instruction.

- Programming for students including author visits, Mock Caldecott (during service on the real Caldecott committee), a vigorous read-aloud program and readers advisory

**Librarian – Middle/Upper School Campus  
The Roeper School, Bloomfield, MI,**

**2013 – 2014**

As a consultant, having conducted assessment study of the Bloomfield campus library program and facility in 2012, spent an academic year putting in place recommendations based on report findings. Working with with students and faculty, grades 6 – 12, the following were accomplished:

- Established library and librarian as the premier source for research instruction.
- In partnership with teachers, conducted research instruction sessions, including website evaluation and database, geared to support specific assignments.
- Provided resources in both print and digital formats to support academic work, reading interests and personal growth of students.
- Introduced and developed Libguides, online research guides created for specific assignments, as well as general subjects, providing streamlined access to both print and online resources.
- Introduced research management and citation generator tool to all 6<sup>th</sup> & 7<sup>th</sup> graders.
- Supported course work in English, History and Science classes in both the middle and upper school.
- Facilitated student initiated book clubs.
- Surveyed entire student body and faculty regarding library space use and preferences, to provide data for administration to set community expectations regarding the space.
- Served as a division head on the school's administrative team.

**Library Director  
University School of Nashville, TN**

**2012 – 2013**

Responsible for administrative leadership, management, and direct user services at an independent, co-educational college preparatory day school serving over 1,040 students in grades K-12. USN is known for academic excellence and its student centered educational approach. USN is located directly adjacent to both Vanderbilt University and Peabody College.

Duties and accomplishments included:

- Working closely with lower, middle and high school administrators and faculty to determine collection and programmatic needs of teachers and students.
- Providing resources to support the academic work, reading interests and personal growth of students.
- Introducing and developing Libguides, online research guides created for specific assignments as well as general subjects, providing streamlined access to both print and online resources.
- Creating and implementing policies and procedures to facilitate effective library service for the USN community.

- Meeting with interested students on a regular basis to determine the efficacy of proposed library programs, practices and procedures
- Consulting with Student Congress as a partner in determining community standards for the library space.
- Partnering with Development, Alumni Relations and the Parent Association to develop and maintain strong connections with constituents as well as encouraging fiscal support.
- Serving as a division head on the school's administrative team.
- Advocating for resources needed to provide a strong library program:
  - o Added cart of 22 laptop computers for use in the library classroom.
  - o Increased staffing based on documented need, created positions -- Library Intern, Middle School Library Assistant, Instruction librarian.
- Supervising and supporting library team including Lower School Teacher Librarian, Library Assistant, Library Intern, Middle School Library Assistant.
- Serving as a faculty advisor to a group of freshmen.
- Assisting with chaperoning middle school field trips.

**Director of Library and Academic Resources** **1999 – 2010**  
**NMH Library System, Northfield Mount Hermon School, MA,**

Responsible for administrative leadership and management of the NMH Library System, serving a competitive, college preparatory, boarding high school, 25% of students from countries other than the U.S.

- Lead team of professionals continually developing and implementing a program of information literacy (including reference support) responsive to a residential school community's curricular needs and personal interests.
- In collaboration with Information Technology Department, created Information Commons based on higher education models integrating library, media and technology resources, providing "one-stop shopping" for academic technology.
- Supervise library faculty and staff; hire, schedule, coordinate training, facilitate professional development of library personnel as well as other faculty.
- Fiscal control of annual operating budget over \$70K excluding gifts, endowed funds and personnel costs.
- Facilitated strategic planning involving students, faculty, staff, and administration to craft vision, strengthen mission, and develop objectives and plan of service.
- Managed consolidation of two libraries and two media centers into one facility, in concert with school-wide campus consolidation.
- Administered five years of reduction in force, as part of school-wide faculty and staff reductions.
- Successfully advocated for migration to new integrated library system (ILS).
- Participate in administrative, faculty governance, and trustee committees; student advising; student activities.
  - o Academic Committee: Member: 1999-2006, Chair: 2002-2005
  - o NMH Program Study (pre-consolidation) – Summer Work Group, 2003
  - o Curriculum Committee Co-Chair: 2004
  - o Board of Trustees: Faculty representative

- Building and Grounds, 2001 – 2002
- Advancement, 2005 – 2006
- New England Association of Schools and Colleges (NEASC)
  - Accreditation Team Member for Brunswick School, Greenwich, CT, 2006
  - NEASC Self Study Committee, Chair, Standard 6 - “*Resources to Support the Program,*” Northfield Mount Hermon School, 2006 - 2007

**Library Director, Graves Memorial Library, Sunderland, MA 1992 – 1998**

Directed all aspects of a public library including establishment and implementation of policies, services, staff, budget, planning, programming, grants, collections, and public relations.

- Implemented first online catalog and other library technology.
- Initiated building program; wrote building plan leading to new facility under leadership of next director.
- Successfully lobbied for substantial increases in personnel funding (21% in FY97), materials (47% in FY98), and building maintenance from municipal sources.

**Library Work-Study Paraprofessional Positions**

Cataloging Assistant, Beatley Library, Simmons College, Boston, MA, 1988-1990

Circulation Assistant, Jones Library, Amherst, MA, 1989-1990

**Internships**

Archives Intern, Special Collections, Jones Library, Amherst, MA, 1989

Archives Intern, Schlesinger Library on the History of Women in America, Radcliffe College, Cambridge, MA, 1990

**PROFESSIONAL COMMITTEES**

**Association for Library Service for Children (ALSC)**

- Chair, Budget Committee – 2011 – present
- 2015 Caldecott Committee, Member, 2013 – 2015
- ALSC Grant reader/evaluator
  - Curiosity Creates grant - 2015
  - DIA 20<sup>th</sup> anniversary grant - 2016

**American Association of School Libraries, Independent School Section (ISS)**

- Chair, ISS, 2006 – 2009 (chair elect, chair, past chair)
- Data Collection Committee, 2004 - 2008
- Program Committee, 2004 - 2010
  - Planned and hosted pre-conference program “*Advocacy begins with Strategic Planning,*” facilitated by Maureen Sullivan, for 2007 ALA Annual Conference.

- Planned and facilitated program “*Serving Students Along the Autism Spectrum*”, 2009 ALA Annual Conference.
- Planned and facilitated program “*Learning Commons, Information Commons, Library Media Center - What's in a name?*”, AASL 14<sup>th</sup> National Conference, November 2009.
- Planned and hosted pre-conference program for “*Library Services to Children Students Along the Autism Spectrum*”, 2010 ALA Annual Conference.

**American Library Association:**

- Candidate for ALA Council, 2008, 2010 & 2011 elections

**International Federation of Library Associations (IFLA)**

- Standing Committee on Information Literacy, member, 2007 - 2009
  - Revised English language brochure for Information Literacy section for translation into IFLAs other seven official languages.
  - Managed international paper submissions for “*Libraries Promoting 21<sup>st</sup> Century Literacies*”, a joint program of the **Literacy and Reading and Information Literacy** standing committees, for IFLA in Milan, 2009.
- Delegate to World Library and Information Congress, IFLA General Conference and Council, Durban, South Africa, August 2007 & Quebec City, Canada, 2008.

**Michigan Library Association (MLA)**

Annual Conference Planning – Programming Jury, 2011

**New England Library Association (NELA)**

Conference Committee, 2003 – 2006

- Planned, located presenters and implemented programs for annual conference on topics of library architecture, management, and strategic planning.

**Western Massachusetts Regional Library System**

New Library Director “Bootcamp” planning committee, 2007 - 2008

Western Massachusetts Regional Library System Council

- Regional Administrator Evaluation subcommittee, 2005
- President elect, 2000; President, 2001; Past President, 2002-2003
- At-large council member, 1994-1997

**C/W MARS – Central/Western Massachusetts Automated Resource Sharing**

- Planning & Budget Committee, 1998
- Strategic Planning Subcommittee, 1997-1998
- Users Council, Representative, 1996-1998

**Massachusetts Board of Library Commissioners (MBLC)**

- Library Leadership Massachusetts mentor, 2009

- Public Library Initiative Task Force, Developmental Grant Program Subcommittee, 1998
- State Advisory Council on Libraries, Public Library Representative, 1996-1998
- Regional Library System Planning Conference – presenter, 1996
- MBLC Homework Center Grant Review Committee, 1995

## **PROGRAMS, PUBLICATIONS & PRESENTATIONS**

- Public Library Association/People to People - delegation to People's Republic of China, participant - 2000
- "*Library is your Life-time School: Libraries in China*" – Collegial Luncheon Series, Northfield Mount Hermon School, 2001; Friends of the Greenfield Public Library Annual Meeting, 2001
- Planned and hosted New England Association of Independent School Librarians annual conference, Northfield Mount Hermon, 2002
- "*Libraries in 21<sup>st</sup> Century China*" - co-presenter, New England Library Association Annual Conference, 2002; Rhode Island Library Association Annual Conference, 2003
- Co-author, "Library Design Begins Shift Toward Crossroads," *College Planning & Management*, January 2003
- "*Library Links Around the World*" – panelist, Massachusetts Library Association Annual Conference, 2004
- "*Strategic Planning for School Libraries: Principles and Practices*" – New England Association of Independent School Librarians Annual Conference, 2004
- "*Serving Students Along the Autism Spectrum*", ALA Annual Conference, 2009
- "*INDEPENDENCE: Leadership to Learning, Information, and Access in Independent School Libraries*" – panelist, American Association of School Librarians 14<sup>th</sup> National Conference, November 2009
- "*Learning Commons, Information Commons, Library Media Center - What's in a name?*", facilitator and panelist, AASL 14<sup>th</sup> National Conference, November 2009
- Author, "Information Commons and Independent School Libraries" chapter in *Independent School Libraries: Perspectives on Excellence*, edited by Dorcas Hand, Libraries Unlimited 2010.
- "*Do K-12 Libraries Still Need Books?*" - panelist, ALA Annual Conference, 2011, AASL 15<sup>th</sup> National Conference, October 2011
- "*Authors & Autism*" – facilitator, AASL 15<sup>th</sup> National Conference, October 2011
- "*Revision, Reshape, Refine: The Opportunity of Tough Times* – panelist, Texas Library Association Conference, 2012.
- "*Independent School Librarianship in the Second Decade of the 21<sup>st</sup> Century*" – presenter, Association of Independent Michigan Schools conference, 2013.

**FEDERAL GRANTS** (Library Services and Construction Act)  
 FY93: Managed Young Adult Collection Development grant: \$2000

FY94: Project Director for “Small Library Automation Feasibility Study” grant, a cooperative effort with public and school librarians in Conway, Deerfield, Sunderland and Whately, MA: \$14,290

FY95: Homework Center grant, serving students grades three through twelve: \$6000

FY99: Successful application for Health Information grant: \$6000

**PROFESSIONAL MEMBERSHIPS**

American Library Association (ALA)

Association for Library Service for Children (ALSC)

Society of Children’s Book Writers and Illustrators (SCBWI)

Young Adult Library Services Association (YALSA)

**Contact:**

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