

GREGORY A. SMITH

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EDUCATION

M.B.A. Liberty University, Lynchburg, VA, 2015

Honors: Graduate with Distinction

Portfolio: www.gregoryasmith.info/mba

M.A. University of Missouri–Columbia, 1998

Information Science and Learning Technologies (Library Science)

Field Work: Reference Desk, Meyer Library, Southwest Missouri State University

B.A. Baptist Bible College, Springfield, MO, 1994

Missions and Bible

Minor: New Testament Greek

Additional graduate study, Liberty University, Lynchburg, VA

Areas: Communication Studies (12 hours), Educational Leadership (9 hours)

EMPLOYMENT EXPERIENCE

Liberty University, Lynchburg, VA

2011- Director, Management Information Services, Jerry Falwell Library (JFL) Faculty rank: Librarian (effective July 2017)

Oversee development and execution of \$9.3M annual budget. Track assessment activities and strategic plan execution via the Compliance Assist system. Assist with collection of quantitative and qualitative data pertaining to JFL operations from transactional systems, surveys, national data sets, focus groups, usability studies, and other sources. Analyze data and prepare reports to inform planning and decision-making across the JFL. Provide liaison librarian services to the School of Business.

2009-2011 Director, Finance & Assessment, Integrated Learning Resource Center (ILRC) Faculty rank: Associate Librarian

Collected quantitative and qualitative data pertaining to ILRC operations from transactional systems, surveys, national data sets, and other sources. Analyzed data and prepared reports to inform planning and decision-making across the ILRC. Assisted with oversight of six budgets, totaling \$5.8M, through routine approval functions, periodic analysis, and annual planning. Tracked assessment activities via the WEAVEonline system. Selected books and other resources to support the Department of Communication Studies.

Baptist Bible College, Springfield, MO

2008-2009 Associate Dean for Library Services & Institutional Research

Managed 3 FT and 6 PT staff in the G. B. Vick Memorial Library and the Office of Institutional Research. Oversaw collection, analysis, and reporting of institutional research data. Coordinated collection of survey data from various constituencies. Prepared routine reports for submission to accreditation agencies. Managed library's collection of physical and digital resources.

Liberty University, Lynchburg, VA

2006-2008 Administrative Services Librarian, Integrated Learning Resource Center (ILRC) Faculty rank: Associate Librarian (effective July 2006)

Managed planning and execution of six budgets, totaling \$4.4M, in support of Dean and Heads/Managers/Directors. Oversaw the accumulation and use of data to support planning and other management functions. Assisted in evaluation of organizational policies, procedures, and operations. Drafted/edited/revised text of various official documents. Provided collection development and instructional services to the Department of Communication Studies.

2003-2006 Dean, Integrated Learning Resource Center (ILRC) Faculty rank: Assistant Librarian

Oversaw academic support organization consisting of 14.5 faculty, 30 support staff, and approximately 100 student workers. Directed six departments: Archives, Information Management, Labs & Facilities, Media Services, Public Services, and Technical Production. Administered budgets totaling \$4.0M. Coordinated assessment and planning functions. Represented the ILRC in various University bodies. Chaired meetings of Librarians' Council and ILRC Administrative Team.

Baptist Bible College, Springfield, MO

1995-2003 Director, G. B. Vick Memorial Library

Supervised staff of 5 FT and 7 PT employees. Administered budget of \$270,000. Managed collection of 70,000 volume-equivalents and 1,900 print and electronic serial titles. Coordinated selection of books, audio-visual media, periodicals, and databases. Developed content for library's Web site. Taught Methods of Research course. Oversaw Campus Testing Services. Managed campus archives. Assisted in bibliographic instruction and reference work as needed.

SELECTED ACCOMPLISHMENTS

- Redesigned online guide for business research based on insights from multiple sources (2016).
- Collaborated with dozens of stakeholders to develop comprehensive library assessment plan (2013-2014).
- Coordinated analysis and reporting of LibQUAL+® survey data, with findings informing a subsequent strategic planning process (2012).
- Conducted analysis to determine specifications for an automated storage/retrieval system costing \$2M+ (2012).

- Coordinated the design and administration of a survey of 800+ online students' library research behaviors, perceptions, and preferences (2011).
- Conducted research and analysis for a library construction project that eventually received national recognition from *Library Journal* (2010-2011).
- Prepared analysis of religion and philosophy holdings to support collection development decisions (2010).
- Profiled the use of computer labs based on factors such as time of day, day of week, lab location, operating system, and frequency of use (2010).
- Migrated survey research, outcomes assessment, and course evaluation processes to Web-based platforms, reducing turnaround for reporting (2009).
- Reduced annual library collection/access expenditures by \$19,000 through decisions based on use statistics and other data (2008-2009).
- Selected books and media to support undergraduate and graduate programs in communication studies, including a new bachelor's degree in visual communication arts (2006-2008).
- Chaired a committee whose successes led to the establishment of a new Collection Management unit under my supervision (2006-2008).
- Analyzed three years of interlibrary loan borrowing data (36,000+ transactions) and led in the development of strategies that reduced the borrowing-lending ratio from 6.3:1 to 4.5:1 over two years (2006-2007).
- Oversaw subdivision of main ILRC budget into six subordinate budgets with separate departmental managers (2006-2007).
- Oversaw renewed development of the University's archival collections (2005-2006).
- Drafted ILRC mission statement, objectives, and assessment plan (2004).
- Participated in recruitment and selection of seven full-time librarians during a period of rapid institutional growth (2003-2006).
- Acquired the Wayne Allen library, a 2,000-volume collection of books in political science, religion, philosophy, and law (2003).
- Oversaw organization of materials in campus archives (2001-2003).
- Oversaw development of Web interface for two bibliographic databases (2000-2002).
- Developed relational database to manage book and media acquisitions (2000).
- Oversaw bar coding of 60,000 items in library collection, enabling the eventual deployment of automated circulation and inventory control (1999-2002).
- Drafted and maintained *Style Guide* for Graduate School (1999-2001).
- Oversaw migration to new on-line catalog system (1998-1999).
- Planned and implemented *Baptist Bible Tribune* indexing project (1997-2002).

TEACHING AND CURRICULUM DEVELOPMENT EXPERIENCE

Courses for Credit

1998-2002 Baptist Bible Graduate School, Springfield, MO

Methods of Research [co-taught with the Dean, Dr. Gregory Christopher]

Curriculum Development

2003 Liberty University, Lynchburg, VA
Research Methods (THEO 680): eight-period library research unit

Information Literacy Instruction

2003-2007 Liberty University, Lynchburg, VA
Guest-lectured in courses such as *Research Methods* (THEO 680) and *Creative Ministry Uses for the Computer* (EDMN 876).

1996-2003 Baptist Bible College, Springfield, MO
Guest-lectured in courses such as *Composition & Research* and *Eschatology*.
Guest-lectured in a variety of courses, such as *Composition & Research*, *Academic Seminar*, and *Eschatology*.

PROFESSIONAL ACTIVITIES

Current Memberships

American Evaluation Association
Association of Christian Librarians

Past Memberships

American Library Association
Library Leadership & Management Association

Service

Digital Content Manager, Association of Christian Librarians (2006-2008).
Member, Leadership Task Force, Association of Christian Librarians (2005-2006).
Member, Steering Committee, Baptist Heritage Celebration 2007 (2002).
Member, Committee on Revision of Bible College Library Evaluation Criteria, Association of Christian Librarians (2000-2002).
Volunteer Indexer, *Christian Periodical Index* (1997-2000).

Consulting

Patrick Henry College Library (2008): assessment of resources with focus on collection management; advice on recruitment of new library director

PUBLICATIONS

Peer-reviewed publications are noted with a pilcrow symbol (¶).

Books

Smith, G. A. (Ed.). (2002). *Christian librarianship: Essays on the integration of faith and profession*. Jefferson, NC: McFarland.

Book Chapters/Sections

¶ Smith, G. A. (2015). Assessment in academic libraries. In M. Khosrow-Pour (Ed.), *Encyclopedia of information science and technology* (3rd ed., Vol. 7, pp. 4823–4832). Hershey, PA: IGI Global. doi:10.4018/978-1-4666-5888-2.ch474

Journal Articles

- Smith, G. A. (2000). A philosophy of Christian librarianship. *The Christian Librarian [U.S.A.]* 43, 46–51, 58–59.
- Smith, G. A. (2000). The cultural mandate, the pursuit of knowledge, and the Christian librarian. *Christian Librarian [U.K.]* 24, 45–56.
- Smith, G. A. (2000). Preaching: A ministry of newness. *Preaching*, 16(1), 30–33.
- Smith, G. A. (2002). The core virtue of Christian librarianship. *The Christian Librarian [U.S.A.]*, 45, 46–51.
- Smith, G. A. (2003). Building your library strategically. *The Baptist Preacher's Journal*, 13(1) 44–47.
- ¶ Smith, G. A. (2004). Intellectual freedom and the Bible college library. *Christian Higher Education*, 3, 241–259. doi:10.1080/15363750490433269
- Smith, G. A. (2006). Academic libraries in transition: Current trends, future prospects. *The Christian Librarian [U.S.A.]*, 49, 101–108, 110–116.
- Smith, G. A. (2008). Hidden under a bushel? Evangelical journals in an era of Web-based communication. *The Christian Librarian [U.S.A.]*, 51, 3–11.
- Jaeger, J., & Smith, G. A. (2008). Electronic books for evangelical libraries: A progress report. *The Christian Librarian [U.S.A.]*, 51, 12–13.
- Hillman, D., Hunt, M., Kinney, J., Pott, J., & Smith, G. A. (2008). Christian publishing: A panel discussion. *The Christian Librarian [U.S.A.]*, 51, 39–48.
- Smith, G. A. (2009). Retooling the profession: Librarianship in an era of accountability and competition. *The Christian Librarian [U.S.A.]*, 52, 76–84.
- ¶ Smith, G. A., Tryon, H. D., & Snyder, L. B. (2015). Developing an academic library assessment plan: A case study. *Performance Measurement and Metrics*, 16, 48–61. doi:10.1108/ PMM-12-2014-0045

Magazine & E-zine Articles

- Smith, G. A. (1997, August 15). Woodworth donates books to BBC library. *Baptist Bible Tribune*, 48(1), 35.
- Smith, G. A. (1998, May 15). Adoniram Judson: A portrait of faithfulness. *Baptist Bible Tribune*, 48(9), 8–9.
- Smith, G. A. (1999, February 15). Thomas Armitage: Baptist pastor, historian, and leader. *Baptist Bible Tribune*, 49(7), 14–15.
- Smith, G. A. (1999, June/July). Robert Ketcham: A good soldier of Jesus Christ. *Baptist Bible Tribune*, 49(11), 18–19.
- Smith, G. A. (2000, March/April). Evaluating employee performance: Insights from the churches in Revelation 2-3. *The Baptist Preacher*, 9(2), 23+.
- Smith, A., & Smith, G. A. (2001, July/August). Books and Web sites for studying missions. *The Baptist Preacher*, 10(4), 15–17.
- Smith, G. A. (2002, January/February). Giving credit where credit is due: Avoiding plagiarism in Christian writing and speaking. *The Baptist Preacher*, 11(1), 7–8.

Smith, G. A. (2002, June/July). Act now to preserve BBFI history. *Baptist Bible Tribune*, 52(11), 30.

Smith, G. A. (2014, September). Lonely in library-land. *Reference Point*. Retrieved from <http://www.acl.org/index.cfm/spiritual/sep-2014/2014-september-devotional/>

Conference Proceedings

¶ Smith, G. A. (2011). Following the evidence: Approaches to assessment in academic libraries. *Kansas Library Association College and University Libraries Section Proceedings, 1*, 96–108.

Book Reviews

Smith, G. A. (2009). [Review of the book *Academic turnarounds: Restoring vitality to challenged American colleges and universities*, edited by Terrence MacTaggart]. *The Christian Librarian [U.S.A.]* 52, 121.

ONLINE DOCUMENTS AND PROJECTS

“Planning and the Future of the Academic Library: An Annotated Bibliography.” (February 2016).

“Leadership Principles in 2 Corinthians.” (2011).

www.word-smith.info [approximately 100 Bible study resources authored over more than 20 years]. (2011-present).

SmithFile [personal bibliography of articles, books, and other sources read for professional growth]. (2009-present).

“Christianity and Libraries: A Selective Bibliography” [prologue and searchable database]. (2008-2012).

“Revivalism in the Baptist Bible Fellowship, 1959-60: A Burkean Analysis.” (September 2008).

“Documentation Style as Rhetorical Device: A Comparative Analysis of Two Bibliographic Systems.” (April 2007).

“Citing TREN Documents: Formats Recommended for APA, MLA, and Turabian Styles.” (January 2007).

“Christian Libraries for the Next Generation: Expanding Access to Evangelical Literature.” (October 2006).

“Guidelines for Selecting Bible Commentaries.” (August 2005).

“The Professional Development of Academic Librarians: How Should Institutions Contribute to the Process?” (August 2004).

“A Survey of Religious Book Publishing with Implications for Collection Development in Christian College Libraries.” (January 2002).

“Baptist Ministerial Education in the United States, 1850-1950.” (1997).

PROFESSIONAL PRESENTATIONS

“Managing with Purpose: Integrating Assessment, Planning, and Budgeting.” A workshop presented at the annual conference of the Virginia Library Association, Hot Springs, VA, 27 October 2016.

- “Robots in the Library: Automated Storage & Retrieval Systems.” A workshop presented at the annual Computers in Libraries conference, Washington, DC, 9 April 2014. [Co-presented with Lowell Walters and Tom Fesmire]
- “Planning a New Library Building: The Critical Role of Data.” A workshop presented at the Society for College and University Planning North Central Regional Conference, St. Louis, MO, 15 October 2013.
- “Following the Evidence: Approaches to Assessment in Academic Libraries.” A *pecha kucha* session presented at the fall conference of the Kansas Library Association College and University Libraries Section, Emporia, KS, 15 October 2010.
- “Returning to the Sources: The Literature of Christian Librarianship.” A workshop presented at the annual conference of the Association of Christian Librarians, Springfield, MO, 11 June 2009.
- “Retooling the Profession: Librarianship in an Era of Accountability and Competition.” A keynote address presented at the annual conference of the Association of Christian Librarians, Springfield, MO, 10 June 2009.
- “Taking the Guesswork out of Collection Management.” A video workshop presented at the annual convention of the Association for Biblical Higher Education, Orlando, FL, 19 February 2009.
- “Tedious Work, Trivial Details? A Fresh Look at Bibliographic Citation.” A workshop presented at the annual conference of the Association of Christian Librarians, Grand Rapids, MI, 14 June 2007.
- “Publishers Panel.” A plenary session at the annual conference of the Association of Christian Librarians, Grand Rapids, MI, 13 June 2007. [Moderated discussion]
- “Celebrating our Heritage: Racing into Ethics.” A panel discussion presented at the annual conference of the Association of Christian Librarians, Marion, IN, 14 June 2006. [Co-presented with Rory Patterson, Jeff Gates, and Frank Quinn]
- “Academic Librarianship: A Profession in Peril?” A workshop presented at the annual conference of the Association of Christian Librarians, Marion, IN, 13 June 2006.
- “The Integration of Faith and Learning: Perspectives on the Librarian’s Role.” A panel discussion presented at the annual conference of the Association of Christian Librarians, Springfield, MO, 10 June 2004. [Co-presented with Tami Robinson, John Thompson, and Steve Brown]
- “Connecting People and Purpose: A Christian Theory of Library Leadership.” A workshop presented at the annual conference of the Association of Christian Librarians, Springfield, MO, 8 & 9 June 2004.
- “The *Vick Library Index*: Expanding Access to Christian Literature.” A workshop presented at the annual conference of the Association of Christian Librarians, Nashville, TN, 13 June 2002.
- “Missions Books and Information: A Review of Current Resources Related to Missions.” A workshop presented at the national meeting of the Baptist Bible Fellowship, Springfield, MO, 21 May 2002. [Co-presented with Arnie Smith]
- “The Core Values of Christian Librarianship: A Round-Table Discussion.” A panel discussion presented at the annual conference of the Association of Christian Librarians,

Bourbonnais, IL, 14 June 2001. [Co-presented with Steven L. Baker and John Allen Delivuk]

“The Role of the Library in the Character Formation of the Christian College Student.” A workshop presented at the annual conference of the Association of Christian Librarians, Bourbonnais, IL, 13 June 2001.

“Resources for Missionaries.” A workshop presented at the national meeting of the Baptist Bible Fellowship, Springfield, MO, 21 May 2001. [Co-presented with Arnie Smith]

GRANT PROPOSALS FUNDED

Zinngrabe Charitable Foundation, 1997.

Grant of \$15,346 to equip four classrooms with multimedia capabilities.

Four software companies, ca. 1996.

Grants in kind (retail price <\$1,600) of current versions of Bible study software for Windows and Macintosh platforms, each to be installed on a single library computer.

HONORS & AWARDS

Employee of the Month (2016) – Liberty University

Delta Mu Delta membership (2015) – Liberty University, Mu Omega Chapter

Recognizes students with high academic achievement in business programs.

Biographical listing in *Who's Who in America*, 2010-present

Volunteer of the Year (2007) – Association of Christian Librarians

Delta Epsilon Chi membership (1994) – Association for Biblical Higher Education

Recognizes graduates of accredited Bible colleges who exhibit “distinguished scholastic attainment and ... Christian character.”

Biblical Studies Award (1994) – Baptist Bible College, Springfield, MO

Recognizes a graduating senior demonstrating outstanding achievement in biblical studies.

Jarrod Todd Memorial Award (1993) – Baptist Bible College, Springfield, MO

Recognizes an outstanding junior-year missions major.

COMMITTEE SERVICE

Liberty University, Lynchburg, VA

Member, LibGuides Task Force, 2016.

Member, Faculty Evaluation Task Force, 2016.

Chair, Library Assessment Committee, 2014-2015.

Chair, Library Assessment Task Force, 2013-2014.

Member, SACS Reaffirmation Library Committee, 2012-2014.

Member, Library Strategic Planning Task Force, 2012-2013, 2016.

Member, Library Building Planning Committee, 2010-2012.

Member, Undergraduate Curriculum Committee, 2007-2008.

Chair, Collection Management Committee, 2006-2008.
Resource person, SACS Reaffirmation Library Committee, 2004-2005.
Member, Strategic Planning Committee, 2004-2005.
Member (*ex officio*), Graduate Faculty Senate, 2003-2006.
Member (*ex officio*), Faculty Senate, 2003-2006.
Member (*ex officio*), Graduate Administrative Council, 2003-2006.
Member (*ex officio*), Deans' Council, 2003-2006.

Baptist Bible College, Springfield, MO

Member, Self-Study Steering Committee, 2009.
Chair (*ex officio*), Institutional Research Steering Committee, 2008-2009.
Member (*ex officio*), Outcomes Assessment Committee, 2008-2009.
Chair (*ex officio*), Library Committee, 1996-2003.
Member (*ex officio*), Strategic Planning Committee, 1996-2003.
Co-chair, North Central Association Self-Study Chapter Committee, 1999-2000.

INSTITUTIONAL SERVICE

Organized an assessment plan training workshop for a group of 20 librarians (May 14, 2014).
Presented a library staff/faculty workshop entitled "Excel Tips & Tricks: Text Manipulation" (November 15, 2013).
Presented a faculty workshop entitled "Farewell Note Cards and File Cabinets: New Tools for Managing Citations and Sources" (May 15, 2008).
Presented a faculty workshop entitled "Not Created Equal: A Comparison of APA and MLA Documentation Styles" (August 7, 2007).
Presented a faculty workshop entitled "Writing for Publication in a Networked Age" (August 9, 2006).
Presented a faculty workshop entitled "Academic Libraries in Transition: Current Trends, Future Prospects" (May 17, 2006).
Moderated faculty focus groups pursuant to development of Quality Enhancement Plan required by Southern Association of Colleges and Schools reaffirmation effort (April 12 & 18, 2006).
Presented a faculty workshop entitled "Professors, Students, and Learning Resources: Analyzing Responses to the 2005 Student Services Questionnaire" (August 11, 2005).
Presented a faculty workshop entitled "Search like You Mean It: Harnessing the Power of the Google Search Engines" (May 18, 2005; August 11, 2005).
Presented a faculty workshop entitled "Introduction to the ILRC" (August 12, 2004; August 8, 2005).
Co-presented a faculty workshop entitled "Evangelical Author and Secular Publisher: Prospects for Partnership" (March 29, 2004). [Co-presented with Rachel Schwedt]
Presented a faculty workshop entitled "Citing Electronic Resources" (May 16, 2003; September 16, 2003).

Presented a Graduate School chapel lecture entitled “‘Bring the Books’: Maximizing Your Ministry through Lifelong Learning” (November 19, 2002).

Presented a library staff workshop entitled “Theological Librarianship—Is It Ministry?” (January 2002).

LANGUAGES

Spanish: reading, writing, and conversation

Koiné (New Testament) Greek: limited reading

SOFTWARE

General: Microsoft Office (Excel, Word, Outlook, Access, PowerPoint); Adobe Acrobat Professional; Microsoft SharePoint

Finances: Ellucian Banner; Infor SunSystems

Assessment and Planning: Campus Labs Compliance Assist

Surveys: Qualtrics Research Suite

Benchmarking: IPEDS Data Center; NCES Compare Academic Libraries

Reporting: Voyager Analyzer

Human Resources: ADP TimeSaver

GRADUATE RESEARCH SPONSORED

Gaddis, Jason O’Neal. “Theological Education in India: Balancing Doctrinal Soundness and Cultural Relevance.” M.Div. thesis, Baptist Bible Graduate School of Theology, 2002. [Grammar/style reader]

Slusser, Wayne T. “The Structural Analysis of Philemon.” M.Div. thesis, Baptist Bible Graduate School of Theology, 2001. [Grammar/style reader]

Schumacher, Walter K. “Adverbial Participles and Contours: The Interpretation of *Katertismena* in Romans 9:22.” M.Div. thesis, Baptist Bible Graduate School of Theology, 2001. [Grammar/style reader]

SELECTED CONTINUING EDUCATION

Certificate program: Nonprofit Management Institute (James Madison University, October 2016-April 2017)

Conference: “Library Leaders Digital Strategy Summit” (Computers in Libraries, March 2016)

Pre-conference seminar: “Using External Environmental Scanning and Forecasting to Improve Strategic Planning” (Mid-America Association for Institutional Research, November 2015)

Conference: “Summer Evaluation Institute” (American Evaluation Association, June 2015)

Non-credit e-learning course: “Social & Behavioral Research - Basic/Refresher Course” (Collaborative Institutional Training Initiative, September 2014)

Post-conference seminar: “Motivating Employees” (MOBIUS Annual Conference, June 2014)

Seminar: “Lead the Change” (Library Journal and The B. A. David Company, June 2013)
Non-credit e-learning course: “Introduction to Quantitative Methods for Evaluators” (American Evaluation Association, May 2013)
Conference: “Building Effective, Sustainable, Practical Assessment” (Library Assessment Conference, October 2012)
Seminar: “Planning, Assessing, and Communicating Library Impact: Putting the Standards for Libraries in Higher Education into Action” (Kansas Library Association-College and University Libraries Section Summer Workshop, July 2012)
Pre-conference seminar: “SCUP Planning Institute Step I: Foundations of Planning within the Context of Higher Education” (Society for College and University Planning, October 2011)
Non-credit e-learning course: “Know Your Users: Employing Ethnographic Methods in User Needs Research and Library Assessment” (Association of College & Research Libraries, April-May 2011)
Pre-conference seminars: “Whoa! I Didn’t Know You Could Do That in Excel” and “Data Visualization” (Mid-America Association for Institutional Research, November 2010)
Pre-conference seminar: “Leadership, Motivation and the Transfer of Knowledge” (Kansas Library Association-College and University Libraries Section Fall Conference, October 2010)
Pre-conference seminar: “Introduction to Benchmarking Using IPEDS Tools” (National Benchmarking Conference and Best Practices in Higher Education, June 2009)
Pre-conference seminar: “Library Assessment for Accreditation” (Association of Christian Librarians, June 2007)
Post-conference seminar: “Performance Measurement in Academic Libraries” (Evidence Based Library & Information Practice 4, May 2007)
Seminar: “The Influential Leader: Unleashing Power in People” (Maximum Impact®, April 2005)

CHURCH ACTIVITY

2016- **Heritage Baptist Church, Lynchburg, VA**
Serve as choir member and worship team vocalist.

2008-2015 **Seminole Baptist Temple, Springfield, MO**
Served as choir member, special musician, soccer coach, and substitute adult Bible teacher.

2003-2008 **Temple Baptist Church, Madison Heights, VA**
Served as choir member, special musician, and substitute worship leader.

1991-2003 **West Division Street Baptist Church, Springfield, MO**
Served in a variety of roles, including worship leader, deacon, class leader, and director of adult ministries.