

Lyda Fontes McCartin, Ph.D.

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EDUCATION

Ph.D., Higher Education and Student Affairs Leadership

University of Northern Colorado, 2020

Dissertation: *Patterns & Perceptions of Academic Librarian Deference Behavior: A Mixed Methods Study*

Master of Library and Information Studies (MLIS)

University of Alabama, 2005

M.A., History

University of Alabama, 2004

B.A., History

Meredith College, 2001

ACADEMIC APPOINTMENTS

2020 – present, Director, Center for the Enhancement of Teaching & Learning

2017-2019, Professor, University of Northern Colorado

2015-2019, Department Chair, University Libraries, University of Northern Colorado

2011-2017, Faculty Assessment Fellow

2011-2017, Associate Professor, University of Northern Colorado

2006-2011, Assistant Professor, University of Northern Colorado

PROFESSIONAL EXPERIENCE

Director, [Center for the Enhancement of Teaching & Learning](#)

University of Northern Colorado, Greeley, CO

January 2020-present

I oversee campus-wide faculty development in pedagogy, assessment, and inclusive practice. I design and deliver workshops, oversee large-scale cohort programs, and provide personal consultations on program assessment and teaching. I plan and deliver New Faculty Orientation & Development. I oversee a personnel and operating budget of \$250,000. I directly supervise all employees including classified staff, faculty, and graduate students.

Accomplishments/Priorities

- Strategic Planning
 - Used the ACE/POD Matrix, a nationally recognized evaluation rubric for educational development to develop [a three-year strategic plan](#) resulting in a 26% improvement on unit evaluation score in year one; regularly report on progress
- Diversity, equity, and inclusion

- Worked with campus partners to develop curriculum for the [Teaching for Inclusion & Equity Program](#). This program supports personal and professional growth and is focused on organizational change; 18 faculty participated in the inaugural year
- Developed and delivered workshops on Universal Design for Learning, Equity-Minded Assessment, and Culturally Responsive Teaching
- Developed the Preparing for Inclusive Teaching Series in collaboration with the Division of Diversity, Equity, and Inclusion. Designed and delivered sessions on deconstructing curriculum
- Developed the Equity-Minded Grading webinar series and will deliver a session on equity-minded grading practices
- Lead writing and campus implementation of the *Equity-Minded Teaching & Service to Students Reflection and Action Guide*
- Campus Partnerships
 - Formed the Revitalization Team in February 2020 bringing together faculty from across campus to plan for the future of the Center
 - Formed the CETL Advisory Board in Fall 2021; board includes faculty, staff, and students
 - The Board is active and is currently planning the annual Teaching & Assessment Symposium and creating a new CETL liaison program
 - Developed the Deaf Culture Series in partnership with the Disability Resource Center
 - Work with accredited programs on program review and assessment and responding to accreditor feedback
- Programming
 - Developed multiple learning communities
 - Developed the Certificate in College Teaching
 - Developed the CETL Teaching Coaches Program

Communication

- Lead a weekly staff meeting
- Write the CETL Weekly newsletter for campus
- Oversee the CETL blog
- Maintain CETL website

Chair, Information Literacy & Undergraduate Support

University of Northern Colorado, Greeley, CO

March 2015-December 2019 (promoted to Full Professor 2017)

I oversaw a program that included seven distinct information literacy credit courses taught in-person and online and course-embedded instruction for English Composition and First Year Experience making up over half of the instruction sessions taught in University Libraries. I supervised tenure-track faculty and staff, established workloads, and conducted evaluations of work. I monitored staff and faculty career goals and worked with them to determine appropriate campus and professional service and scholarship opportunities. I determined course schedules, set curricular goals, oversaw curriculum development and assessment, developed departmental initiatives, and facilitated department professional development. I served as Chair of the Library Curriculum Committee and was an active member of the Library Leadership Team. I also taught credit courses and course-embedded sessions.

Accomplishments

- *Strategic Planning*: I worked with library leadership to create library strategic plans and worked with my department to develop a department strategic plan. I streamlined the annual department goal-setting process and oversaw the strategic planning implementation and monitored progress

- *Credit Course Program*: I streamlined the process for credit course development; transitioned LIB 160: Criminal Justice Library Research to a co-requisite with CRJ 360 to better support student learning (evidence-based decision based on research with CRJ faculty); collaborated with the History department to develop LIB 180: History Library Research and co-created the curriculum
- *Peer Observation Program*: Established library peer observation of teaching program and organized cross-institution observation program with University of Wyoming
- *Program Assessment*: I led development of the department program assessment plan and systematized program assessment in the Credit Course Program
- *Curriculum Standardization*: I moved the department toward standardized curricula for all ENG 122, ENG 123, and UNIV 101 courses to promote program growth and diminish library burn-out
- *Development Meetings*: I implemented monthly meetings on topics related to educational theory, Culturally Responsive Teaching, and adult learning to support growth of instruction librarians
- *Canvas Research Modules*: Led development of two Canvas modules, The Undergraduate Research Tutorial and the APA Module. These are housed in Campus Commons and available for instructors to import as part of their course requirements. In its first semester the Undergraduate Research Tutorial was downloaded into 30 courses and assessment indicated 80% of users would continue using it in their courses
- *Scholarship*: I co-authored a book on critical assessment and co-authored multiple articles with department faculty to support their own growth in scholarship
- *Open Educational Resources*: As a department strategic plan goal I established an Open Educational Resources section on the UNC Digital Repository and created an [OER repository for Information Literacy](#) that all department members contributed to regularly
- *TATIL Valued Field Tester*: Piloted the TATIL Threshold Achievement Test in library credit courses and shared results with TATIL to improve the test and advocate for its use in higher education
- *New Positions*: Based on the increase in credit courses and instruction sessions I advocated for and received a new instruction librarian position

Faculty Assessment Fellow/Senior Faculty Assessment Fellow

University of Northern Colorado, Greeley, CO

August 2011– May 2019

Accomplishments

- *Assessment Leadership Institute*: Developed a Higher Learning Commission Academy accreditation project to support faculty development in program assessment. The Assessment Leadership Institute (ALI) was a two-year program focusing on improving faculty knowledge, skills, and attitudes and transforming the culture of assessment at the university from accountability to improvement. Over the three-year project 25 programs and 70 faculty complete the ALI.
- *Consultations*: Created a consultation process for faculty to support their learning and work in program assessment.

Assistant/Associate Professor and Instruction Librarian

University of Northern Colorado, Greeley, CO

March 2006 – March 2015 (earned tenure and promotion to Associate Professor in 2011)

I designed and delivered information literacy credit courses, both online and traditional formats, for undergraduate and graduate students. I designed and delivered course-embedded sessions for English composition, First Year Experience, Criminology & Criminal Justice, and other disciplines as needed. I served as liaison to Criminology & Criminal Justice and Philosophy and served on various library and campus committees.

Accomplishments

- *Credit Course Development:* I led the creation of two credit courses integrated into the UNC Honors Program, LIB 151 and LIB 251. LIB 251 guides students through the development of a literature review for their honors project. I led the creation of LIB 160: Criminal Justice Library Research
- *Professional Service:* I served as the President of the Colorado Academic Library Association (CoALA) and served as the CoALA Legislative Liaison to ACRL. I also co-chaired the 2014 LOEX Conference and served on the LOEX Advisory Council
- *University Service:* I chaired the Undergraduate Council which focuses on undergraduate policies and curriculum

TEACHING & MENTORSHIP

- 2022 Dissertation Committee Member
- I am a member of two dissertation committees with topics related to teaching and coaching with a DEI focus
- 2021 ACRL E-Course, *Leading from the Middle: Changing Approaches to Library Leadership and Communication*
- Taught course in May 2021 and December 2021
- 2009 Academic Library Internship Supervisor, University of Denver
- June-July 2009 Visiting Lecturer, Mahidol Wittayanusorn School Library, Nakhom Pathom, Thailand
- 2006-2019 Taught courses including LIB 150, LIB 151, LIB 160, LIB 170, LIB 180, LIB 251, and LIB 550 (graduate level); taught 2-3 sections/semester
- 2005-2006 Adjunct Instructor, History Department, University of Alabama

CONSULTING

- 2022 Culturally Responsive Teaching Workshop, Lamar Community College
- Developed and delivered a two-day professional development for campus faculty
 - Developed and delivered webinar for staff
- 2020 Program Assessment Consultant, Aims Community College
- Developed and delivered professional development for campus leaders and developed virtual workshops for campus

ADVISORY BOARD MEMBERSHIP

- 2017-2019 Threshold Achievement Test for Information Literacy (TATIL) Advisory Board
- 2013-2016 LOEX Advisory Council
- 2008-2013 UNC Honors Program Advisory Board

CONFERENCE PLANNING

- 2013-2015 LOEX Annual Conference, Denver, CO
- Co-Chair, Planning Committee
- 2011-2012 Colorado Academic Library Association Summit, Denver, CO
- Chair
- 2009-2010 Colorado Academic Library Consortium Summit, Denver, CO
- Member, Committee

PROFESSIONAL ASSOCIATIONS

- 2019-present Professional and Organization Development (POD) Network
- 2007-2020 American Library Association (ALA)
- 2007-2020 Association of College and Research Libraries (ACRL)
- 2006-2019 Colorado Academic Library Association
- President, 2011
- 2006-2019 Colorado Association of Libraries (CAL)
- Chair, Colorado Library Instruction Interest Group, 2007-2010
 - Legislative Liaison to ACRL. 2008-2009
 - Member, Legislative Task Force Committee, 2008-2009
 - CAL Awards Task Force, 2008-2011
- 2008-2009 Mountain Plains Library Association

SELECTED PUBLICATIONS

Books

McCartin, L., Dineen, R. (2018). *Toward a Critical-Inclusive Assessment Practice for Library Instruction*. Sacramento, CA: Library Juice Press.

Book Chapters

McCartin, L. (2020). University of Northern Colorado: Collaborate. Standardize. Grow. In Rebecca Halpern, Elizabeth Galoozis, Carolyn Gardner (Ed.), *Hidden architectures of information literacy programs*. ACRL.

Dineen, R., McCartin, L. (2019). An Unfinished Journey: Becoming Critical Educators. In Jessica Critten & Angela Pashia (Ed.), *Critical Approaches to Credit-Bearing Information Literacy Courses*. Chicago, IL: ACRL Publications.

Articles

McCartin, L. & Wright-Mair, R. (2022). Manifestations of deference behavior in teaching-focused academic librarians. *Journal of Academic Librarianship*, 48(6).

- Falcone, A. & McCartin, L. (2022). Strategies for retaining and sustaining the academic librarian workforce in times of crisis. *Journal of Library Administration*, 62(4), 557-563.
- Tocco, A. J., Mehrhoff, L. A., Osborn, H. M., Jameson, M. M, McCartin, L. F. (2022). Learning Communities Promote Pedagogical Metacognition in Higher Education Faculty. *To Improve the Academy: A Journal of Faculty Development*.
- McCartin, L. & Wright-Mair, R. (2022). It's not personal, it's professional: Causes of academic librarian deference behavior. *Journal of Academic Librarianship*, 48(1)
- Tocco, A.J., Jameson, M. M., McCartin, L. F., Darling, R. (2021). Developing and practicing pedagogical metacognition within higher education learning communities. *Learning Communities Journal*, 13, 105-128.
- McCartin, L.F., Markowski, B., Evers, S. (2021). *Developing an Assessment Plan for Information Literacy Learning Outcomes*. College & Research Library News.
- McCartin, L., Evers, S., Markowski, B. (2019). Student perceptions of information literacy skills and curriculum before and after completing a research assignment. *The Journal of Academic Librarianship*, 45(3), 262-267.
- McCartin, L.F. (2018). Self-Efficacy of academic librarians: Implications for public services managers. *International Information & Library Review*, 50(2), 163-169.
<https://www.tandfonline.com/doi/abs/10.1080/10572317.2018.1449419>
- Markowski, B., McCartin, L., Evers, S. (2018). Meeting students where they are: Using rubric-based assessment to inform information literacy curriculum. *Communications in Information Literacy*, 12(2), 128-149. DOI: <https://doi.org/10.15760/comminfolit.2018.12.2.5>
- McCartin, L., Falcone, A., Smith, S. (2018). The impact of professional development on library faculty attitudes, practices, and knowledge of student learning assessment. *Public Services Quarterly*, 14(3), 214-230.
- McCartin, L., Falcone, A. (2018). *Be critical, but be Flexible: Using the Framework to facilitate student learning outcome development* (1st ed., vol. 79). College & Research Libraries News.
- McCartin, L., Iannacchione, B., Evans, M. (2017). Student perceptions of a required Information Literacy course on their success in research & writing intensive Criminal Justice courses. *Journal of Academic Librarianship*. <http://dx.doi.org/10.1016/j.acalib.2017.01.013>
- Ellis, L. F., Evers, S. (2016). Implementing assessment in a standardized one-shot curriculum. *LOEX Quarterly*, 42(3).
- McCartin, L., Marston, C., Lightfoot, J. M., Sexton, J., Byrnes, J., Ku, H.-Y., Black, K. (2015). Faculty professional development in student learning assessment: The Assessment Leadership Institute. *Research & Practice in Assessment*, 10, 69-80.

Presentations

- Mayer, J., McCartin, L., Association of Research & Colleges Libraries (ACRL) Conference, "Excellence in Middle Management: Discover, Learn, and Grow as a Leader," ACRL, Online. (April 2021).
- Markowski, B., Dineen, R., McCartin, L., Library Assessment Conference, "Using Signature Assignments to

- Assess Information Literacy Outcomes," Virtual. (October 29, 2020).
- McCartin, L. (Author & Presenter), Dineen, R. (Author), International Conference on Learning, "Toward a Critical-Inclusive Assessment Practice for Higher Education," University of Northern Colorado, Belfast, UK. (July 2019).
- Dineen, R. (Author & Presenter), McCartin, L. (Author), LOEX 2019 Up North: Reflect, Reconnect, Renew, "Toward a Critical-Inclusive Assessment Practice," LOEX, Minneapolis, MN. (May 10, 2019).
- Banerjee, R. (Author & Presenter), Flynn, W. (Author), Gilbert, E. (Author), Haberman, A. (Author), Jameson, M. (Author), McCartin, L. (Author), Couch, C. (Author), Sexton, J. (Author), Teaching and Assessment Symposium, "Faculty Fellows: A Continuation of Excellence," CETL, University of Northern Colorado, Greeley, CO. (April 2019).
- McCartin, L. (Author & Presenter), Markowski, B. (Author), Evers, S. (Author), "Closing the Loop: Using Direct and Indirect Assessment of Student Learning to Inform Library Instruction," Liverpool, United Kingdom. (April 5, 2018).
- McCartin, L., Evans, M., Iannacchione, B., International Evidence Based Library & Information Practice Conference, "Using Student Perception Data as Evidence for Changes in Library Credit-Course Curriculum," Philadelphia, Pennsylvania. (June 19, 2017).
- Markowski, B. (Author & Presenter), McCartin, L. (Author), Evers, S. (Author), LOEX Annual Conference, "Meeting Students Where They Are: Using Assessment Data to Inform One-Shot Curriculum," Lexington, KY. (May 13, 2017).
- McCartin, L., Havelick, J., Piper, C., Calkins, K., "Library Assessment Experience Panel," Colorado Alliance of Research Libraries, Denver, CO. (November 18, 2016).
- Epperson, A., McCartin, L., Library Assessment Conference - Building Effective, Sustainable, Practical Assessment, "Creating Sustainable Classroom Assessment: A Preliminary Needs Assessment," Association of Research Libraries, Arlington, VA. (November 1, 2016).
- McCartin, L., Sexton, J., Marston, C., Ku, H.-Y., Lightfoot, J. M. (Author), Byrnes, J., HLC Academy, "Changing the Culture of Assessment at UNC through Program-Level Assessment." (June 9, 2016).
- Ellis, L. F. (Author & Presenter), Iannacchione, B. (Author), Evans, M. (Author), Academy of Criminal Justice Sciences Annual Conference, "Criminal Justice Students' Perceptions of a Required Library Research Course." (March 31, 2016).
- Ellis, L. F., Falcone, A., Librarians Information Literacy Annual Conference (LILAC), "Communicating Value through Student Learning Assessment," Dublin, Ireland. (March 22, 2016).
- McCartin, L., Falcone, A., LOEX Fall Focus, "Facilitating Student Learning Outcomes Conversations Using the Framework," LOEX, Ypsilanti, Michigan. (November 14, 2015).
- Ku, H.-Y., Byrnes, J., Sexton, J., McCartin, L., Marston, C., Lightfoot, J. M. (Author & Presenter), Black, K., 2015 Assessment Institute, "Engaging Faculty to be Assessment Leaders," Indiana University - Purdue University Indiana, Indianapolis, Indiana. (October 26, 2015).
- Sexton, J., McCartin, L., Ku, H.-Y., Marston, C., Lightfoot, J. M., Byrnes, J., Black, K., 2015 Assessment Institute, "The Assessment Leadership Institute: An Evidence-Based Professional Development Model to

Improve Faculty Skills, Knowledge, and Attitudes," Indiana University - Purdue University Indiana, Indianapolis, Indiana. (October 26, 2015).

McCartin, L., Spahr, K., Cuthbertson, W., Falcone, A., Colorado Association of Libraries Annual Conference, "Peer-Driven Organizational Culture: Librarians' Perceptions of Assessing Student Learning," Colorado Association of Libraries, Loveland, Colorado. (October 22, 2015).

McCartin, L., Groot, B., Academy of Criminal Justice Sciences Annual Conference, "To Wikipedia or Not to Wikipedia: Teaching Library Research to Criminal Justice Major," New York, NY. (March 15, 2012).

McCartin, L., Falcone, A., Cuthbertson, W., UNC Assessment Fair, "Creating Benchmarks and Adjusting Outcomes: Adapting through Assessment," Greeley, CO. (February 26, 2013).

RESEARCH IN PROGRESS

- "Spencer Grant" (under review, June 2022)
 - Serve as co-PI. Project will research pedagogical metacognition in faculty development.
- "Perceptions of Universal Design for Learning (UDL)" (funded federal grant)
 - Serve as co-PI. Grant funded project to study perceptions of UDL at UNC. Currently analyzing data.

SELECTED UNIVERSITY SERVICE

- Chair, Director of Assessment Search Committee, 2022
- Member, Academic Technology Advisory Group, 2020 - Present
- Committee Member, University Assessment Council, 2010 - Present
 - Task Force Lead: Program Assessment in Academic Affairs, 2020-2022
- Editor Emerita (founder), Undergraduate Research Journal, 2014 - Present
- Chair, Career Readiness Committee, 2020
- Member, Student Success Action Team 4, June 2019 - December 2019
- Senior Faculty Assessment Fellow, Senior Faculty Assessment Fellow, 2015 - 2019
- Assessment Faculty Fellow, 2011 - 2019
- Member, Academic Policies - LAC Sub-group, October 2018 - December 2018
- Member, Liberal Arts Core Task Force, September 2018 - December 2018
- Member, Learning Management System Advisory Group, 2009 - 2018
- Member, Instructional Design & Development Search Committee, 2017
- Member, Undergraduate Council, 2014-2016
 - Chair, Undergraduate Council, 2016 - 2017
- Academic Integrity Task Force, 2016
- Campus Internationalization Group, 2015-2016
- Member, Institutional Learning Outcomes Development Group, 2015 – 2016
- Chair, Education Librarian Search Committee, 2015 - 2016
- Member, Criminal Justice Faculty Search Committee, October 2015 - December 2015
- Member, Criminal Justice Faculty Search Committee, January 2015 - February 2015
- Faculty Fellow, Office of Undergraduate Research, 2011 - 2014

- Faculty in Residence, University of Northern Colorado, 2009 - 2014
 - Member, Honors, Scholars, & Leadership Advisory Board, 2008 – 2013
 - Chair, University Libraries Curriculum Committee, 2006 - 2019
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AWARDS

2016 University Libraries Distinguished Scholar, University of Northern Colorado

TECHNICAL SKILLS

- Microsoft Office Suite
- Omni CMS
- Qualtrics
- SPSS
- Adobe
- Canvas LMS
- Banner