Brian W. Keith

Dean
Mary J. Booth Library, Eastern Illinois University

Profile

An academic library leader with senior leadership experience at both the University of Florida and Eastern Illinois University, guiding libraries through organizational change, strategic planning, budgetary constraints, and innovation. My leadership integrates executive administration with sustained scholarly inquiry, emphasizing ethical and human-centered approaches to governance, resource allocation, partnerships, and institutional impact. I position libraries as essential interdisciplinary partners in student success and resilience, research and creative activity, teaching and learning, and community engagement.

Education

Master of Library and Information Science
University of Washington, Seattle

Master of Business Administration
University of Florida, Gainesville

Bachelor of Science, Psychology (Phi Kappa Phi)
University of Florida, Gainesville

Leadership Framework

My leadership is oriented toward achieving meaningful outcomes that positively impact students, faculty, the campus community, partner units and programs, and the broader public. I pursue these outcomes by emphasizing fairness in decision-making, communication, relationships, and participation, treating the library as a shared enterprise rather than a hierarchy of roles. This approach is grounded in evidence-based decision making and strategic alignment, drawing on assessment, comparative analysis, and stakeholder input to set priorities, allocate resources, and evaluate impact. My leadership is intentionally outward-facing, shaping how libraries engage campus constituencies, community partners, and donors in ethical and accountable ways. As a dean, I represent the library in campus-wide leadership forums, advocating for the library's strategic contributions to teaching and learning, research and creative activity, student success and resilience, institutional sustainability, and public engagement. Across these contexts, I embed principles of procedural, distributive, informational, interactional, and contributive fairness into the everyday work of libraries, ensuring that values and institutional priorities are translated into coherent, visible action rather than remaining aspirational.

A core element is team engagement and participatory leadership. I established library-wide monthly meetings for staff and faculty that prioritize broad participation, transparent communication, and recognition of individual and collective accomplishments. I foster an open-door culture and consensus-oriented decision-making grounded in collective expertise, cultivating trust and psychological safety so employees can question assumptions, raise concerns, and offer dissenting perspectives. When consensus is not possible, I ensure clear, candid, and timely communication about the rationale, constraints, and institutional context shaping leadership decisions, both within the library and in my role as an academic dean accountable to campus leadership. In my direct supervision of faculty and staff, I lead with a collaborative, trust-based approach that is respectful of professional expertise while remaining actively engaged and supportive. I empower individuals to exercise their authority and encourage diverse management styles, while maintaining clear expectations and communication. My goal is not to centralize control, but to cultivate confidence, judgment, and leadership capacity across the organization.

Organizationally, I have created, led, and sustained comprehensive programs advancing belonging and effectiveness, including governance structures, strategic directions, and accountability mechanisms that translate values into action across services, collections, and spaces. I have led successive workplace climate and culture assessments, collaboratively synthesizing findings and championing organizational change initiatives to address issues, strengthen trust, and improve outcomes. Human-centered management principles are embedded into recruitment, mentoring, and professional development to ensure access to leadership opportunities and meaningful participation across staff and faculty roles. These result in evolving library spaces, collections, and services.

Finally, I extend this leadership through national service, professional dialogue, and scholarship, contributing to field-wide standards, leadership practices, and the advancement of liberatory librarianship, a conceptual term I co-developed. Liberatory librarianship is the intentional use of library expertise, systems, and resources to challenge issues embedded in information ecosystems—including access, discovery, representation, and preservation, while broadening participation in knowledge creation and stewardship. This model supports communities and individuals who are not traditionally considered stakeholders in higher education through partnerships.

Professional Experience

Mary J. Booth Library, Eastern Illinois University

Dean | Professor
2023–Present

- Led a participative assessment of the existing library strategic plan and developed new strategic directions and metrics aligned with EIU's Plan 2028, positioning the library as a central partner in student success, teaching, research, and community engagement.
- Led the library in navigating significant materials and operational budget challenges through shared governance and campus consultation, prioritizing continuity of teaching, learning, and research support while minimizing long-term harm to institutional capacity.
- Led strategic collection management during constrained budgets, including large-scale deaccessioning projects (reference collection, JSTOR holdings, off-site storage closure) while fostering a collective, cross-disciplinary collection development model.
- Positioned the library as a campus leader in responding to the implications of artificial intelligence for teaching, research, academic integrity, and workforce preparation through engagement with senior leadership and collaborative programming with the Faculty Development and Innovation Center.
- Launched the Open Educational Resources Initiative at EIU (OER@EIU) in partnership with the Faculty Development and Innovation Center, expanding OER adoption, reducing student textbook costs, and supporting faculty in designing, implementing, and assessing open curricular materials.
- Created a donor-funded Collaboration Commons supporting a new model of professor-led instruction in the library advancing course-based research, librarian-led academic skill-building programs (e.g., *Bite*-Size *Study Nights* and *Be an Empowered Researcher*), and growing student group-organized participation in open learning opportunities.
- Advanced the Center for Student Innovation (CSI), in collaboration with the Faculty Development and Innovation Center, as a socio-technical hub supporting student skill exploration while partnering with faculty to enable innovation in teaching, research, experiential learning, and digital scholarship.
- Led donor-funded planning and space redesign to relocate the Writing Center to the library (Summer 2026), integrating librarian research support with writing counseling to provide coordinated, end-to-end support across the research lifecycle.
- Launched and expanded Authors@EIU, including faculty and alumni authors, as a signature scholarly and public-engagement series.
- Conceived and co-developed, with the Dean of Student Success, the First-Gen Hub, including development of the concept and funding proposal, resulting in a new, funded student success unit reporting to Student Success.
- Developed a Maslow-inspired hierarchical model for information literacy, in partnership with the Student Success Librarian, as a planning and communication framework for aligning library instruction with faculty priorities and student success goals.

- Advanced the Booth Library Ambassadors Program as a student-led engagement and leadership initiative, positioning students as partners in outreach, communications, programming, and peer-to-peer advocacy while strengthening the library's visibility and role in student success.
- Led comprehensive and participative marketing and communications planning, revitalizing social media, *NoteBooth*, the Annual Report, and public-facing messaging.
- Revived a library fundraising and advancement program focused on strategic communications, donor engagement, pipeline development, endowment stewardship, and preparation for a future capital campaign.
- Established a Friends of Booth Library group focused on fundraising, advocacy, and engagement with alumni and regional stakeholders (launch ongoing).
- Conceived and launched, through donor engagement, the Dr. Hassan and Zahida Shakir Islamic Perspectives Initiative, including creation of a special collection and an annual visiting scholar program with campus and community lectures, exhibits, and events.
- Strengthened partnerships between University Archives and Alumni Affairs, enhancing institutional memory and alumni engagement.
- Represented Eastern Illinois University in statewide leadership roles through CARLI and CODSULI, contributing to interinstitutional initiatives and policy development shaping academic libraries across Illinois.

Initiated, championed, and collaboratively advanced institution-wide service, space, and engagement transformations through coalitions of library faculty, staff, and campus partners, including:

- Re-envisioned liaison librarian roles, committee structures, and service models to strengthen outcomes, and improve alignment with campus teaching, research, and student success priorities.
- Developed Communication and Research Support Services, integrating library expertise with writing, communications, and instructional support, in partnership with the Writing Center and Speech Program.
- Expanded and revised laptop, technology, and equipment loan programs, significantly increasing access to academic technology.
- Established a Creative Reality Lab (VR and green screen), Jam Room with electronic music equipment, and a campus-wide 3D printing service.
- Created a Family Hub, including an adult-child study room and lactation/feeding space, supporting student parents and caregivers.
- Established user-oriented digital collections, including the Grand Prairie Friends Digital Archive, as part of a broader strategy leveraging library expertise to preserve and provide access to regional environmental, historical, and cultural knowledge in partnership with community organizations.
- Created Panther Tracks, a born-digital student life archive documenting contemporary campus culture and student experience.
- Revitalized and expanded the library exhibits program, integrating curricular, co-curricular, and community-facing exhibits.

- Planned and executed a year-long 75th Anniversary of Booth Library celebration integrating donor engagement, alumni relations, student programming, and community outreach.
- Increased strategic engagement and event-level collaboration with Admissions, strengthening the library's role in student recruitment, decision-making, and onboarding.
- Expanded regional high-school engagement through research projects and CSI access, strengthening teaching partnerships, digital literacy, and college-readiness and recruitment pathways.

George A. Smathers Libraries, University of Florida

Faculty Ranks (2005–2023)

>**University Librarian (tenure track; highest rank) | 2022–2023**
>**Senior Associate in Libraries (non–tenure track; highest rank) | 2018–2022**
>**Associate in Libraries (non–tenure track) | 2012–2018**
>**Assistant in Libraries (non–tenure track) | 2005–2012**
>*All promotions were awarded through a formal, faculty-governed review process based on job performance and collegiality; research, scholarship, and creative activity; and service to the university, state, and profession.*

Senior Administrative Leadership Roles (2005–2023)

>**Co–PI, Digital Library of the Caribbean (dLOC) | 2022–2023**
>Co-led a $2M Mellon Foundation grant supporting international digital preservation infrastructure and shared governance for dLOC.
>
>**Associate Dean for Administrative Services & Faculty Affairs | 2012–2022**
>**Assistant Dean | 2009–2012**
>**Assistant Director | 2008–2009**
>**Program Director | 2005–2008**

Provided senior leadership for a flagship, land-grant academic and research library system of approximately 400 employees across multiple campuses, encompassing 13 buildings and more than 500,000 square feet. Managed a $40M operating budget and led strategic planning, organizational redesign, shared governance, large-scale facilities projects, workforce transformation, and national and international digital infrastructure initiatives. During a period in which the University of Florida advanced in national rankings and significantly expanded its research enterprise, helped guide the Libraries' adaptation to support increased research activity, interdisciplinary scholarship, graduate education, and evolving faculty and student needs. Represented the Libraries in campus, national, and international forums. Advanced through successive library faculty ranks while simultaneously holding senior administrative appointments with institution-wide responsibility.

- Led the development and execution of library-wide Strategic Directions, translating institutional priorities into actionable goals that guided budgeting, staffing, space planning, and programmatic innovation across the library system.
- Led multiple library-wide reorganizations grounded in organizational change management and shared governance, including integration of the Health Science Center Libraries, establishment of a new tenure-home department structure, and creation of new functional units aligned with evolving research and teaching needs.
- Established and sustained a formal shared governance model in a unionized faculty environment, including annual goal-setting, transparent prioritization, and participatory decision-making tied to budget development.
- Strengthened coordination and strategic collaboration between the main library system and the Law Library, improving alignment in planning, professional development, and governance practices while respecting the Law Library's reporting relationship to the College of Law.
- Served as founding Chair of Technical and Support Services, establishing a new tenure-home department integrating traditional technical services and emerging functional expert roles (e.g., scholarly communication, assessment, data management, and AI-machine learning); drafted departmental by-laws, established cross-unit shared governance, and developed tenure and promotion standards to support faculty career progression.
- Led the Libraries' transition to and long-term success under Responsibility Centered Management (RCM), developing financial models, comparative peer analyses, and institutional narratives that supported sustained and increased funding.
- Secured $3.2M in increased recurring institutional funding for collections through data-driven advocacy, while also planning for and mitigating multiple rounds of budget reductions (10%, 7%, and 2%) with minimal long-term harm to institutional capacity.
- Developed transparent financial reporting and assessment practices, including monthly budget dashboards, peer benchmarking methods, and analytics used by campus leadership and adopted as models by other institutions.
- Led 12 minor and 15 major renovation projects, including full branch library renovations; re-envisioned collaboration, instructional, and digital scholarship spaces; library and museum exhibit environments; makerspaces and studios; and integration of two Starbucks café locations within library facilities.
- Secured over $11M in deferred maintenance and infrastructure funding, and advanced user-centered space improvements supporting accessibility, belonging, and wellbeing, including the first campus lactation rooms, expanded accessible restrooms, and a prayer room.
- Collaboratively re-architected the library workforce with library faculty, staff, and campus partners to align with emerging research, teaching, and student success needs, creating new functional roles and career pathways (e.g., digital scholarship, data services, scholarly communication, AI, publishing, student success).

- Designed, implemented, and sustained, through shared governance processes, equitable classification, promotion, and compensation structures to support recruitment, retention, career progressions, and organizational agility.
- Conceptualized and, in partnership with the Senior Associate Dean, launched Academic Research Consulting & Services (ARCS), positioning the library as an active research partner through cross-disciplinary consultation and training in research methods, data management, data analysis/visualization, publishing, and research impact across the research lifecycle.
- In partnership with the Chair of Digital Partnerships and Strategies established the LibraryPress@UF, strengthening library-based publishing, open access infrastructure, and partnerships with the University Press and faculty authors.
- Led digitization at scale and development of shared digital collections, including creation of the Libraries' first Digital Preservation Plan and advancement of shared print, demand-driven acquisitions, and transformative open access agreements at state and regional levels.
- Established and led an internal library grants and assessment ecosystem, including strategic opportunity grants, assessment frameworks, and consultative support that enabled faculty and staff to pilot innovations, scale successful programs, and align local initiatives with institutional and consortial priorities.
- Initiated and led the creation of a comprehensive professional development and recognition ecosystem, including mentoring programs, tenure and promotion support, leadership development, employee recognition awards, and an internal grants program.
- Co-developed and led, in partnership with the Senior Director for Library technology and Digital Strategies, a nationally recognized graduate internship program, positioning the library as a professional learning laboratory while expanding pathways into academic librarianship and strengthening recruitment, mentoring, and workforce diversity.
- Led or supported 142 externally funded projects totaling $11.4M (71% success rate), and served as Co-PI on the $2M Mellon-funded Revitalizing the Digital Library of the Caribbean (dLOC) project, advancing ethical governance, international partnerships, and open teaching and research resources.
- Provided senior leadership for library development and fundraising strategy, including major gift cultivation, donor stewardship, proposal development, and integration of development goals with library priorities, contributing to endowments, challenge grants, and sustained philanthropic partnerships.
- Conceived and led the collaborative development of the Research Libraries Position Description Bank, establishing shared governance for a sustained, multi-consortial digital collection that enables library leaders in the U.S., Canada, and the U.K. to learn from peer institutions' innovations in technical and functional roles, organizational design, and reporting structures.

Scholarship

Publications

Books & Monographs

Brian W. Keith, Shamin Renwick, and Laurie N. Taylor. "Liberatory Librarianship: Case Studies of Information Professionals Supporting Justice", American Library Association (Chicago, Illinois), 2024

Brian W. Keith, Joseph A. Salem, Jr., and Kurt Cumiskey. "Library Development", ARL SPEC Kit (Washington, D.C.: Association of Research Libraries), 2018

Laurie N. Taylor, Brian W. Keith, Meredith Morris-Babb, and Chelsea Dinsmore. "Organization of Libraries, Presses, and Publishing", ARL SPEC Kit (Washington, D.C.: Association of Research Libraries), 2017

Brian W. Keith. "Core Benefits", ARL SPEC Kit (Washington, D.C.: Association of Research Libraries), 2010

Cathy Martyniak and Brian W. Keith. "Leave and Professional Development Benefits", ARL SPEC Kit (Washington, D.C.: Association of Research Libraries), 2009

Book Chapters

Laurie N. Taylor and Brian W. Keith. "Digital Partnerships and a Washing Machine." Developing Digital Scholarship Services. Eds. Pamela Mitchem and Dea Rice. McFarland Publishing, Accepted - Anticipated Publication Date: 2026

Laurie N. Taylor and Brian W. Keith. "Open Pedagogical Design for Graduate Student Internships, A New Collaborative Model." Open Pedagogy Approaches: Faculty, Library, and Student Collaborations. Rebus, 2020

Emily Guhde and Brian W. Keith. "Library Positions in a Period of Change." The Academic Librarian in the Digital Age. Ed. Tom Diamond. McFarland Publishing, 2020

Brian W. Keith and Laurie N. Taylor. "Creative Collaborations for Change: A New Take on an Old Idea Produces Unique, Transformative Library Internships for Grad Students." Leading Change in Academic Libraries. Chicago, IL: ACRL. 2020

Laurie N. Taylor and Brian W. Keith. "Sustainability Course Module" for the Library Publishing Curriculum Project. 2018

Laurie N. Taylor, Poushali Bhadury, Elizabeth Dale, Randi Gill-Sadler, Leah Rosenberg, Brian W. Keith, and Prea Persaud. "Digital Humanities as Public Humanities: Transformative Collaboration in Graduate Education", Digital Humanities, Libraries, & Partnerships, Eds. Kate Joranson and Robin Kear. Oxford, UK: Chandos Publishing, 2018

Brian W. Keith and Laura Spears. "A Rational Approach to Assessing Academic Library Funding", Academic Library Management: Case Studies, Eds. Tammy Dearie, Michael Meth, and Elaine Westbrooks. Chicago, IL: ALA Editions, 2017

Refereed Journal Articles

Brian W. Keith, Laurie N. Taylor, and Lourdes Santamaria-Wheeler. "Broadening Impact for Library Exhibitions and Speakers," Journal of Library Administration (2017: 1-17)

Brian W. Keith, Bonnie Smith, and Laurie N. Taylor. "Building a Collaborative Position Description Archive as a Community of Practice." portal: Libraries and the Academy 17.2 (2017: 419-434)

Conference Papers/Proceedings

Brian W. Keith. "Converting Climate Assessments into Evidence-Based Change." Conference Paper, Library Assessment Conference, virtual, 2022

Brian W. Keith and Laurie N. Taylor. "Liberatory v. Decolonized Digital Library Collections." Conference Paper, Association of College & Research Libraries Conference, Virtual, 2021

Emily Guhde, and Brian W. Keith. "Tracking Unicorns: A Multi-Institutional Network Analysis of Library Functional Areas." Conference Paper, Library Assessment Conference, Houston TX, 2018

Laurie N. Taylor, Brian W. Keith, Chelsea Dinsmore, and Haven Hawley. "University Press and Library Collaborations, including Books about Florida and the Caribbean." Abstract for presentation and facilitated discussion, THATCamp (The Humanities and Technology Camp), Gainesville, FL, 2016

Laurie N. Taylor, Brian W. Keith, and Lourdes Santamaria-Wheeler. "Community Engagement Engine." Abstract for presentation and facilitated discussion, THATCamp (The Humanities and Technology Camp), Gainesville, FL, 2016

Brian W. Keith. "Using Library and University Statistics to Create an Effective Funding Narrative." Library Assessment Conference Proceedings: Building Effective, Sustainable, Practical Assessment, Seattle, WA, 2014

Other

Brian W. Keith, Unique Economic Model for Scholarly Journal Production, 2018 (Course Content)

Brian W. Keith. Mini-Case for Harvard 2014 Leadership Institute for Academic Librarians, Leadership Institute for Academic Librarians. (Cambridge, MA: Harvard Graduate School of Education), 2014

Grants

Principal Investigator, OER@EIU - Textbook Liberation Initiative, 2024 – 2026, Illinois State Library, $104,670

Co-Principal Investigator, Revitalizing the Digital Library of the Caribbean, 2022 – 2026, Andrew W. Mellon Foundation – Public Knowledge Program, $2,000,000

Investigator, Planning for Open Grants: Fostering a Transparent and Accessible National Research Proposal Infrastructure, 2021 – 2023, Institute of Museum and Library Services, $99,833

Principal Investigator, Association of Research Libraries Position Description Bank (Phase III), 2021, Association of Research Libraries, and Research Libraries UK, $11,900

Investigator, Future Museum Professionals: A Study of Museum Studies Graduate Programs and the Future of Museum Professional Development, 2019 – 2023, Institute of Museum and Library Services, $943,438 (not funded)

Co-Principal Investigator, Building Dialogue About Collections with Museum Educators and Libraries, Strategic Opportunity Grants Program, George A. Smathers Libraries, 2018 – 2019, $5,000

Principal Investigator, Association of Research Libraries Position Description Bank (Phase II), Association of Research Libraries, 2018, $15,000

Investigator, Books about Florida and the Caribbean: from the University Press of Florida to the World, National Endowment for the Humanities (NEH) and The Andrew W. Mellon Foundation, 2016 – 2017, $79,000

Investigator, Publicly Engaging and Employing Scholars in the Humanities, National Endowment for the Humanities, 2016 – 2019, $348,570 (not funded)

Investigator, Repositioning Florida's Judaica Library: Increasing Access to Humanities Resources from Florida, Latin America, and the Caribbean Communities, National Endowment for the Humanities (NEH), 2013 – 2021, $1,946,175 ($1,475,218 in generated gift income; $470,957 match from NEH)

Co-Principal Investigator, Fostering Student Connections with Experts and Unique Library Materials, University of Florida, Student Technology Fee Program, 2015 – 2016, $28,123

Principal Investigator, Association of Research Libraries Position Description Bank (ARL PD Bank), Association of Research Libraries, 2012 – 2013, $16,069

Investigator, Shifting Patterns: Examining the Impact of Hiring Non-MLS Librarians, American Library Association Carroll Preston Baber Research Grant, 2010 – 2011, $3,000

Creative Works

Research Libraries Position Description Bank, Co-Creator and Project Team Lead, 2013 – 2023
     The Research Libraries Position Description Bank (RL PD Bank) is a web-based system
     hosting a digital collection of over 5,000 records from 130 academic and research
     libraries in the US, Canada and the UK. The RL PD Bank fosters the sharing of
     information and learning about the roles of libraries and their personnel through a
     browsable and searchable user interface. System development has been funded through
     three grants.

Special Series in SOURCE, Series Editor, 2021 – 2023
     SOURCE is the magazine of the George A. Smathers Libraries. In this multi-issue series,
     LIBRARIES SPACES, the story of the Libraries is told through familiar and unfamiliar
     library spaces – many of which are inaccessible to the public. Each space is very different
     and the way it is discussed reflects the author's perspective and expertise. As a
     collection, offers new perspectives on the Libraries.
     Issues: Spring 2021, Fall 2021, Spring 2022, Spring 2023

Community Engagement Engine, Co-Creator and Project Team Lead, 2016 – present
(Licensing Rights Retained by University of Florida)
     An open-source system for iPads (handheld and kiosks) for use in exhibit and
     presentation spaces which allows visitors to submit questions and comments, to receive
     by automated email additional relevant materials, to register to receive updates about
     the subject area of interest. The CEE allows libraries to aggregate and organize patron
     contact information collected through these exchanges to develop specific communities
     of interest for targeted outreach, development, and assessment.

Presentations

International

Brian W. Keith and Todd Bruns. Presentation, "Escaping Ephemera: Empowering Students
     to Put Their College Experience on Lock", Elsevier Impact Conference 2025, Chicago, IL,
     2025

Brian W. Keith, Jason Clark, Leigh Bonds, Beth Clark, Masud Khokhar, and Matt Greenhall.
     Roundtable Presentation, "Charting new territory: Mapping the international skills
     landscape for research libraries in a spirit of openness", Research Libraries United
     Kingdom Conference (RLUK22), Virtual, 2022

Laura Spears and Brian W. Keith. Paper, "An evidence-based model for an effective, fair,
     and equitable salary structure for libraries", Evidence Based Library and Information
     Practice (EBLIP) 9 Conference, Philadelphia, PA, 2017

Brian W. Keith and Joseph Salem, Jr. Paper, "Using Peer Budget Allocations as Benchmarks for Local Expenditures", Evidence Based Library and Information Practice (EBLIP) 9 Conference, Philadelphia, PA, 2017

Laura Spears and Brian W. Keith. Paper, "Research Ethics That Support Innovation: A Multi-Method Study of Academic Librarians' Researching Human Subjects Using Social Network Sites", Evidence Based Library and Information Practice (EBLIP) 9 Conference, Philadelphia, PA, 2017

Laurie N. Taylor, Chelsea Dinsmore, Brian W. Keith, Lourdes Santamaria-Wheeler, Ben Walker, Fletcher Durant, and Miguel Asencio. Poster, "The Digital Library of the Caribbean (dLOC): a Case Study for Best Practices in Innovation with Digital Libraries", Association of Caribbean University, Research and Institutional Libraries (ACURIL) Conference, Pétion-Ville, Haiti, 2016

Laurie N. Taylor, Chelsea Dinsmore, Brian W. Keith, Lourdes Santamaria-Wheeler, and Miguel Asencio. Poster, "Leading Excellence in Scholarly Publishing with Best Practices in Innovation for Academic Publishing and Libraries: A New Collaboration for Innovation with the Digital Library of the Caribbean (dLOC) and the Florida Press", Association of Caribbean University, Research and Institutional Libraries (ACURIL) Conference, Pétion-Ville, Haiti, 2016

Bonnie Smith and Brian W. Keith. Poster, "The ARL Position Description Bank: A Collaborative Model", International Federation of Library Associations and Institutions (IFLA) Conference, Lyon, France, 2014

National, Invited

Laurie N. Taylor and Brian W. Keith. Webinar, "Open Pedagogical Design for Graduate Student Internships, A New Collaborative Model", Library as Key Partner in Open Pedagogy series, 2021

Brian W. Keith, Joseph A. Salem, Jr., and Kurt Cumiskey. Webinar, "Library Development" (In support of the publication of ARL SPEC Kit), Association of Research Libraries, 2018

Laurie N. Taylor, Brian W. Keith, Meredith Morris-Babb, and Chelsea Dinsmore. "Organization of Libraries, Presses, and Publishing", Association of Research Libraries, Virtual, 2017

Rebekah Irwin, Brian W. Keith, and Deborah Whiteman. Seminar, "The View from the Director's Desk: Managing Soft Skills in Special Collections", 2016 RBMS (Rare Books and Manuscripts Section of ACRL/ALA) Conference, Coral Gables, FL, 2016

Brian W. Keith. Presentation, "Statistical Analysis of Library Budgets", ARL Survey Coordinators and SPEC Liaisons Meeting, 2014 ALA Midwinter Meeting, Sponsored by the Association of Research Libraries (ARL), 2014

Brian W. Keith. Webinar, "Case Study: Using ARL Salary Data to Establish and Maintain an Equitable Salary Structure for Faculty Librarians" (One in a series of four webcasts illustrating effective uses of data from the ARL Annual Salary Survey), Sponsored by the Association of Research Libraries (ARL), 2013

Brian W. Keith. Presentation, "Methods for Establishing and Maintaining an Equitable Salary Structure", ARL-ACRL Human Resources Symposium, Washington, DC, 2012

Brian W. Keith. Presentation to Library Leadership and Management Association (LLAMA) Executive Committee – "Advocating for LLAMA's Use of Alternative Media", American Library Association Midwinter Meeting, San Diego, CA, 2011

Brian W. Keith. Panelist, ALA-APA, "Valuing Staff: Employee Relations and Recognition Programs", American Library Association National Conference, Anaheim, CA, 2008

National

Laurie N. Taylor, Brian W. Keith, Perry Collins, and Todd Digby. Presentation, "Revitalizing the Digital Library of the Caribbean (dLOC) at Age 18", CNI (Coalition for Networked Information) Conference, Washington, DC, 2022

Brian W. Keith. Presentation, "Creating Fair, Equitable, Just, Effective and Sustainable Library Salary Structures". Conference on Academic Library Management (CALM), Virtual, 2022

Brian W. Keith. Poster, "Desperate Measures: Peer Analysis and Budget Justifications", Southeastern Library Assessment Conference, Virtual, 2021

Brian W. Keith and Emily Guhde. Poster, "Exploring the Work of Academic Research Libraries through Social Network Analysis", Southeastern Library Assessment Conference, Virtual, 2021

Laurie N. Taylor and Brian W. Keith. Presentation, "Developing Leaders at Every Level through Agile/Scrum Practices for Stakeholder Engagement in Library Technologies", American Library Association Annual Meeting, Virtual, 2021

Brian W. Keith and Laurie N. Taylor. Presentation, "Liberatory Digital Libraries? Mutuality v. Decolonized Digital Library Collections", Association of College and Research Libraries, Virtual, 2021

Brian W. Keith and Laurie N. Taylor. Presentation, "Modelling Strong Governance and Un-Colonized Mutual Aid to Uplift Diversity and Inclusivity: Fostering our Inescapable

Network of Mutuality with the Digital Library of the Caribbean (dLOC)", Florida Digital Humanities Consortium Conference, Virtual, 2020

Laurie N. Taylor and Brian W. Keith. Presentation, "The Digital Library of the Caribbean's Use of Technical and Management Practices to Enable Equity", CNI (Coalition for Networked Information) Conference, Virtual, 2020

Brian W. Keith and Emily Guhde. Poster, "Networks of Library Assessment", Library Assessment Conference, Virtual, 2020

Laura Spears, Valrie Minson, Trey Shelton, Jason Heckathorn, Bonnie Smith, and Brian W. Keith. Poster, "Engaging with ClimateQUAL: Unique Ways to Facilitate Conversation and Develop Action Items", Library Assessment Conference, Virtual, 2020

Ann Lindell, Alan Asher, and Brian W. Keith. Poster, "Mid-Mod Reboot: A Mindful Redesign of Library Spaces for the 21st Century", American Library Association Conference, New Orleans, LA, 2018

Brian W. Keith and Laurie N. Taylor. Presentation, "Creative Collaborations between Librarians and Professors: A New Take on an Old Idea Produces Unique, Transformative Library Internships for Graduate Students", Transforming Libraries for Graduate Students Conference, Atlanta, GA, 2018

Poushali Bhadury, Julian Chambliss, Hélène Huet, Brian W. Keith, Laurie N. Taylor, and Kalle Westerling. Workshop, "Case Studies and Business Plan Development Workshop on Strategies for Creating a Program for Paid Student Internships/Assistantships in the Digital Humanities", HASTAC (Humanities, Arts, Science, and Technology Alliance and Collaboratory) 2017, Orlando, FL, 2017

Brian W. Keith, and Laurie N. Taylor. Presentation, "Expanding & Enhancing Our Diverse Communities with Internships", DLF (Digital Library Federation) Forum, Pittsburgh, PA, 2017

Brian W. Keith. Paper, "Budget Analysis and Advocacy: Persuade or Perish", Association of College & Research Libraries (ACRL) Conference, Baltimore, MD, 2017

David Schwieder and Brian W. Keith. Poster, "Getting the Most Out of ClimateQUAL: Interpreting and Presenting Your Results", Association of College & Research Libraries (ACRL) Conference, Baltimore, MD, 2017

Brian W. Keith, Laurie N. Taylor, and Lourdes Santamaria-Wheeler. Poster, "Engage! The Open Source Community Engagement Engine (CEE)", Association of College & Research Libraries (ACRL) Conference, Baltimore, MD, 2017

Cristela Garcia-Spitz, Heather Hayashi, Cindy Ingold, Brian W. Keith (Panelist and Moderator), Jennifer Knievel, Michael Rawls, and Leslie Reynolds. Panel, "Diversity

Inquiry - Bridging the Divide Between Diversity Survey Results and Actionable Understanding", National Diversity in Libraries Conference, Los Angeles, CA, 2016

Brian W. Keith, Laurie N. Taylor, and Lourdes Santamaría-Wheeler. Poster, "The Digital Library of the Caribbean (dLOC) Model: Leveraging Strong Governance for Procedural Justice to Strengthen the Community of Practice for Diversity and Inclusivity in Digital Libraries", National Diversity in Libraries Conference, Los Angeles, CA, 2016

Brian W. Keith, Laurie N. Taylor, and Lourdes Santamaría-Wheeler. Poster, "Get Engaged with Patrons, Librarians, and Speakers at Your Library: the Open Source Community Engagement Engine (CEE)", American Library Association Conference, Orlando, FL, 2016

Brian W. Keith, Laurie N. Taylor, and Bonnie Smith. Poster, "Charting Change in Academic Libraries one Position Description at a Time", American Library Association Conference, Orlando, FL, 2016

Brian W. Keith. Presentation, "Defendable, Persuasive, and Insightful Budget Analysis Methods", Southeastern Library Assessment Conference, Atlanta, GA, 2015

Brian W. Keith. Presentation, "The Haves and Have Nots: Sophisticated Cross-Institutional Analysis Techniques that Support Budget Justifications", 2014 Charleston Conference, Charleston, SC, 2014

Brian W. Keith. Presentation, "Using Library and University Statistics to Create an Effective Funding Narrative", Library Assessment Conference, Seattle, WA, 2014

Brian W. Keith and Cecilia Botero. Presentation, "Mergers and Acquisitions: A road map for effective organizational change", Sponsored by Library Leadership and Management Association (LLAMA) Human Resources Section (HRS) and Library Organization and Management Section (LOMS), American Library Association National Conference, Chicago, IL, 2013

Brian W. Keith. Presentation, "Academic Libraries Recruitment Efficacy and Outcome Study", Research: Creativity and Innovation forum, sponsored by ALA Library Research Round Table, American Library Association National Conference, Anaheim, CA, 2012

Brian W. Keith, Cecilia Botero, and Michele Tennant. Presentation, "Around the Horn: How the University of Florida Successfully Fielded a Team that Integrates Health Science and University Libraries", Medical Library Association's Annual Meeting and Exhibition, Seattle, WA, 2012

Brian W. Keith. Presentation to Association of College and Research Libraries (ACRL) Personnel Administrators and Staff Development Officers, "Academic Libraries Recruitment Efficacy and Outcome Study – update", ALA Midwinter Meeting, Dallas, TX, 2012

Brian W. Keith. Webinar Series, "Academic Libraries Recruitment Study", 2011

Brian W. Keith. Presentation to ACRL Personnel Administrators and Staff Development Officers, "Academic Library Recruitment Efficacy and Outcome Study, and Introduction and Live Demonstration of Reporting Tool", ALA National Conference, New Orleans, LA, 2011

Brian W. Keith. Presentation to ACRL Personnel Administrators and Staff Development Officers, "Progress Report on Development of the Academic Library Recruitment Efficacy and Outcome Study", ALA Midwinter Meeting, San Diego, CA, 2011

Brian W. Keith. Poster Session, "Academic Library Recruitment Efficacy and Outcome Study", National Diversity in Libraries Conference, Princeton, NJ, 2010

State, Invited

Brian W. Keith, and Amy Odwarka. "A different perspective: Maslow's Hierarchy & Information Literacy" (Presentation and facilitated discussion), IACRL (Illinois Association of College and Research Libraries) 2025 Spring Sample, 2025

Brian W. Keith. "Best Practices for Library Salary Structures." (Presentation and facilitated discussion), State University System, Library Assessment Standing Committee, Virtual Meeting, 2021

Laurie N. Taylor, Brian W. Keith, Chelsea Dinsmore, and Haven Hawley. "University Press and Library Collaborations, including Books about Florida and the Caribbean." (Presentation and facilitated discussion), THATCamp (The Humanities and Technology Camp) Santa Fe College, Gainesville, FL, 2016

Laurie N. Taylor, Brian W. Keith, and Lourdes Santamaria-Wheeler. "Community Engagement Engine." (Presentation and facilitated discussion), THATCamp (The Humanities and Technology Camp) Santa Fe College, Gainesville, FL, 2016

State

Amy Odwarka, and Brian W. Keith. Poster, "Information Literacy as a Journey: A Hierarchical Needs Approach to Library Supports", Illinois Library Association Annual Conference, Rosemont, IL, 2025

Brian W. Keith. Poster, "Academic Library Recruitment Efficacy and Outcome Study", Florida Association of College and Research Libraries Annual Conference, Daytona Beach, FL, 2011

Service

National

- Member, National Advisory Council, Buros Center for Testing, 2025
- Member, Research and Analytics Committee, Association of Research Libraries, 2017 – 2020, 2021 - 2023
- Member, Personnel Administrators and Staff Development Officers Discussion Group, Association of College and Research Libraries, 2006 – 2023
- Member, Editorial Board, Library Leadership & Management (LL&M) journal, American Library Association, 2011 – 2013, 2013 – 2015, 2016 – 2018, 2019 - 2023
- Peer Reviewer, Library Assessment Conference, Association of Research Libraries, 2022
- Mentor, University of Washington, Information School graduate students, 2020-2021, 2021-2022
- Member, Steering Committee Member Library Assessment Conference, Association of Research Libraries, 2019 - 2021
- Member, Salary Survey Task Force, Association of Research Libraries, 2018 - 2019
- Member, ARL Assessment Visioning Task Force, Association of Research Libraries, 2016 – 2017
- Chair, Screening and Appointment of Academic Librarians Task Force, Association of College and Research Libraries, 2015 – 2017
- Chair, Sponsored Research Administrators and Grants Managers Discussion Group, Association of College and Research Libraries, 2012 – 2017
- Member, Associate University Librarian Cohort Engagement and Professional Support Task Force, Association of Research Libraries, 2016
- Member, Committee on Research and Statistics, American Library Association, 2014 – 2016
- Member, Competencies Committee, Library Leadership and Management Association, 2014 – 2016
- Chair, Nominating Committee, Human Resources Section, Library Leadership and Management Association, 2011 – 2012, 2012 – 2013
- Co-chair, Personnel Administrators and Staff Development Officers Discussion Group, Association of College and Research Libraries, 2011 – 2012, 2012 – 2013
- Member, Human Resource Development and Recruitment Advisory Committee, American Library Association, 2006 – 2009, 2011 – 2013

- Member, Continuing Education Committee, Library Leadership and Management Association, 2011 – 2013
- Chair, ARL Human Resources Symposium Planning Committee, Association of Research Libraries, 2012
- Immediate Past Chair, Human Resources Section, Library Leadership and Management Association, 2010 – 2011
- Chair, Human Resources Section, Library Leadership and Management Association, 2009 – 2010
- Vice-Chair/Chair Elect, Human Resources Section, Library Leadership and Management Association, 2008 – 2009
- Peer Reviewer, Library Leadership & Management (LL&M) journal, American Library Association, 2011

Regional

- Member, HR/Training Taskforce, Association of Southeastern Research Libraries, 2011

State

- Board Member, Consortium of Academic and Research Libraries in Illinois, 2024 – present
  - Member, Finance Committee

Eastern Illinois University

- Chair, Dean of Student Success Search Committee, 2025
- Member, Facilities Reinvestment Plan, Computer Lab Working Group, 2025 – present
- Member, Leadership Council on Mission, Planning & Budget, 2024 – present
- Member, Carnegie Community Engagement Classification Committee, 2024 – present
- Member, Deans Council, 2023 - present
- Member, Provost Advisory Group, 2023 – present
- Member, Textbook Rental Service Advisory Committee, 2023 - present

University of Florida

- Member, Preservation of Historic Buildings and Sites Committee, 2014 – 2017, 2017 – 2019, 2022 - 2023
- Member, Lakes, Vegetation and Landscaping Committee, 2019 – 2022, 2022 – 2023
- Campus Diversity Liaison, 2019 - 2022
- Member, Land Use and Facilities Planning Committee, 2019 - 2022
- Member, Associate Deans Advisory Group, 2012 – 2022
- Member, Fairness and Equity in Assessment Task Force, 2021
- Chair, UF Faculty Senate Nominating Committee, Faculty Senate Nominating Committee, 2012 – 2017

- Member, Sponsored Programs Administration Overhead Tax Task Force, 2016
- Member, UF on Target, Management Positions Job Family Working Group, 2014 – 2016
- Member, UF on Target, Business and Fiscal Occupations Job Family Working Group, 2014 – 2016
- Member, UF on Target, Steering Committee (previously the UF Classification Steering Committee), 2013 – 2016
- Member, UF RCM (Responsibility Centered Management) Budget Review Council, 2012 – 2016
- Member, UFGBAS (Gator Business Administrator Services) Advisory Council, 2012 – 2016
- Member, UF on Target, Education, Training, and Library Occupations Job Family Working Group, 2015
- Judge, Graduate Student Research Day, 2014
- Member, UF Faculty and Staff Benefits Committee, 2009 – 2011, 2011 – 2013
- Member, UF Budgeting Focus Group, 2012
- Member, Invitation to Negotiate (ITN) Review Committee, UF Employee Domestic Partner Insurance Benefits, 2012
- Member, Invitation to Negotiate (ITN) Review Committee, UF Employee Voluntary Benefits Administrator, 2012
- Member, UF Faculty Senate Nominating Committee, Faculty Senate Nominating Committee, 2011 – 2012
- Member, UF Career Resource Center Advisory Committee, 2009 – 2011
- Member, UF Community Campaign Steering Committee. 2006, 2007

Smathers Libraries

- Chair, Library Faculty Market Equity Review Committee, 2009 – 2023
- Co-Chair, Smathers Graduate Internship Program Committee, 2016 – 2023
- Member/Convener, Joint Chairs, 2014 – 2022
- Member, UF Libraries Statistics and Assessment Committee, 2014 – 2019
- Member, Digital Humanities Bootcamp Project Team, 2015 – 2016
- Member, Libraries' UF President's Inauguration Task Force, 2016
- Member, Curator Talks Series Team, 2015 – 2016
- Member, Data Management Librarian Search Committee, 2014 – 2015
- Member, Task Force for the Annual Evaluation of Smathers Libraries Faculty, 2011 – 2012, 2013, 2014
- Member, Public Relations and Marketing Committee, 2005 – 2014
- Member, Library Council, 2005 – 2013 (group discontinued)
- Co-Chair, Convocation Planning Committee, 2011
- Member, Professional Development Travel & PD Travel Program Review Committee, 2011
- Member, Employee Recognition Committee, 2005 – 2011
- Member, Convocation Planning Committee, 2007 – 2010
- Member, Smathers Middle Managers Group, 2006 – 2010

- Member, Health Science Center Libraries/University Libraries Integration Working Group for Administrative Services: Human Resources and Financial Services, 2009
- Member, Joint Committee on Market Equity Analysis, 2008 – 2009
- Member, Faculty Recruitment Policies and Practices Committee 2008 – 2009
- Member, Joint Committee on Tenure Homes, 2008
- Member, Non-Tenure Faculty Promotion Criteria Special Committee, 2008
- Member, Joint Administration and Faculty Assembly Committee on University Library Reorganization, 2007 – 2008
- Member, Disaster and Emergency Plan Committee, 2006 – 2008
- Member, Library Faculty Career Development Handbook Committee, 2005 – 2008
- Co-Chair, UF Libraries Community Campaign Committee, 2007
- Chair, Staff Structure Reorganization Committee, 2005 – 2007
- Chair, UF Libraries Community Campaign Committee, 2006

Other Service

Invited Presentations, "The Art and Science of Securing a Job in an ARL Library"
- Twelfth Annual Association of Research Libraries (ARL) Leadership Symposium, Boston, MA, 2016
- Eleventh Annual Association of Research Libraries (ARL) Leadership Symposium, Chicago, IL, 2015
- Tenth Annual Association of Research Libraries (ARL) Leadership Symposium, Philadelphia, PA, 2014
- Ninth Annual Association of Research Libraries (ARL) Leadership Symposium, Seattle, WA, 2013
- Eighth Annual Association of Research Libraries (ARL) Leadership Symposium, Dallas, TX, 2012
- Seventh Annual Association of Research Libraries (ARL) Leadership Symposium, San Diego, CA, 2011
- Sixth Annual Association of Research Libraries (ARL) Leadership Symposium, Boston, MA, 2010
- Fifth Annual Association of Research Libraries (ARL) Leadership Symposium, Denver, CO, 2009

Invited Presentations, "The Ins and Outs of Job Hunting for Library Positions - An Insider's Perspective"
- American Library Association National Conference, Las Vegas, NV, 2014
- American Library Association Midwinter Meeting, Philadelphia, PA, 2014
- American Library Association National Conference, Chicago, IL, 2013
- American Library Association Midwinter Meeting, Seattle, WA, 2013
- American Library Association National Conference, New Orleans, LA, 2011
- American Library Association Midwinter Meeting, San Diego, CA, 2011
- American Library Association National Conference, Washington, DC, 2010

- American Library Association National Conference, Chicago, IL, 2009

Invited Webinars, "Job Hunting for a Professional Library Position", Northeast Florida Library Information Network (NEFLIN), 2013, 2012, 2009

Invited Webinars, "Job Hunting for the Recent or Pending MLS Graduate", Library Leadership and Management Association (LLAMA), 2013, 2011, 2010

Instructional Experience

University of Florida, Instructor
Intellectual Freedom (IDH 2930), Fall 2018, Fall 2019, Fall 2020, Fall 2021, Fall 2022, Spring 2023

Florida State College, Instructor
Principles of Management (MAN 2021), Fall 2002, Summer 2004, Spring 2005, Summer 2005, Fall 2005
Principles of Marketing (MAR 1101), Summer 2005
Introduction to Business (GEB 1011), Fall 2003

Florida State University, Guest Lecturer
Human Resources Management for the Information Professional (LIS 5403), Fall 2009, Fall 2010, Fall 2011, Fall 2012, Fall 2013, Fall 2018, Fall 2020

Awards

Award for Outstanding Achievement in Promoting Salaries and Status for Library Workers, SirsiDynix - American Library Association - Allied Professional Association, 2008

Faculty Enhancement Opportunity (FEO), University of Florida, 2009 – 2010

Open Access Awards, Categories: "Open Access Monographs" and "Open Access Champion", University of Florida, 2012

Leadership Development

The Inclusive Manager's Toolkit, DeEtta Jones & Associates, 2020-2021

ARL Leadership Fellow, Association of Research Libraries, 2016-2017

Leadership Institute for Academic Librarians, Harvard Graduate School of Education, 2014

Library Leadership in a Digital Age, Harvard Graduate School of Education, 2014

Institute for Academic Leadership, State University System of Florida, 2007