

Democratizing Knowledge + Access + Opportunities

APRIL 2 – 5, 2025 | MINNEAPOLIS

CONFERENCE PROCEEDINGS

Edited by
Dawn M. Mueller

Association of College and Research Libraries
A division of the American Library Association
Chicago 2025

Democratizing Knowledge +Access +Opportunities: The Proceedings of the ACRL 2025
Conference

April 2-5, 2025, Minneapolis, MN

Edited by Dawn M. Mueller

2025 ©Copyright of each article belongs to the individual authors. © Copyright of proceedings as a whole belongs to the Association of College and Research Libraries, a division of the American Library Association. All rights reserved.

April 2025

Association of College and Research Libraries

A division of the American Library Association

225 N. Michigan Avenue | Suite 1300 | Chicago, IL 60601

Citation: Association of College and Research Libraries. *Democratizing Knowledge +Access +Opportunities: The Proceedings of the ACRL 2025 Conference, April 2-5, 2025, Minneapolis, MN*, edited by Dawn M. Mueller. Chicago: Association of College and Research Libraries, 2025.

TABLE OF CONTENTS

- viii Conference Coordinating Committee
- ix Contributed Papers Committee
- x ACRL Board of Directors 2024-2025

ADMINISTRATION/MANAGEMENT/LEADERSHIP

- 1 The Role of the Library in Institutional Accreditation Standards
Jessica J. Boyer, Ph.D.
- 6 Now Boarding: An Exploration of Onboarding Experiences in Libraries
DeAnn Brame, Amanda McLeod, and V. Emily Cranwell Deinert
- 19 Exploring Textbook Affordability Planning at New Jersey County Colleges
Marilyn N. Ochoa

ASSESSMENT

- 37 DEI in DLOs: Increasing Discoverability of Underrepresented Scholars in Online Library Resources
Heather Posey VanDyne

COLLECTIONS

- 47 Movin' On Out: A Small-Scale Experiment In IDEA- Centered Decision Making Within A (Large-Scale) Collections Move
Kat Nelsen, Nicole Theis-Mahon, Sunshine Carter, Wanda Marsolek, Malaika Grant, and KL Clarke
- 54 Humanities Instructors and Their Multivalent User Roles: A Librarian's Perspective
Samantha Bishop Simmons
- 64 Building a More Representative Collection: Diversity Audits at a Public Comprehensive University
Julie Setele and Christopher M. Hulsman

EQUITY/DIVERSITY/INCLUSION

- 76 A Framework for Flourishing with Information: Centering the Value of Academic Libraries on Student Belonging, Confidence, and Connectedness
Kathleen A. Langan
- 90 Pedagogy and Advocacy: Education Programs and 2SLGBTQIA+ Libraries and Archives
Matthew Rohweder
- 99 Turning Failure into Success: Accessibility Audits as a Tool for Incremental Change
Theodore Szpakowski

- 109 Where Belonging Meets Innovation: Building a Public Digital Humanities Center in a Joint-Use Library
Nick Szydłowski, Christina Mune, and Samantha Cramer
- 124 Building Empathy Through Storytelling: A Living Library Program Focused on Women’s Health
Jess King, Belinda Boelter, and Catherine Medici-Thiemann
- 140 Creating Change or Checking a Box?: Experiences of EDI Chairs in Academic Libraries
Liz Bellamy, Alexandra Flores Glosson, Mary K. Oberlies, and Jessica Ramey
- 149 Curriculum Scaffolding: Library Programming for Post-Secondary Education (PSE) Students
Mathew Conner and Leah Plocharczyk
- 157 Espoused and Enacted Values: Library Action to Support Diversity, Equity, and Inclusion
Kara Malenfant, Sara Goek, and Elizabeth Brown
- 177 From Bad to Worse: Gender Equity in LIS Journals During COVID-19
Jenny McBurney, Cody Hennesy, Dr. Mariya Gyendina
- 192 I Have to Pay to Keep My Job: Examining Financial Barriers to Promotion and/or Tenure
Amanda Koziura, Faith Bradham, and Maura Seale
- 200 Libraries, Disability Services Offices, and Repositories: A Case Study from the Educational Materials Made Accessible Project
Kyle Rimkus and Stephanie M. Luke
- 211 Listen First, Act Second: Utilizing User Feedback to Enhance Our Libraries for Transgender Students
Grayson Murphy and Patricia J. West
- 227 No SSN? No Problem.: Building a Library Fellowship Program for All Students
Amber Dierking and Gayle Schaub
- 235 Tackling Embedded Bias in Resource Descriptions through User Feedback and User-Driven Metadata
Savannah Lake and Joseph Nicholson
- 252 Amplifying Student Voices Engaging Marginalized Communities Through Photovoice in Academic Libraries
Michelle Mussuto and Jodi Shepherd
- 260 A Mixed Race Future and What it Means for Academic Libraries
Karen E. Downing, and Marna Clowney-Robinson
- 268 A Diversity Audit of LGBTQ+ Themes and Characters in Print Graphic Novels
Madeline Ruggiero
- 275 Equal Access for All? Library Conference Websites, Accessibility, and the Failure to Launch
Krista Schmidt, Scottie Kapel, and Kristin Calvert

OUTREACH

- 287 Addressing Physical Space Needs of Neurodivergent Students
Dr. Mary Francis
- 296 “Look to the Champions of Freedom for All”: How Libraries Can Advance Democracy Through Opening Access
Charles Watkinson and Kate McCready

PROFESSIONAL/STAFF DEVELOPMENT

- 303 Bread and Roses: Collectively Redistributing Work Tasks for Personal Growth through Gamification
Natalie Hill and Bonnie Paige
- 311 “It May or May Not Work Out”: The Opportunities and Uncertainties of Temporary Library Employment
Jenny Bruxvoort and Sarah Lundy
- 332 Transitioning to Tenure-Track Librarianship: Exploring the Challenges and Changes to Practice
Jessica R. Hollister, Molly K. Maloney, Jocelyn Swick-Jemison, and Nicole Thomas

REFERENCE

- 343 The Academic Library as a Caring Assemblage
Ted Chodock

SCHOLARLY COMMUNICATION

- 355 An Evidence-Based Inquiry into the Public Use of Open Access Research
Ameet Doshi
- 363 Just Ask! Removing the Guesswork from Open Scholarship Outreach and Education
Anali Maughan Perry, Rachel Fernandez, and Matthew Harp
- 373 Terms of Inclusion: Mapping the Concepts Used to Describe Bias in the Research Lifecycle
Sheila Craft-Morgan
- 383 Challenges Confronting No-Fee Open Access Journals
Christopher Hollister, Colleen Lyon, and Kristi Park

TEACHING AND LEARNING

- 394 Democratizing Research Support: a Qualitative Study about Qualitative Research
Kate Freeman, Hiva Kadivar, Joddy Marchesoni, and Hannah Rainey
- 418 Giving Neurodiverse Students the Academic Research Skill to Succeed in College
Gretchen Dreimiller, Dr. Christopher Huff, and Emily Morgan

- 424 Squinting Through the Dawn of AI: Embedding Algorithmic Literacy Principles in Library Instruction
Lauren A. Camarillo
- 434 The Graduate Specialist Program: Students Working in Research and Data Services
Julia Anne Maxwell, Francesca Giannetti, Triveni Kuchi, Laura Palumbo, and Ryan Womack
- 443 Disinformation is a Heart Beating Beneath the Floorboards: The Unreliable Narrator and Fake News
Rachel Hammer
- 450 Leading and Collaborating in a Complex Space: Developing and Evaluating a Course Materials Program
Catherine Fraser Riehle & Melissa Gomis
- 458 Living the Stream: Growing Student Research Skills Through Live Stream Instruction
Beth Jennings and Kerry Lohmeier
- 471 More than Style Guides: Incorporating Citation Justice within Citation Instruction
Sarah Clark and Caroline Monnin
- 483 Two Decades of Critical Information Literacy: A Review of the Literature
Eamon Tewell
- 498 Why Did You Choose THAT?: A Study on the Relationship Between Reading, Searching, and Synthesizing
Megan Heuer and Julia Anderson
- 505 Why Train the Trainer? Partnering with Composition Instructors for Student Success
James W. Rosenzweig, Mary Thill, and Kate Crane
- 514 Institutional Change as Opportunity: Advocating for Students & Information Literacy
Michele Santamaría, Melissa Gold, and Krista Higham
- 527 Reframing Information-Seeking in the Age of Generative AI: A Critical and Humanistic Approach
Joseph Kevin Sebastian
- 540 We Are the Library Leveraging Library Work-Study to Build Communities of Consequence
Patrick K. Morgan and Katherine Williamson

TECHNICAL SERVICES

- 552 Interrupting the Flow: Do Libraries Create or Remove Barriers to Sources?
Hannah Gascho Rempel, Taylor Ralph, and Adam Lindsley
- 562 Who's Asking?: Gender, Race, and Negotiation Outcomes
Amy Pham

TECHNOLOGY AND TOOLS

- 577 Democratizing Homework: Exploring Library Support for Interactive Courseware
Bryan J. McGeary, Lauren McKeen McDonald, Micah Gjeltema, Shane Nackerud, Sijie Yu, and Gina Petersen

- 584 Library-Led AI: Building a Library Chatbot as Service and Strategy
Sharesly Rodriguez, Nick Szydowski and Jessie Cai
- 593 Partners in Kind: Collaborating with AI to Complete a Compassion Audit at the University Library
Janice Grover and Jessica Rardin
- 601 Adapting to AI: Developing Instruments to Study Changes in Information Seeking Behavior
Samuel R. Putnam, Matthew Frenkel, Hebah Emara, Amanda He, Lindsay Anderberg, Fiona Hibbard

LATE ADDITIONS

- 608 Assessing the Impact of Research Consultation on Patron's Psychological Well-Being in GenAI Context
Yali Feng and Lindsay Bahureksa
- 622 An AI Community of Practice: Results and Insights
Michael Flierl and Emma Slayton
- 627 "I Had No Idea!": Incoming Student Perceptions of Library Resources and Services
April Hines, Cindy Craig, and Jasmine Simmons

CONFERENCE COORDINATING COMMITTEE

Dr. Alexia Hudson-Ward
MIT Libraries

Tamika Barnes
Georgia State University

Heidi Burkhardt
University of Michigan Library

Matthew Ciszek
Penn State Behrend

Margot Conahan
ACRL

Candice Dahl
University of Saskatchewan

Emily Daly
Duke University Libraries

Meredith Evans
Jimmy Carter Presidential Library

Dustin Fife
Colorado College

Sylvia Figueroa Ortiz
MIT Libraries

Amy Fyn
Eastern Michigan University

Pat Hawthorne
University of Texas Health San Antonio

Erla Heyns
UW-Madison Libraries

Alex Hodges
Harvard University

Ken Irwin
Miami University

Lorin Jackson
University of Pennsylvania

Robin Kear
University of Pittsburgh

Lindsay Matts-Benson
University of Minnesota

Elaina Norlin
ASERL

Tory Ondrta
ACRL

Alexandra Rivera
Michigan State University Libraries

Maggie Snow
Minitex Library Network

Suzette Spencer
Montgomery College

Lisa Stillwell
Franklin & Marshall College Library

Silvia Vong
University of Toronto

Charles Watkinson
University of Michigan Library

Courtney Young
Colgate University

CONTRIBUTED PAPERS COMMITTEE

Erla Heyns
UW-Madison Libraries

Charles Watkinson
University of Michigan Library

Erin Ackerman
The College of New Jersey

José Aguiñaga
San José State University

Laurie Alexander
University of Michigan

Elsa Alvaro
Northwestern University

Andrew Beman-Cavallaro
University of South Florida

Paul Campbell
Kent State University Library

Sherab Chen
Ohio State University

Jessie Copeland
Emory University

Kelly Faulkner
Northern Essex Community College Bentley Library

Sarah Fitzgerald
University of Massachusetts Amherst

Becca Greenstein
Northwestern University Libraries

Jessica Hagman
University of Illinois Urbana Champaign

Jessica Hronchek
Hope College

Matthew Johnson
University of South Florida Libraries
Tampa Campus

Annie Pho
University of San Francisco

Bethann Rea
Penn State University Libraries

Marta Samokishyn
Saint Paul University Library

Joshua Sanchez
Michigan State University Libraries

Elizabeth Sanders
Lamar University
Mary and John Gray Library

Alyssa Valenti
Raritan Valley Community College

Brad Warren
Augusta University

ACRL BOARD OF DIRECTORS 2024-2025

Leo Lo, President
University of New Mexico

Brad Warren, Vice-President
Augusta University

Beth McNeil, Past President
Purdue University

Kara M. Whatley, ACRL Division Councilor
University of Missouri Libraries

Joe Mocnik, Budget and Finance Chair
Kansas State University Libraries

Allison Payne, Ex-officio
ACRL Interim Executive Director

DIRECTOR-AT-LARGE

Tarida Anantachai
North Carolina State University

Walter Butler
Pasadena City College

Amy Dye-Reeves
Auburn University

Carrie Forbes
Southern Oregon University

Mary Mallery
Brooklyn College CUNY

Rachel M. Minkin
Michigan State University

Yasmeen L. Shorish
James Madison University Libraries

Rebecca Miller Waltz
The Pennsylvania State University