

Tom Rosko

Work Experience:

United States Navy, Naval Postgraduate School (NPS), Monterey, CA

University Librarian (2019-present)

Reporting to the Provost, direct activities of the of the Dudley Knox Library and Graduate Writing Center and Thesis Processing Office with budget of \$7 million and staff of 40 FTE, including non-tenure track faculty, staff, and contractors. Responsible for oversight of collection development, collection management, public services, resource development, outreach, staff development, space planning, administration, and strategic planning. Member of Provost's Team and President's Senior Executive Board (formerly President's Cabinet), involved in institutional strategic planning and decision-making; participate in various School task forces and working groups.

Major Accomplishments:

- Responsible for \$2+million collections budget of purchased and licensed scholarly resources, and consortial inter-library loan engagement; growing special collections; increased access to online content; by being flexible and agile able to execute additional year-end funding to acquire new resources
- In response to ChatGPT (Generative-AI), proactively promoted institution engagement of faculty, students and staff, and policy formation for NPS as well as other military universities.
- Ensured awareness of student needs through engagement with Dean of Students, Program Officers and President's Board for Student Affairs; provided appropriate learning accommodations for students; created Student Lounge in Library to address unmet needs
- Promoted Diversity, Equity, and Inclusion (DEI) through creation of DEI LibGuide, Senior Women's reading list, DEI special exhibits, assistance to Task Force One Navy (Navy's DEI initiative); helped raise awareness of special needs of students; learning accommodation website developed and maintained by Graduate Writing Center, transferred to Dean of Students website for better visibility
- Through the Graduate Writing Center supported shift from traditional theses to other capstone projects, while ensuring academic quality; addressed unmet writing support needs of other non-NPS entities through reimbursable funding
- Supported efforts to increase awareness of NPS research activities through NPS's institutional repository *Calhoun*; Chaired Ad-Hoc Committee on Thesis Distribution; engaged in the development of *Project Athena*, a software development project which seeks to promote of NPS research efforts and their applicability
- As Co-director of the Teaching and Learning Commons (TLC), enhanced communication among academic support units; met with academic departments to solicit needs; spurred improvement to physical classroom spaces; as NPS shifted to Distance Learning (DL)-mode during the pandemic, provided increased resources for teaching and research in the on-line environment DL Quality initiative produced guidelines for DL teaching
- Successfully managed through COVID pandemic, developed interim processes and policies to ensure access to resources while ensuring health and safety; added online resources and services, provided drop off and pickup service, increased inter-library loan activity and in-house scanning, while continuously

monitoring shifting health and safety environment; member of NPS's wider planning and implementation efforts.

- Returning to post-COVID "new normal", created new learning and study environments in library to promote academic engagement; as part of campus space modernization design effort, completed future library space plan; to support NPS strategic initiatives, relocated staff areas while maintaining and creating new student study spaces; working with NPS Foundation created *Tech Demo Room* in the library to showcase NPS tech innovations and industry partnerships; updated and improved A.V. technologies in study spaces; updated Restricted Resource Services, including expanded flexible space for multi-use activities to provide better support for classified work
- Worked with NPS Foundation in support of new initiatives including special collections processing and space improvements; assessed value of industry partnerships, engaging with select projects including *Campus of Future/Digital Classroom* and *Emerging Technology Innovation Lab*; assisted with gathering information in support of alumni relations, working to establish Student Success Center
- Effectively managed challenging hiring scenarios, shifting staffing models, pursuing different hiring approaches to encourage candidates; assessed telework, balancing needs, fairness, advantages and effectiveness
- Supported Naval Education Enterprise efforts including assisting Naval Community College undertaking to establish library and writing center support
- Involved in several lines of effort related to *NPS...Next Transformation*, Chair of Classified Teaching, Research, and Innovation Task Force, ensuring faculty-led engagement regarding proper balance of open versus classified teaching and research

Massachusetts Institute of Technology (MIT), MIT Libraries, Cambridge, MA

Head, Institute Archives and Special Collections (2003-2019)

Directed activities of the Institute Archives and Special Collections. Also directed activities of the Lewis Music Library (2013-2019) and Conservation unit (2016-2019). Directly responsible for administering collection development, collection management, public services, resource development, donor relations, outreach, staff development, space planning, administration, and strategic planning. Contributed to Institute information policy decisions, lead digital initiatives, and addressed preservation and access issues. Member of MIT Libraries' Library Council and Joint Leadership Team. Participated in various Institute and Libraries committees and working groups.

Major Accomplishments:

- Led strategic change, advancing digital library/archives initiatives: ensured creation of policies, procedures and technologies pertaining to digital archives. Created Digital Sustainability Lab for digital forensics experimentation, in conjunction with Director of Digital Preservation; donor-funded Digital Audio Music Project; orchestrated initial web-archiving initiatives
- Increased resource development activities, securing nearly \$3 million in funding: \$1,000,000 to catalog the Vail Rare Book Collection; \$350,000 for creation of exhibit space; \$250,000 for digitization; \$250,000 for "Women in Science" archival initiative; \$150,000 for music digital initiatives; \$100,000 for processing...
- Improved physical and intellectual control of collections; implementation of first collection management database (Archivists' Toolkit), then migration to *ArchivesSpace*
- Increased outreach and instruction efforts and heightened visibility of archives and special collections, including numerous exhibits, successful MIT150 (150th anniversary) celebration; increased faculty and student engagement, number of classes and class sessions, including *MIT and Slavery* class; hosted Hackathons and Wikipedia Edit-a-thons
- Improved reading room and reference policies and procedures; implemented reference tracking database (RefTracker); digital camera policy

- Increased acquisitions and secured legal transfer (including intellectual property) of numerous collections; increased acquisition budget for rare books and special collections
- Advanced several Music Library digital initiatives including, creation of Audio Lab, audio-tape reformatting, web access to oral histories, audio-streaming; Supported Conservation Lab research activities (*Letterlocking*) leading to new connections with science and engineering faculty
- Planned and oversaw major space changes (exhibit space, storage spaces, staff spaces) and move of collections to new facilities
- Implemented successful Archives strategic planning effort, resulted in shared vision, numerous programmatic changes to better meet needs in digital age; *MIT Future of Libraries Report* working groups
- Increased staffing: created Digital Scholarship Archivist, Metadata Archivist, Digital Archivist, Project Archivists and support staff positions; employed Library Fellow for Digital Archives; hosted ARL/SAA Mosaic Scholar; hosted National Library of Australia Binns Fellow

University of Kentucky, University of Kentucky Libraries, Special Collections & Archives, Lexington, KY

University Archivist and Director, UK Records Program (2001-2003)

Assistant University Archivist and Director, UK Records Program (2000-2001)

Managed activities of the University Archives and Records Program (UARP). Administered university-wide records management program. Standardized accessioning, processing, preservation, and reference procedures resulting in increased efficiency and productivity. Initiated and completed several digital projects, working with Kentucky Virtual Library. Promoted UARP within the University and throughout the state. Numerous exhibits and presentations on university history. Directed special projects within Special Collections and Archives including implementation of Space Plan and drafting reference desk procedures manual. Raised awareness of preservation issues involved in Electronic Theses and Dissertations program. Coordinated disaster recovery after Administration Building fire. Provided reference service. Participated in various Libraries and University committees and working groups.

New York University (NYU), NYU Libraries, The New-York Historical Society Mellon Project, New York, NY

Senior Archivist for Manuscripts (1997-2000)

Managed and coordinated the manuscripts portion of a Mellon Foundation grant-funded project to increase access to the Society's collections including 18th Century family papers, 19th Century family/business papers, and 19th and 20th Century business records. Devised goals and work plans; established and maintained standards, policies and procedures for processing and cataloging; created database for collection management; created and supervised creation of MARC records; coordinated preparation of existing finding aids for EAD mark-up; addressed preservation issues.

American Civil Liberties Union (ACLU), New York, NY

Records Management Consultant (1997)

Assisted the ACLU as it prepared to move its offices and records: Surveyed and appraised records; managed databases; participated in devising moving plan and schedules; counseled on records preparation; and supervised and coordinated the actual move.

Princeton University, Princeton University Library, Seeley G. Mudd Manuscript Library, Princeton, NJ

Special Collections Assistant (1994-1997)

Processed collections, handled reference duties, performed records and database management, created exhibit, supervised non-professional staff and student workers. Collections processed included: Princeton Graduate School Records; American Civil Liberties Union (ACLU) Archives; and Association on American Indian Affairs Archives.

Consultancies: External reviewer. Reviewed documentation; toured facilities and collections; interviewed staff and constituents; produced report of findings and recommendations which were implemented and led to improvements to program.

- UCLA Library, Special Collections and Archives (2014)
- Harvard University Library, University Archives (2013-2014)
- Purdue University Library, Special Collections (2007)
- Cathedral of Christ the King Archives, Lexington KY (2000-2002)

Education:

Rutgers University, School of Communication, Information & Library Service
New Brunswick, NJ; Degree: **Master of Library Service**; 1996

Bucknell University

Lewisburg, PA; Degree: **Bachelor of Arts**; major in history, minor in education; 1989

Professional Associations and Service:

- *Pacific Library Partnership (PLP)* (2019-present): Executive Board (2021-present); Board member (2019-present), Ad-Hoc AI Working Group (2023-present)
- *MOBAC (Monterey Bay Area Cooperative Library System)* (2019-present): Board member (2019-present)
- *American Library Association (ALA)* (2023-present, 1995-1999): *Association of College and Research Libraries (ACRL)* (2023-present)
- *Society of American Archivists (SAA)* (1995-2020): Digital Archives Specialist Subcommittee (2013-2016), awarded SAA Council Distinguished Service Award (2015); Research Libraries Roundtable, steering committee (2013-2016); President's Appointments Committee (2012); Science, Technology & Healthcare Roundtable, steering committee (2010-2013); 2007 Program Committee member (2006-2007); College and University Archives Section, Vice-Chair (2003-2005)
- *LYRISIS* (2016-2019): Board of Trustees (2016-2019), Secretary (2018-2019)
- *American Institute of Physics (AIP), Center for the History of Physics*, Advisory Board (2009-2018)
- *National Historical Publications and Records Commission (NHPRC)*, grant reviewer (2005, 2009-2016)
- *New England Archivists* (2003-2019): Fall 2007 Program Committee member
- *Mid-Atlantic Regional Archives Conference* (1995-2003): Education Committee, Chair (1998-2000)
- *Kentucky Council on Archives* (2001-2003): Vice-chair/Chair-elect (2003)
- *Commonwealth of Kentucky: Archives and Records Management Advisory Committee* (2001-2003)
- *ARMA, International* (2001-2003)

University Service:

- *Naval Postgraduate School (NPS):*
 - Senior Executive Board (2023-present)
 - Classified Teaching, Research, and Innovation Task Force, Chair (2023-present)
 - Generative-AI Task Force (2023-present)
 - Provost's Advisory Council (2022-present)
 - Academic Systems Planning Committee (2020-present)
 - Teaching and Learning Commons, Co-Director (2019-2022)

- NPS Next Transformation: member various Lines of Effort (2021-2022)
- President's Cabinet (2020-2022)
- Leadership Council (2019-2022)
- Ad-Hoc Committee on Thesis Distribution, Chair (2020-2021)
- Associate Provost Search Committee (2021)
- COVID-19 Committee (Summer Quarter 2021 planning) (2021)
- COVID Fall Quarter 2020 Planning Committee (2020)
- Search Committees: Associate Provost (2021); NPS Extended Campus (NEC) Director (2024)
- *Massachusetts Institute of Technology (MIT)*:
 - MIT Libraries' Library Council (2003-2019)
 - MIT Libraries' Joint Leadership Team (2017-2019)
 - MIT Libraries' Digital Scholarship Working Group (2016-2019)
 - MIT Libraries' Space Planning Advisory Group (2017-2019)
 - MIT Libraries' Maihaugen Gallery Exhibit Committee (2014-2019)
 - MIT Museum Collections Committee (2012-2019)
 - Institute-wide MIT Working Group for the Review of MIT Policies for the Collection, Provision and Retention of Electronic Records (2013)
 - Institute-wide MIT Printing and Digital Archiving Working Group (2010–2011)
 - Institute-wide MIT150 Planning Committee (2006–2011)
 - DSpace@MIT/DOME Advisory Committee (2003–2010)
 - MIT Libraries' Task Force on Digitization Principles and Process (2007–2008)
 - Advisor on MIT/UCSD NSF *PLEDGE (PoLicy Enforcement in Data Grid Environments)* (2006-2007)
 - Institute-wide Financial Data Retention Project (2003-2006)
 - Institute-wide Environmental Health and Safety Records (2003-2006)
 - MIT Libraries' search committees: Library Fellows (2012, 2014); DSpace@MIT Product Manager (2006); Director of Development (2004, 2009); Grants Officer (2016)
- *University of Kentucky (UK)*:
 - UK Electronic Theses and Dissertations (ETD) Committee (2000-2003)
 - UK Historical Markers Committee (2000-2003)
 - UK Libraries' Preservation Advisory Group, (2001-2003)
 - UK Libraries' Exhibit Committee (2001-2003)

Presentations and Papers:

- "The New Normal", panel facilitator, Pacific Library Partnership annual meeting, virtual, May 2023
- "*Athena*: A Collaborative Research Tool for the Naval Education Enterprise", presentation with Edward Corrado, CNI (Coalition for Networked Information) Fall Member Meeting, virtual, December 2021
- "Digital Archives and Libraries", Society of American Archivists workshop, curriculum developer and instructor, 2008-2018 (average 3 workshops/year)
- MIT Commencement exercises, provided webcast commentary during ceremony, 2005-2018
- "Wikipedia Edit-a-thons, Using Primary Resources to Enhance Wikipedia and Provide Outreach", *ARC Magazine*, April 2017

- “MIT Libraries Collections: Making Socially Responsible and Strategic Choices”, presentation, LYRASIS Member Summit, Atlanta, October 2016
- “The Day the Music Didn’t Die: The MIT Libraries Digital Audio Reformatting Project”, presentation, International Association for Sound and Audiovisual Archives (IASA), Paris, October 2015
- “Design Records in Archives”, panel participant, Architectural Records Roundtable, Society of American Archivists annual meeting, August 2014
- “Yours, Mine, Ours: How Changes in Academia Are Affecting Institutional Repositories”, session chair, Society of American Archivists meeting, August 2012
- “Are Archives and Special Collections becoming central to the mission of research libraries”, panel participant, Research Libraries Roundtable, Society of American Archivists annual meeting, August 2012
- “Harvard-MIT Collaboration: Addressing Shared Challenges in University Archives; the Challenge of Faculty Archives in the Digital Age, the Harvard Library Lab Project, Zone 1: Rescue Repository”, MIT Libraries All-Staff meeting, February 2012
- MIT150 *Next Century Convocation*, provided webcast commentary for MIT’s 150th anniversary charter day celebration at the Boston Convention Center, April 2011
- “FAÇADE: Preserving Digital Architectural Design Records”, presentation: New England Archivists spring meeting, Providence RI, April 2011; CITRA (International Council of Archivists), Oslo, Norway, September 2010
- “The Records of ‘Project Whirlwind’”, presentation at the 50th reunion of “Project Whirlwind” computer project, Cambridge, MA, June 2009
- “Archives Today”, presentation at “Living Heritage of AI [Artificial Intelligence]” workshop, sponsored by National Science Foundation, MIT, June 2009
- “New and Underutilized Sources of Significance in the History of Technology: Views from the Archives”, Society for the History of Technology (SHOT), Washington, D.C., panel participant, October 2007
- “Working Towards ASpace, the DSpace Experience @ MIT”, presentation at the annual meeting of the Society of American Archivists, Washington D.C., August 2006
- “Institutional Repositories: It’s Not Just the Technology”, presentation, with Eliot Wilczek (Tufts University), at the spring meeting of the New England Archivists, March 2006
- Inauguration of MIT’s 16th President Susan Hockfield, provided webcast commentary, May 2005
- “Challenges of Collecting and Preserving Scientific Records in the Digital Age” presentation at *History of Science: Archives and Oral History* meeting at the Banbury Center, Cold Spring Harbor Labs, invited participant (<http://library.cshl.edu/Meetings/hsci/>), April 2005

- “DSpace: Preserving the Intellectual Output of MIT’s Faculty and More”, presentation at the annual meeting of the Society of American Archivists, Boston, MA, August 2004
- “Getting It Going and Keeping It Going: Records Management Programs at Colleges and Universities”, chaired panel discussion at College & University Archives Section meeting at annual meeting of Society of American Archivists, Los Angeles, CA, August 2003
- “Will It Still Be Around and Will We Still Be Able to Use It? Long-term Preservation of and Access to Electronic Information”, presentation at *The Crisis in Scholarly Communication* Symposium, University of Kentucky, April 2003
- “The University of Kentucky Administration Building Fire Records Recovery, a Year Later”, presentation with Conservator Whitney Baker at Kentucky Council on Archives, Spring 2002
- “Documenting a Proud History and a Promising Future: the Libraries’ University Archives and Records Program (UARP)”, article in University of Kentucky Libraries News and Information, Spring 2002
- “Frances Jewell McVey” with Terry L. Birdwhistell, article in Women’s Forum section of UK News, Feb. 25, 2002
- “A Look Back at the UK Presidency” Multi-media exhibit in honor of the inauguration of University of Kentucky President Lee T. Todd, Jr., University of Kentucky, February 2002
- “University of Kentucky Administration Building Burns”, article in *The Academic Archivist*, the newsletter of the College and University Archives Section of the Society of American Archivists, vol. 18, no. 3, Summer 2001
- “In Search of Leadership: A Look at the UK Presidency” with Terry L. Birdwhistell, presentation at Lexington History Museum, Spring 2001 and at Kentucky Council on Post-Secondary Education, Spring 2001
- “UK Women: A Tradition of Achievement” Visual presentation at the UK University Senate Ad-Hoc Committee on the Status of Women 10-year Report Luncheon, Spring 2001
- “A Lot to Do in a Little Time, NYU Mellon Project”, presentation at Mid-Atlantic Regional Archives Conference (MARAC) Conference, Fall 1999
- “Archival Continuing Education: Can We Do It Better?”, facilitator of discussion session at Mid-Atlantic Regional Conference (MARAC) Conference, Fall 1999
- “Tri-fold Bundles, A Description of Conservation”, article in *Archivists Roundtable of Metropolitan New York Newsletter*, volume 4, issue 2, June 1999

Professional Development:

- “AI for Scientific Discovery - A Workshop”, National Academies of Science, Engineering and Medicine, virtual, October 2023

- “SPEAR (Strategic Planning for Execution: Assessment & Risk)”, hosted by Center for Executive Education, Naval Postgraduate School, November 2019
- “Library Management Skills Institute I: The Manager (LMSI I)”, hosted by Managing for Inclusion @MIT Libraries, August 2018
- *Leading Change Institute*, Fellow (<http://www.leadingchangeinstitute.org/>), Washington DC, June 2017
- “The Transformation of Academic Library Collecting: A Symposium Inspired by Dan Hazen”, Academy of Arts and Sciences, Cambridge, MA, October 2016
- *InfoFuture2015*, cross-disciplinary library/technology workshop, invited participant, Simmons College, January 2015
- OCLC Research Library Partners' "Past Forward: Meeting Stakeholders Needs in 21st Century Special Collections", meeting, Yale University, June 2013
- “Technology and Archival Processing,” workshop sponsored by Radcliffe Institute, Harvard University; member of workshop planning group, invited participant, May 2011
- “Tectonics of Digital Curation: A Symposium on the Shifting Preservation and Access Landscape”, sponsored by the Northeast Document Conservation Center, May 2010
- ACRL/Harvard Leadership Institute for Academic Librarians, Harvard University, August 2009
- “An Exploration of Academic Research Libraries in Cambridge”, joint MIT/Harvard diversity initiative, participant and presenter, October 2008
- “Effective Management of University Digital Records”, workshop sponsored by Andrew W. Mellon Foundation and University of Michigan, invited participant, September 2007
- “Situational Leadership”, workshop sponsored by MIT Human Resources, June 2007
- “New Skills in the Digital Era”, colloquium sponsored by National Archives and Records Administration (NARA), Society of American Archivists (SAA), and Arizona State Archives, invited participant, June 2006
- “Project Management”, workshop sponsored by MIT Human Resources, April 2006
- “Persistence of Memory: Stewardship of Digital Assets”, conference sponsored by Northeast Document Conservation Center (NEDCC), November 2005
- ARL/OLMS Workshop: Library Management Skills II, December 2004
- “Advanced Electronic Records: Design, Implementation and Evaluation”, workshop sponsored by the Society of American Archivists, May 2004

- "Exposing Hidden Collections Conference", sponsored by the Association of Research Libraries' Special Collections Task Force, Washington, DC, September 2003
- "Copyright, Faculty, Fair Use & the Digital Age" workshop, sponsored by SOLINET, July 2002
- "Leadership Institute for Administrators of State Archives, Records Management, and Information Management Programs", sponsored by the University of Maryland's College of Information Studies and the National Archives and Records Administration, College Park, MD, May 2002
- "SuperVISION" Supervisor Development Training, UK Human Resource Development, August/September 2001
- National Forum on Archival Continuing Education (NFACE), April 2000; invited participant, Mid-Atlantic Regional Archives Conference (MARAC's) representative.
- "Care of Architectural Drawings", workshop sponsored by the Archivists Roundtable of Metropolitan New York, January 1999
- "Introduction to EAD" workshop sponsored by the Society of American Archivists, May 1998
- "Care of Photographs" workshop sponsored by Archivists Roundtable of Metropolitan New York, November 1994