

# Rachel Fleming, MLS

## Education

**University of Missouri-Columbia** School of Information Science and Learning Technologies

Master of Arts in Library Science, May 2006

**Grinnell College**

Bachelor of Arts in History, December 2002

## Employment

**University of Tennessee at Chattanooga Library**

Chattanooga, Tennessee

*Scholarly Communications Librarian, Associate Professor*

8/2022 – current

*Scholarly Communications Librarian, Assistant Professor*

1/2020 – 7/2022

*Collections Initiatives Librarian & Assistant Professor*

1/2017 – 12/2019

Coordinates Affordable Course Materials Initiatives including microgrant program, open educational resources development support and program outreach and development. Manages open campus publishing in Pressbooks. Oversees Digital Commons institutional repository UTC Scholar, providing technical assistance to campus contributors, engaging in outreach to develop additional collections, and general maintenance. Supports research data management in collaboration with the Office of Research and Sponsored Programs. Develops scholarly communications program including developing website and other training materials and providing consultations and workshops.

**Belk Library & Information Commons, Appalachian State University** Boone, North Carolina

*Lead Librarian for Acquisitions & Assistant Professor*

2/2014 – 12/2016

*Special Assistant to the Dean*

11/2014 – 6/2015

*Budget Director*

7/2015 – 12/2016

Managed acquisitions unit with \$3.2m budget and 5 support staff. Acquisition of all types, vendor relations, license negotiation, materials receipt, ongoing review of resources. Provided Dean with recommendations on \$10m library budget. Project management of library space plan.

**Hunter Library, Western Carolina University**

Cullowhee, North Carolina

*Head of Serials & Assistant Professor*

6/2011 – 1/2014

Managed serials unit with \$1.3m materials budget and 2.5 support staff. Responsibilities included vendor relations, trials, license negotiation, materials receipt, and ongoing review of resources and collections in collaboration with subject librarians.

**Geisler Library, Central College**

Pella, Iowa

*Collection Development Librarian & Assistant Professor*

7/2006 – 5/2011

*Interim Technical Services Librarian*

6/2007-6/2008

Managed \$250,000 materials budget and 1 support staff. Collection development in all areas, including selection, collection review, vendor relations, serials cataloging, electronic resources management, and policy development. Additional duties included: Library Budget Officer, maintained library proxy server, staff and public computers and *Millennium* ILS. Cataloged all material types.

## **Certificates, Awards, and Honors**

### ***Post Graduate Certificate and Educational Awards***

Certificate in OER Librarianship, September 2020, Open Education Network.

Elected Beta Phi Mu, University of Missouri School of Information Science & Learning Technologies, May 2006.

### ***Certifications***

CITI Human Research for Social & Behavioral Science Investigators. Valid through 11 April 2026.

### ***Awards for Accomplishments in Librarianship***

2025 Core Presidential Citation

### ***Press Coverage***

“UTC Affordable Course Materials program saves students \$1 million since 2017.” UTC News Releases, 19 July 2022. <https://blog.utc.edu/news/2022/07/utc-affordable-course-materials-program-saves-students-1-million-since-2017/>

Joyner, Sarah. “Affordable Accessibility.” University of Tennessee Chattanooga Magazine, Spring 2021. <https://blog.utc.edu/magazine/affordable-accessibility/>

Joyner, Sarah. “COVID-19 forces ReSEARCH Dialogues online.” UTC News Releases, 17 June 2020. <https://blog.utc.edu/news/2020/06/covid-19-forces-research-dialogues-online/>

Stafford, Gina. “UTC comes out strong in first-ever One UT Collaboration and Innovation grants.” UTC News Releases, 26 May 2020. <https://blog.utc.edu/news/2020/05/utc-comes-out-strong-in-first-ever-one-ut-collaboration-and-innovation-grants/>

## **Publications**

### ***Book Chapters***

Lindsay Cronk and Rachel Fleming. "Beyond Library School: Surfacing Resource Needs for Acquisitions Workers" in *Charleston Voices: Perspectives from the 2018 Conference*, edited by Lars Meyer. Mountain View, California: Against the Grain, 2019. Pp. 103-121.  
<https://doi.org/10.3998/mpub.11281794>

Rachel Fleming and Kelly McBride. "How We Speak, How We Think, What We Do: Leading Intersectional Feminist Conversations in Libraries." In *Feminists Among Us: Resistance and Advocacy in Library Leadership*, edited by Shirley Lew and Baharak Yousefi. Sacramento, California: Library Juice Press, 2017. Pp. 107-125. <https://doi.org/10.31229/osf.io/w54td>

### ***Trade Articles***

Lindsay Cronk and Rachel Fleming. "They didn't teach this in Library School" *Against The Grain* 30, no. 6 (2019): 30 – 31.

### ***Conference Proceedings***

Lindsay Cronk and Rachel Fleming. "They didn't teach this in Library School': identifying core knowledges for beginning acquisitions librarians." In *Proceedings of the Charleston Library Conference* (2018). <https://doi.org/10.5703/1288284317074>

### ***Grants***

#### **External**

Fleming, Rachel, Miriam Larson, Grace Therrell, Jennifer Gramling, Erica Bell. "Tennessee Open and Affordable Course Materials" One UT Collaboration & Innovation Grant. Awarded \$50,000 Spring 2020.

Melnik, Laurie, Angela Dittmar, Joel Baxley, and Rachel Fleming. "Arts Learning Lab: Project REAL (Rural Educators for Arts Learning)" Awarded \$10,000 from Tennessee Arts Commission. (A20-0088). 2019 – 2020 Award. [project altered due to COVID-19]

### ***Presentations***

Ashley Mabbitt, Moderator. "Libraries and OER: growing open course materials sustainably" with Panelists Rachel Fleming and Stephanie Buck. Charleston Library Conference, Charleston, NC. 9 November 2023.

Rachel Fleming, Ryan Korstange, Ashley Sergiadis "Praxis at Scale: Issues in Growing OE Programs Today" Open Education Conference. Online. 8 November 2023.

Rachel Fleming and Carolyn Runyon. "Failures, Flops, and Fiascos: Making the Most of Missing the Mark in Open Pedagogy" Southern Mississippi Institutional Repository Conference 2022. Online. 29 April 2022.

Rachel Fleming, Ashley Sergiadis, and Rachel Caldwell. "Creating Robust OER in Collaboration with Campus Libraries" Tennessee Open Education Week 2022 presented by the Tennessee Higher Education Commission. Online. 7 March 2022.

Lindsay Cronk, Ashley Krenelka Chase, Rachel Fleming, and Maurini Strub. "PeMento: a spicy prototype for peer mentoring and midcareer professional development" Core Forum 2021. Online. 8 October 2021. [Cancelled due to COVID-19]

Sarah Copeland and Rachel Fleming. "You're still managing people! Achieve potential and avoid pitfalls when using technology tools to manage people and projects" TechConnect session, ACRL 2021. Online. 13 April 2021.

DR Meece and Rachel Fleming. "Adapting Open Textbooks for Tennessee Pre-Service Teachers." Open Education Week in Tennessee 2021. Webinar. 2 March 2021.

Dan Ascher, Moderator. "Affordable Course Materials: A Closer Look at Librarians and OER/AER". Panel Discussion. Springer-Nature Webinar. 14 May 2020.

Rachel Fleming and Cris Ferguson. "The hard work of soft skills." Charleston Conference. Charleston, South Carolina. 8 November 2019.

Rebekah Shaw, moderator. "Turn Left Here: Developing Roadmaps to Successful Implementation and Beyond". Panel featuring Rachel Fleming, Sandhya Srivastava, and Johan Tilstra. Charleston Conference. Charleston, South Carolina. 7 November 2019.

Lindsay Cronk, moderator. "Capitulating or Capitalizing, Compromising or Combatting: What is Meaningful Discourse Between Library and Vendor?" Panel Discussion featuring Ashley Chase, Cris Ferguson, Kristen Twardowski, Rachel Fleming, and Erin Luckett. Charleston Conference. Charleston, South Carolina. 6 November 2019.

Lindsay Cronk and Rachel Fleming. "Acquisitions Work: From Competencies to Competence" ALCTS Webinar. Online. 25 September 2019.

Rachel Fleming and Erin Leach. "Turning Outward to Develop a Vision for Change" in *Change Management in Libraries and Technical Services*, ALCTS preconference to ALA Annual Conference. Washington, District of Columbia. 21 June 2019.

Lindsay Cronk and Rachel Fleming. "Decoding the Scholarly Resources Marketplace." Charleston Conference. Charleston, South Carolina. 8 November 2018.

Rachel Fleming and Lindsay Cronk. "'They didn't teach this in Library School': identifying core knowledges for beginning acquisitions librarians." Charleston Conference. Charleston, South Carolina. 7 November 2018.

### ***Peer Review***

Journal of Librarianship and Scholarly Communication, 2025

## **Professional Service**

### ***Professional Service, National***

*PeMento: Peer Mentoring for Mid-Career Library Workers*

Co-Founder and Co-Facilitator (2021 – 2024)

*American Library Association*

Nominating Committee (2025 – 2026)

Council Orientation Committee (2024 – 2026)

*Core: Leadership, Infrastructure, Futures (a division of the American Library Association)*

Core Division Councilor (elected) (2022 – 2025; 2025 – 2028)

Access and Equity Section Leadership Team (2020 – 2022)

*Association for Library Collections & Technical Services (division of American Library Association)*

Assistant Editor, Library Materials Price Index (2017 – 2021)

### ***Professional and University Service, Tennessee***

Tennessee Higher Education Commission Textbook Affordability Task Force

(Task Force member, Steering Committee member) (2019 – present)

Open Education Week in Tennessee 2021 (Organizer) (2021)

### ***University and Library Service***

*University of Tennessee at Chattanooga*

Commission on the Status of Women (2021 – 2024)

Faculty Awards Committee (2023 – 2024)

Undergraduate Academic Standards Committee (2021 – 2022)

Undergraduate Curriculum Committee (2018 – 2021)

*UTC Community*

Office of Undergraduate Research and Creative Endeavor

SEARCH Award Reviewer

ReSEARCH Dialogues Volunteer

Undergraduate Research Mentor

*UTC Library*

Library Faculty Senator (2023 – 2025)

Equity Diversity and Inclusion Task Force (Chair, 2021 – 2022)

Search Committee Chair, Director of Acquisitions and Content Management (2023)

Search Committee, Director of Acquisitions and Content Management (2021)

Search Committee, Manuscripts Archivist (2019)