

Molly A. Kleinman

<http://mollykleinman.com>

EDUCATION

- UNIVERSITY OF MICHIGAN - School of Education
Ph.D. Candidate in Higher Education, anticipated 2017
Concentration in Public Policy in Postsecondary Education
September 2011 – present
Ann Arbor, Michigan
- UNIVERSITY OF MICHIGAN - School of Information
Master of Science in Information
Tailored concentration in Libraries, Information Policy, and Law
September 2005 – April 2007
Ann Arbor, Michigan
- BRYN MAWR COLLEGE
Bachelor of Arts in English
Cum Laude and Departmental Honors
September 1997 – May 2001
Bryn Mawr, Pennsylvania

AWARDS AND HONORS

- American Association of University Women Scholar, University of Michigan Center for the Education of Women
September 2013-May 2014
– Selected to receive a \$5,000 scholarship for outstanding academic performance and leadership potential.
- Joseph B. Rounds Scholar, University of Michigan School of Information
September 2005 – May 2007
– Received a partial scholarship for two years of study.
- Michigan Special Libraries Association Scholar
May 2007
– Awarded to the president of the U-M student chapter of the Special Libraries Association.

RESEARCH EXPERIENCE

- LEARNING, EDUCATION, & DESIGN LAB, University of Michigan Digital Education & Innovation
January 2014 – June 2015
Research Assistant
- CENTER FOR THE STUDY OF HIGHER AND POSTSECONDARY EDUCATION, University of Michigan School of Education
September 2011 – April 2015
Ann Arbor, Michigan
Graduate Student Research Assistant to Dr. Michael Bastedo
- PEER TO PEER UNIVERSITY
July 2012
Berlin, Germany
Summer Fellow for the School of Open

SELECTED EMPLOYMENT

- UNIVERSITY OF MICHIGAN MEDICAL SCHOOL
Health Information Technology and Services
July 2015 – present
Ann Arbor, MI
Publisher and OER Manager
- Manage Open Michigan OER, the University of Michigan's open educational resource (OER) publishing program, part of a collaboration with the University Library. Consult directly with faculty in the Medical School and across campus who wish to share their content more widely.
 - Support the U-M Medical School's development and launch of a new curriculum. Evaluate technology-enhanced learning resources, and provide training on best practices for finding and using open content.
 - Oversaw the development and launch of a new website for Open Michigan (<http://open.umich.edu>). Balanced the needs and interests of disparate stakeholders, and supervised the migration of thousands of electronic learning objects.
 - Answer copyright and licensing questions related to OER, books, journal articles, and the production of new curriculum content.
 - Supervise a team of five direct reports, including professional staff and student temps, and provide project oversight, mentoring, career development, and workload balancing.

UNIVERSITY OF MICHIGAN LIBRARY

May 2009 – August 2011
Ann Arbor, Michigan

Library Administration

Special Assistant to the Dean of Libraries

- Facilitated the work of the Dean of Libraries in a broad spectrum of administrative activities, including daily operations, research and writing, financial and personnel management, supporting the integration of new units such as the U-M Press and the Digital Media Commons, and maintaining connections to the academic and information communities beyond the University.
- Coordinated and managed the annual budget proposal writing process.
- Assisted University Librarian Paul Courant with research and projects on topics in librarianship, higher education, scholarly communication, copyright, publishing, and library management.
- Maintained the Library's connections to external partners and communities through participation in annual and one time surveys, arranging visits by national and international scholars and librarians, representing the Library at conferences, and contributing to development related initiatives.
- Served as communications coordinator and liaison for Library administration, ensuring that information was communicated appropriately to internal audiences throughout the Library and a wide array of external constituents including faculty and University administration.
- Planned and coordinated events and activities such as visiting lecturers, site visits, and Library-wide staff meetings.
- Co-led a team to implement the ClimateQual survey across the Library system.
- Oversaw the planning, design, and implementation of a new Library intranet.
- Served in an ex-officio capacity to the Library Dean's Group, working collaboratively to provide high-level assistance including communication, policies, projects, and other management issues.

UNIVERSITY OF MICHIGAN LIBRARY

September 2006 – May 2009
Ann Arbor, Michigan

Copyright Office

Copyright Specialist

- Researched and answered questions about copyright and publishing issues from faculty, staff, and students.
- Planned and implemented an educational outreach campaign on copyright and publishing for University faculty, librarians, staff, students, and researchers.
- Developed and taught workshops on a variety of copyright and publishing topics, such as copyright basics, author rights, Open Access, and Creative Commons.
- Led a team of librarians to organize Open Access Week in March, 2009. The week featured six events on a range of topics surrounding scholarly publishing, which were attended by over 150 people.
- Participated in a University-wide team to facilitate compliance with the NIH Public Access Policy.
- Provided copyright support to U-M's digital library initiatives, including the institutional repository, the Scholarly Publishing Office, and the HathiTrust (formerly MBooks) project.
- Supervised and mentored a graduate student intern on a project to develop new content for the copyright website.
- Oversaw the redesign of the U-M copyright website.
- Organized focus groups with faculty and students to assess the needs for copyright education on campus.

THE WENDY WEIL LITERARY AGENCY, INC.

July 2001 – May 2004
New York, New York

Associate

- Acted as assistant to Wendy Weil. Handled correspondence, schedule, submissions to publishers, and participated in contract negotiations.
- Managed permission requests and contracts for reprint rights of clients' work.
- Created new boilerplate contracts for digital and audio permissions.
- Supervised interns in evaluating unsolicited manuscript submissions.
- Read and evaluated manuscript submissions.

PUBLICATIONS and CONFERENCE PRESENTATIONS

Kleinman, M. (forthcoming). Faculty rights to scholarly research. In S. Bernstein & A. Kezar (Eds.) *Intellectual property, faculty rights, and the public good*. New Directions for Higher Education.

Kleinman, M., Brown, M., Holman, C., & Oster, M. (under review). "I find this very rude": Methods for identifying inappropriate content in MOOC forums. Learning Analytics & Knowledge International Conference 2017.

Gross, J.L., & Kleinman, M. (under review). Organizational Ecology and Higher Education: A Literature Review and Research Agenda. *Higher Education*.

- Bastedo, M., Samuels, E., & Kleinman, M. (2014). Do Charismatic Presidents Influence College Applications and Alumni Donations? Organizational Identity and Performance in U.S. Higher Education. *Higher Education*.
- Kleinman, M., & Gross, J.L. (2013 November). The Need for High Speed: Online Course Taking Behavior Among Community College Students. Presentation at the Association for the Study of Higher Education Conference.
- Gross, J.L., & Kleinman, M. (2013 April). The Need for High Speed: Online Course Taking Behavior Among Community College Students. Presentation at the Council for the Study of Community Colleges Conference.
- Bastedo, M., Samuels, E., & Kleinman, M. (2012). The Effect of Presidents' Charisma on Organizational Performance: Differences between Religious and Secular Private Colleges and Universities. Presented at the Association for the Study of Higher Education Annual Conference, Las Vegas, Nevada.
- Tracy, C. & Kleinman, M. (2012). The Acquisition of Two Non-Profit, Religious, Liberal Arts Universities by For-Profit Education Companies in the United States: A comparative case study of Grand Canyon University and Ashford University. Presented at the Access, Competition, and For-Profit Higher Education Conference, Durham, North Carolina.
- Kleymeer, P., Kleinman, M., and Hanss, T. (2010). Reaching the heart of the university: Libraries and the future of OER. Presented at the Open Ed 2010 Conference, Barcelona, Spain. <http://hdl.handle.net/2027.42/78006>.
- Kleinman, M. (2009). The beauty of "Some Rights Reserved": An Introduction to Copyright, Publishing, and Creative Commons. Presented at the Michigan Library Association Annual Conference. Lansing, MI.
- Kleinman, M. (2009). Copyright and Publishing Essentials for Data Librarians. Presented at the Association for Population/Family Planning Libraries and Information Centers Conference, Ann Arbor, MI.
- Kleinman, M. (2009). Borrow This Book: How libraries ended up on the front lines of the copyright wars. Presented at the Michigan Tech Great Events series, Houghton, MI.
- Kleinman, M. (2008). The beauty of 'Some Rights Reserved': Introducing Creative Commons to librarians, students and faculty. *College and Research Library News*, 69(10). <http://www.ala.org/ala/mgrps/divs/acrl/publications/crlnews/2008/nov/beautyofsrr.cfm>
- Kleinman, M. (2008). A few things every instruction librarian should know about copyright. *LOEX Quarterly*, 35(2). <http://hdl.handle.net/2027.42/61255>.
- Kleinman, M. & Bast, A. (2008). Beyond Copyright: Creative Commons and new approaches to intellectual property in the archive. Presented at the International Council on Archives Congress in Kuala Lumpur, Malaysia
- Kleinman, M. & Bast, A. (2008). Creative Commons International: What it is and how it works. Presented at the International Council on Archives Congress in Kuala Lumpur, Malaysia

WORKSHOPS

- "The Beauty of Some Rights Reserved: An Introduction to Copyright, Publishing and Creative Commons." Keynote address for Open Access Week at Kansas State University, Manhattan, KS. Video available at <http://www.k-state.edu/copyright/video.html>. October 2010
- "Copyright in Practice: Fundamentals for Librarians and Other Humans." Keynote address for Open Access Week at Wayne State University, Detroit, MI. October 2010
- ACRL Scholarly Communications 101 Roadshow (co-presenter). University of Buffalo, Buffalo, NY; Washington University in St. Louis, St. Louis, MO; Bryan College, Dayton, TN; Lehigh University, Bethlehem, PA. Summer 2009 and 2010
- "The Beauty of Some Rights Reserved: An Introduction to Copyright, Publishing, and Creative Commons." Half-day workshop for the Michigan chapter of the Medical Library Association (MLA). Certified for Continuing Education credit by MLA. May 2010
- "Copyright in Practice: Fundamentals for Librarians and Other Humans." Half-day workshop for the Missouri Library Network Corp, St. Louis, MO. April 2010
- "Open Access or: How I learned to stop worrying and love the internet." Keynote address for Open Access Week at the University of Iowa, Iowa City, IA. October 2009

Legal Considerations in Digital Preservation (instructor). Digital Preservation Management Workshop, University of Michigan, Ann Arbor, MI.	May 2009
"UMich's March Open Access Week: Lessons and Ideas" (webcast). http://www.blip.tv/file/2074690 SPARC online.	April 2009
"The beauty of 'Some Rights Reserved': Introducing Creative Commons." Workshop for the National Library Board of Singapore.	July 2008

SERVICE and DEVELOPMENT

Professional Service

<i>Open Attribute Project, Educator Lead</i> Open Attribute is a project to build attribution generators for Creative Commons-licensed content on the web, coordinated by Mozilla Drumbeat. The team is building simple tools to make re-using and attributing open content as easy as cut and paste.	November 2010 – August 2012 <i>Mozilla Drumbeat</i>
<i>Library Communications Strategies Group</i> Offered support and guidance to the Library's Communications Director. Provided input on Library development events and promotional materials.	September 2007 – August 2011 <i>University of Michigan Library</i>
<i>Usability Working Group</i> The Usability Working Group, http://www.lib.umich.edu/usability/ , guides and implements usability testing of the Library's web resources and services, including the Library's locally generated web pages and resources, as well as customizable vendor supported resources, such as MetaLib, Aleph and SFX.	January 2008 – December 2008 <i>University of Michigan Library</i>
<i>Copyright Policy Review Committee</i> Committee convened by Vice Provost John King to review the University of Michigan's copyright policy for faculty and staff, and propose a new, clearer policy.	May 2008 – February 2010 <i>University of Michigan</i>
<i>Copyright Advisory Network Copyright Scholar</i> Received two days of training in copyright at ALA's Washington Office, and convened annually for planning and working. Answered questions from librarians and the general public at the Copyright Advisory Network Forums, http://librarycopyright.net . Blogged about copyright news and resources at http://librarycopyright.net/wordpress .	September 2007 – August 2009 <i>American Library Association</i>

Community Service

<i>Board Member</i> Common Cycle is a non-profit organization dedicated to making it easier for people in the Ann Arbor area to ride their bikes by providing access to tools, workspace, and expertise. Managed the summer fundraising campaign. Coordinated collaboration with the Ann Arbor District Library. Responsible for public relations and outreach.	June 2010 – present <i>Common Cycle</i>
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Professional Development

<i>Center for the Education of Women Advanced Leadership Seminar, Participant</i> This competitive seminar for U-M staff provides a year-long program of leadership training through presentations by senior-level University administrators, participation in discussions on organizational development, assigned readings, and an independent project that engages the principles of leadership and systems change management.	September 2009 – May 2010 <i>Center for the Education of Women, University of Michigan</i>
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MEMBERSHIPS

Association for the Study of Higher Education	2012 – 2015
American Library Association/Association of College and Research Libraries	2007 – 2011
Special Libraries Association, University of Michigan (President, Student Chapter, 2006 – 2007)	2005 – 2007
Association of Authors' Representatives	2001 – 2004

LANGUAGE PROFICIENCIES

Intermediate Spanish: Spoken and written. Lived and traveled in Spain from May 2004 to April 2005.