Andrew Horbal

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EMPLOYMENT HISTORY

Director of Access Services **2019-present**
Cornell University Library
Cornell University
Ithaca, NY

Nature of Work:

Provides system-wide leadership of the Library's Access Services department, which currently includes 69 staff plus student employees. Chairs the Access Services Leadership Team responsible for establishing priorities and procedures, recommending policies, and ensuring awareness of current trends, looking toward future directions for the Library. Serves on the Research, Teaching, and Engagement Senior Management Team and Directors Group and works with unit library directors to forward the Library's public services and to ensure that decisions regarding Access Services resonate with the Cornell community. Collaborates with several Library departments including Library IT and Library Technical Services. Supervises the Assistant Director of Access Services and the heads of Interlibrary Services, the Library Annex, Library Media Reserves, Library Public Services, and Olin & Uris Libraries Resource and Access Services. Represents Access Services on the FOLIO Governance Steering Committee. Works with the Interdisciplinary Team, the Library's Electronic Resources department, Library Media Reserves, and individual selectors to ensure a coordinated approach to providing streaming video resources. Manages an annual allocation for streaming video.

Major Accomplishments:

- Chaired a Unified Access Services Task Force in 2023 which defined the responsibilities falling under the umbrella term of "access services" and led to the creation of a new centralized department better capable of supporting of the CUL's One Library initiative the following year.
- Assumed leadership of Olin & Uris Libraries Resource and Access Services in 2023.
- Led a reorganization of the Library Annex by creating a new supervisory position, rewriting job descriptions, and merging with the Library's Shipping & Receiving unit, enabling us to provide growth and development opportunities for our entire team, increase efficiency, and provide a better patron experience through more consistent fulfillment of requests.
- Oversaw testing, training, and implementation of functions relevant to access services during the Library's successful 2021 migration from the Voyager Integrated Library System to FOLIO, an open-source library services platform that had not previously been used by a major research institution.

- Led an initiative to eliminate all overdue fines and fees save recall fines and lost item replacement fees as an initiative to support affordability and remove barriers to library use.
- Created and led the Access Services Response Team during the COVID-19 global pandemic whose signature initiatives included creating a new contactless pickup service for physical materials that is still thriving more than six years later and authoring the first three successful proposals to return library staff to campus.
- Appointed at the rank of Associate Librarian in 2019.

Head of Learning Commons **2015-2019**
University of Maryland Libraries
University of Maryland
College Park, MD

Nature of Work:

Provided leadership for the Terrapin Learning Commons (TLC) located in the main library for the University of Maryland campus in College Park, a public research institution serving a diverse community of more than 39,000 students and more than 10,000 faculty and staff. Oversaw operations of the TLC Tech Desk, a 24-hour service point offering equipment loan, group study room reservations, large and special-format printing, binding and laminating, and more. Oversaw operations of the John & Stella Graves MakerSpace, an instruction-oriented service point offering 3D printing, 3D scanning, AR/VR, and other developing technologies. As facilitator of the Equipment Loan Group, coordinated the activities of all the Libraries' equipment loan programs. Cultivated relationships with partners elsewhere on campus to provide additional student support services in the TLC. Managed a staff of 12.5 FTE, including two exempt staff, 2.5 FTE non-exempt staff, and eight FTE student assistants.

Major Accomplishments:

- Reorganized the TLC's staffing structure by revising job descriptions to designate everyone as the lead on some area of our operations, helping each staff member develop a plan for compiling and sharing monthly and yearly statistics reports, and instituting regular all-staff meetings to facilitate shared decision making.
- Introduced a popular new user-managed reservation system for group study rooms which dramatically reduced the amount of staff time devoted to room reservations and improved the TLC user experience by streamlining the reservation process and eliminating the need for policy enforcement by staff.
- Oversaw the completion of a major project to standardize equipment loan program policies and procedures across the Libraries, ensuring a better and more consistent experience for our patrons.
- Created a strategic plan for the MakerSpace to focus on top priorities, address weaknesses and threats, and better communicate value to stakeholders, including through

the adoption of a "lean start-up" approach to running it which gave us the flexibility to quickly pivot in response to feedback from our users.
- Developed a library instruction program based on the technologies in the MakerSpace and aligned with the Libraries' information literacy goals which reached more than 400 instructors and students in the 2017-18 academic year.
- Promoted to the rank of Librarian III (equivalent to Associate Librarian/Professor) with permanent status in 2018.

Media Resources Librarian **2013-2015**
University of Maryland Libraries
University of Maryland
College Park, MD

Nature of Work:

Managed the Library Media Services (LMS) department's collection of more than 28,000 items in a wide range of formats. Worked with the Acquisitions Department on issues related to licensing audiovisual resources. Solicited and processed gifts and donations. Provided in-person and online instruction services with an emphasis on multimedia production. Marketed audiovisual collections and services to faculty and students with an emphasis on curricular use of materials. Served as primary selector for and librarian liaison to the Film Studies Program.

Major Accomplishments:

- Chaired a Media Commons Task Force whose final report provided LMS with a road map for reinventing itself as a "platform for learning" in line with the goals of the Libraries as a whole, including through development of a prototype multimedia production lab and a "one-button studio" for students working on presentations.
- Developed a comprehensive collection development policy statement for LMS to inform staff and library users about the collection and to establish standards for selection, gift acceptance, format duplication and retention, diversity, and other areas.
- Led a transition away from ad hoc library instruction centered around LMS's collections and toward a more systematic program of instruction designed to promote media literacy.
- Led an initiative to make the LMS collection, which had been predominantly non-circulating, available for checkout to all faculty, staff, and students, and to make LMS materials available via regional and consortial ILL services.
- Appointed at the rank of Librarian II (equivalent to Assistant Librarian/Professor) in 2013.

Access Services Librarian **2011-2013**
Hoover Library
McDaniel College
Westminster, MD

Nature of Work:

Managed the Access Services Department responsible for providing circulation, reserves, and collection maintenance services to an academic community of more than 3,500 students and 500 faculty and staff. Supervised 1.5 FTE staff and 18-20 part-time student workers. Served as library liaison to five undergraduate departments and all of the College's graduate and professional studies programs. Developed online learning objects and taught 10-20 library instruction sessions per semester as part of an extremely active information literacy program. Oversaw circulation functions utilizing the library's Polaris ILS and served as backup system administrator to the library's ILS Coordinator. Provided reference assistance to the College community. Participated in meetings of and jointly formulated policies and procedures for the Carroll Library Partnership consortium, which includes both academic and public libraries.

Major Accomplishments:

- Managed a successful library-wide shifting project that involved moving more than 100,000 books in less than four months.
- Helped write a successful application for a $23,936 grant from the Knapp Foundation to develop a Flip camera lending program and purchase streaming video resources.
- Produced a number of short videos about the library, including one depicting "A Day in the Life of Hoover Library," a commercial for our interlibrary loan department, and a video tour of the library advertising our academic support services to students.
- Participated in the creation of McDaniel College's first institutional copyright policy.

Media Resources Specialist **2007-2011**
University of Pittsburgh Library System
University of Pittsburgh
Pittsburgh, PA

Nature of Work:

Provided on-site and remote reference assistance to library patrons. Coordinated the selection and acquisition of new DVDs, videos, and 16mm films for the library's collection of over 20,000 titles. Served as library liaison to the Film Studies Program. Supervised part-time staff and student workers. Taught information literacy classes to incoming freshmen as part of a campus-wide library instruction program.

Library Specialist, Information Sciences Library **2006-2007**
University of Pittsburgh Library System
University of Pittsburgh
Pittsburgh, PA

Nature of Work:

Provided circulation services and reference assistance at a busy departmental library. Processed interlibrary loans, course reserves, transfers, and withdrawals. Designed and mounted displays highlighting the library's special collections and other holdings. Managed the library's serials collection.

Library Associate **2004-2006**
University of Pittsburgh Library System
University of Pittsburgh
Pittsburgh, PA

Nature of Work:

Provided circulation and reserves services at a high-traffic circulation desk. Managed the day-to-day aspects of the University of Pittsburgh's participation in a regional interlibrary loan service. Supervised part-time student circulation assistants. Processed fines and fees transactions. Provided technical assistance to patrons borrowing computers through the library's laptop lending program.

Stacks Supervisor **2002-2004**
University of Pittsburgh Library System
University of Pittsburgh
Pittsburgh, PA

Nature of Work:

Supervised shifts of up to 10 stacks assistants during weekend and evening hours. Trained new student workers. Conducted lost item searches and collection inventories.

Stacks Assistant **2000-2002**
University of Pittsburgh Library System
University of Pittsburgh
Pittsburgh, PA

Nature of Work:

Maintained the library's book, serials, and government documents stacks. Helped library users locate materials.

SERVICE

Library

Library Senior Managers (formerly Directors) Group 2022-present
Cornell University Library

- Co-Coordinator, 2024-2026

Interdisciplinary Team 2021-present
Cornell University Library

FOLIO Governance Steering Committee 2021-present
Cornell University Library
- Access Services/Public Services Representative, 2021-present
- Security Subcommittee, 2021-2022

Research, Teaching, and Engagement Senior Management Team 2019-present
Cornell University Library

Academic Assembly 2019-present
Cornell University Library

Copyright Librarian Search Committee 2025
Cornell University Library
- Chair

Library & Press 2024 Employee Excellence Awards Selection Committee 2024
Cornell University Library

Social Media Specialist Search Committee 2024
Cornell University Library

Circulation/Collection Management Assistant Search Committee 2024
Cornell University Library

Associate Librarian Promotion Review Board 2023-2024
Cornell University Library
- Alternate, 2023

Library Directors Leadership Team 2019-2023
Cornell University Library

Interlibrary Loan Assistant Search Committee 2022
Cornell University Library

Scholarly Communication Working Group Steering Committee 2020-2021
Cornell University Library
- Liaison to Open Access Week Programming Team, 2020-2021
    - Team Lead, 2020
    - Notetaker, 2021

Public Computing Planning Committee 2020-2021
Cornell University Library
- Co-Chair, 2020-2021

FOLIO Implementation Team 2019-2021
Cornell University Library
- Testing Team 2021
- Scout Development Team 2021
- Training Team 2020-2021

Library Services Return to Campus Task Force 2020
Cornell University Library

Grants Committee 2018-2019
University of Maryland Libraries

Task Force on Appointment, Promotion, and Permanent Status 2018-2019
Librarianship Portfolio
University of Maryland Libraries

Performance Review Committee for a Professional-Track Faculty Librarian 2017-2019
University of Maryland Libraries

Faculty Merit and Annual Review Committee (FMARC) 2016-2019
University of Maryland Libraries
- Chair, 2018-2019
- Permanent Status Library Faculty Representative, 2018-2019
- Permanent Status-Track Library Faculty Representative, 2016-2018

Copyright Discussion Group 2014-2019
University of Maryland Libraries

Library Assembly Advisory Council 2014-2016;
University of Maryland Libraries 2018-2019
- FMARC Chair, 2018-2019
- Libraries Senators Representative, 2018-2019
- Secretary, 2014-2016

Library Assembly 2013-2019
University of Maryland Libraries
- Secretary, 2014-2016

Research & Teaching Fellowship Program 2017-2018

University of Maryland Libraries
- Mentor

Special Committee on Reappointment Review 2017-2018
University of Maryland Libraries

First Year Experience Library Search Committee 2016
University of Maryland Libraries
- Chair

Diversity Advisory Committee 2013-2016
University of Maryland Libraries

Science Commons Task Force 2015
University of Maryland Libraries

Instruction Council 2014-2015
University of Maryland Libraries

Staff Mentoring Program 2014-2015
University of Maryland Libraries
- Mentor

Electronic Resources Librarian Search Committee 2014
University of Maryland Libraries

Public Services Management Librarian Search Committee 2013
Hoover Library, McDaniel College

Campus

Transportation Hearing and Appeals Board 2023-present
Cornell University
- Faculty Representative, 2023-present

Faculty Senate 2022-2025
Cornell University
- Senator-at-large (RTE Faculty), 2022-2025

Elections, Representation, and Governance University Senate Committee 2013-2017;
University of Maryland 2018-2019
- Chair, 2018-2019
- Faculty Representative, 2013-2017
- Subcommittee to review amendments to the Libraries' Plan of Organization, 2017

- Subcommittee to review the School of Engineering's Plan of Organization, 2016
- Subcommittee to review the School of Public Health's Plan of Organization, 2013

University Senate 2016-2019
University of Maryland
- Permanent Status/Permanent Status-Track Librarian Representative, 2016-2019

Committee on Committees University Senate Committee 2017-2019
University of Maryland
- Faculty Representative, 2017-2019

Professor of American Sign Language Search Committee 2013
McDaniel College

Faculty Technology Committee 2012-2013
McDaniel College

Profession

BorrowDirect Steering Committee 2025-present
- Cornelll University Library Representative, 2025-present

Ivy Plus Libraries Confederation Streaming Video Affinity Group 2022-present
- Convener, 2022-2023

American Library Association 2007-present
- ALA Council, 2025-present
    - Film & Media Round Table representative, 2025-present
- Film & Media (formerly Video) Round Table, 2013-present
    - ALA Council representative, 2025-present
    - Executive Committee, 2013-2019; 2021-present
    - Treasurer, 2023-2025
    - Liaison to COPE, 2021-2023
    - deg farrelly Memorial/Alexander Street Press AMIA/FMRT Media Librarian Scholarship Jury, 2020
    - Bylaws Committee, 2018-2020
    - Immediate Past Chair, 2018-2019
    - Nominating Committee, 2017-2019
        - Chair, 2018-2019
    - Gala Committee, 2016-2019
    - Chair, 2017-2018
    - Vice Chair/Chair Elect, 2016-2017
    - Kino Lorber EDU/Video Round Table Annual Scholarship Jury, 2016-2018

    - Webmaster, 2013-2016
    - Communication Committee, 2013-2016
- Planning and Budget Assembly, 2023-2025
- Round Table Coordinating Assembly, 2016-2019; 2023-2025
- Committee on Professional Ethics (COPE), 2021-2023
    - Liaison to FMRT, 2021-2023
- New Members Round Table Resume Reviewer, 2014-2018

Ivy Plus Libraries Confederation Resource Access & Sharing Strategies Group 2019-2025
- Chair, 2023-2025
- Chair-Elect, 2022-2023
- Cornell University Library Representative, 2019-2025

Ivy Plus Libraries Confederation High Density Storage Affinity Group 2022-2024

NorthEast Research Libraries (NERL) Streaming Video Working Group 2023

Institute for Research Design in Librarianship Mentor Program 2022-2023
- Mentor

FOLIO Resource Access Special Interest Group 2019-2023
- Cornell University Library Representative, 2019-2023
- Controlled Digital Lending (CDL) Subgroup, 2021-2023
- On-the-Fly/Fast Add Subgroup, 2019

NERL Exploratory Streaming Media Negotiations Team 2022

Promotion and Continuous Appointment Reviewer 2022
University of Minnesota

Consortium of College and University Media Centers 2014-2019
- Government Regulations and Public Policy Committee, 2014-2017
    - Chair, 2015-2017

Career Status and Advancement External Reviewer 2019
University of California at Berkeley

Promotion and Tenure External Reviewer 2018
University of Tennessee Libraries

Collective Conference 2017
- Notetaker

Community

Poll Site Manager, Tompkins County Board of Elections, Ithaca, NY 2026-present

Election Inspector, Ithaca City School District, Ithaca, NY 2024-present

Election Inspector, Tompkins County Board of Elections, Ithaca, NY 2023-2026

Volunteer, Maryland Film Festival, Baltimore, MD 2013-2018

- Theater Captain, 2014-2018

Screener of Short Film Submissions, Three Rivers Film Festival, Pittsburgh, PA 2009-2011

Judge, Faces of Democracy Film Festival, Pittsburgh, PA 2006

RESEARCH, SCHOLARLY, AND CREATIVE ACTIVITIES

Contributions to Books

Andy Horbal and Preston Tobery, "Case Study: Using a 'Lean Start-Up' Approach to Building a Culture of Innovation at the John & Stella Graves MakerSpace," in *The Savvy Academic Librarian's Guide to Technological Innovation: Moving Beyond the Wow Factor*, Cinthya Ippoliti, p. 23-26 (Lanham, MD: Rowman & Littlefield, 2018).

Andy Horbal and Lealin Queen, "Storyboarding to Create Films without Celluloid," in *63 Ready-to-Use Maker Projects*, ed. Ellyssa Kroski, p. 251-254 (Chicago: ALA Editions, 2018).

Andy Horbal and Lealin Queen, "Video Editing to Remix Films," in *63 Ready-to-Use Maker Projects*, ed. Ellyssa Kroski, p. 255-259 (Chicago: ALA Editions, 2018).

Andy Horbal, Preston Tobery, and Yitzhak Paul, "3D Print a Bust of Yourself," in *63 Ready-to-Use Maker Projects*, ed. Ellyssa Kroski, p. 293-297 (Chicago: ALA Editions, 2018).

Zach Campbell, Girish Shambu, Brian Darr, Andy Horbal, and Dan Sallitt, "The Digital Cine-Club: Letters on Blogging, Cinephilia and the Internet," in *Cinephilia in the Age of Digital Reproduction Vol. 1: Film, Pleasure and Digital Culture*, ed. Scott Balcerzak and Jason Sperb, 54-67 (London: Wallflower Press, 2008).

Journal Articles

Andy Horbal and Preston Tobery, "Third Time's the Charm: Finding a Permanent Home for the University of Maryland's John & Stella Graves MakerSpace," *Against the Grain* 30, no. 3 (2018): 18-23.

Andy Horbal, “Instructor Use of Educational Streaming Video Resources,” *The Journal of Academic Librarianship* 44, no. 2 (2018): 179-189.

Scott Spicer and Andrew Horbal, “The Future of Video Playback Capability in College and University Classrooms,” *College & Research Libraries* 78, no. 5 (2017): 706-722.

Lori Widzinski, Debra Mandel, Andrew Weaver, and Andrew Horbal, “Media in the Classroom—Connecting, Collaborating, Creating,” *Against the Grain* 28, no. 5 (2016): 32-34.

Reviews

43 DVD and streaming media reviews for *Educational Media Reviews Online,* 2015-present.

36 Blu-ray/DVD and DVD reviews for *Library Journal*, 2011-2018.

Six DVD, film, and TV reviews for *PopMatters*, 2006.

A full list of citations is available here: https://prodigalcinephile.com/review-citations.

Commentary/Analysis

Andy Horbal, “A Librarian’s Perspective on Streaming Video in Educational Contexts,” *Ithaka S+R* (January 30, 2023): https://sr.ithaka.org/blog/a-librarians-perspective-on-streaming-video-in-educational-contexts.

Andrew Horbal, “The Art of the March Madness Telecast,” *IndieWire* (March 26, 2012): http://www.indiewire.com/2012/03/the-art-of-the-march-madness-telecast-132263.

Andrew Horbal, “Pittsburgh Dispatch 2,” report on the Three Rivers Film Festival, *GreenCine Daily* (November 13, 2006): http://daily.greencine.com/archives/002752.html.

Andrew Horbal, “Pittsburgh Dispatch,” report on the Three Rivers Film Festival, *GreenCine Daily* (November 6, 2006): http://daily.greencine.com/archives/002725.html.

Presentations

Andy Horbal, “2020 Water Disaster at Cornell University’s Library Annex,” presentation for the CORE Library Storage Interest Group at the American Library Association Annual Conference, Philadelphia, PA, June 29, 2025.

Andy Horbal and Tobi Hines (Facilitators), “Unified Access Services Through the Lens of Equity and Inclusion,” roundtable discussion at the Association of College and Research Libraries 2025 Conference, Minneapolis, MN, April 2-5, 2025.

Andy Horbal, “2020 Water Disaster at Cornell University’s Library Annex,” presentation during ALA CORE Interest Group Week for the Library Storage Interest Group, Online, March 5, 2025.

Tobi Hines and Andy Horbal, “Beyond the Numbers: Assessing Self-Checkout Through a Lens of Inclusivity,” poster presentation at the Library Assessment Conference, Portland, OR, November 8, 2024.

Lorraine Wochna (Moderator), Andy Horbal, Meghann Matwichuk, Rhonda Rosen, Monique Threatt, Barb Bergman, and Lisa Hooper, “Conversation with Library Professionals,” panel discussion at the Video Trust Summit, Online, October 19, 2023.

Andy Horbal, Preston Tobery, and Yitzy Paul, “Opening a Makerspace with IT and Public Services Staff: a Pick-Your-Adventure Story,” presentation at the Towson Conference for Academic Libraries, Towson, MD, July 25, 2017.

Andrew Horbal (Moderator), Deg Farrelly, Rachel King, Scott Spicer, and Lori Widzinski, “Publishing Opportunities in Media Librarianship,” panel discussion at the American Library Association Annual Conference, Orlando, FL, June 6, 2016.

Andrew Horbal and Bobby Hollandsworth, “Playing Well with Others: Case Studies in Cross-Campus Collaboration,” presentation at the Consortium of College and University Media Centers Annual Conference, Pittsburgh, PA, October 18, 2015.

Andrew Horbal, “Teaching Copyright to Faculty and Students as a Non-Lawyer,” presentation at National Media Market, Albuquerque, NM, October 13, 2015.

Andrew Horbal, “New Wine in Old Bottles: ‘Films without Celluloid’ and Making the Most of the Spaces You’ve Got,” lightning talk presentation at the Innovative Library Classroom Conference, Radford, VA, May 12, 2015.

Andrew Horbal, Bobby Hollandsworth, Debra Mandel, and Monique Threatt, “The Media Spaces Life Cycle,” presentation at the Consortium of College and University Media Centers Annual Conference, Portland, OR, October 19, 2014.

Andrew Horbal and Lealin Queen, “Instructing without Lecturing: The 8-Second Video Essay and Teaching Multimedia Production,” presentation at the Consortium of College and University Media Centers Annual Conference, Portland, OR, October 18, 2014.

Andrew Horbal, “The 8-Second Video Essay: A Technique for Teaching Multimedia Production Skills,” lightning talk presentation at the American Library Association Annual Conference, Las Vegas, NV, June 28, 2014.

Andrew Horbal, “Articulating a Vision for a Media Commons at the University of Maryland,” presentation at the Canadian Learning Commons Conference, Sherbrooke, QC, June 10, 2014.

Reviewing Activities

Peer reviewer of proposals for the Kraemer Copyright Conference, Colorado Springs, CO, 2018.

Peer reviewer of proposals for the Innovative Library Classroom Conference, Radford, VA, 2015.

Blogs

Andy Horbal, *Prodigal Cinephile*: https://prodigcalcinephile.com.

Andrew Horbal, *Copyright Matters*, blog on CCUMC website, 2015-2017: http://www.ccumc.org/general/custom.asp?page=CopyrightMatters.

EDUCATION

Degrees

Master of Library and Information Science 2009
University of Pittsburgh
Pittsburgh, PA

Bachelor of Arts 2004
University of Pittsburgh
Pittsburgh, PA

- Double major in Film Studies and History of Art & Architecture, Children's Literature Certificate

Training & Professional Development

Building Teams and Leading Change
Cornell University
Spring, 2023
One-Week Course

Harold D. Craft Leadership Program
Cornell University
Spring, 2020
One-Week Course

Copyright for Multimedia
Duke University, Emory University, and the University of North Carolina at Chapel Hill
Online
Spring, 2017

Four-Week Course

Copyright for Educators and Librarians
Duke University, Emory University, and the University of North Carolina at Chapel Hill
Online
Fall, 2016
Five-Week Course

Institute for Research Design in Librarianship
Loyola Marymount University William H. Hannon Library
Los Angeles, CA
July, 2015
Two-Week Institute

CopyrightX
Harvard Law School, HarvardX, and the Berkman Klein Center for Internet and Society
Online
Spring, 2015
Twelve-Week Course

Certificate in Copyright Management and Leadership
University of Maryland University College
2013
Two-Semester Certificate Program

Moving Image Institute in Film Criticism and Feature Writing
Museum of the Moving Image and the New York Times
New York, NY
April, 2007
One-Week Institute