

Hillary Theyer

EXECUTIVE SUMMARY

Passionate Library Executive who leads through vision and collaboration to serve the needs and aspirations of her community. Career-long commitment to enable libraries to change lives.

- Extensive experience in infrastructure and facilities projects, strategic plans, partnerships, and grants
- Leadership of cohesive cross-functional teams, accomplishing short and long-term objectives and working toward strategic outcomes and community vision
- Demonstrated political acumen with elected and appointed officials, business and non-profit organizations, support groups, and government agencies
- Strong advocate for public libraries as thriving community institutions; Librarian of the Year from California Public Library Advocates and extensive service on Boards, Committees, and Commissions

PROFESSIONAL EXPERIENCE

Monterey County Free Libraries, Marina, CA
Library Director

2019 - Present

Responsible for all aspects of operations in 16 facilities with 90 staff, and an annual budget of over \$10M. Sets vision, goals, service levels, policies, and procedures. Hires, develops, and manages staff and processes across wide geography and diverse communities. Budgeting and management of contracts with vendors for facilities, technology, and services. Liaison to the Foundation for Monterey County Free Libraries.

- Completed development of new Strategic Plan
- Ushered public library services through COVID and restoration
- Developed new disaster service plan
- Developed new service models and partnerships with community non-profits
- Managing major facility projects for new library construction and facility restoration
- Ongoing funding assessment, grant-writing, and library advocacy

Torrance Public Library, Torrance, CA
City Librarian

2011 - 2019

Responsible for all aspects of operations in six facilities with 110 staff, and an annual budget of \$7.2M. Sets vision, goals, service levels, policies, and procedures, including new Plan of Service. Hired, develops, and managed staff, including labor negotiations and relations. Selected, negotiated, and managed vendors. Staff to an appointed Library Commission and responsive to the City Council.

- Championed, obtained grant funding, and rolled out systemwide high speed wireless infrastructure, advancing technology use and training for the public, providing a model for the city
- Led organization through major budget reductions, retaining all public service hours and expanding services by streamlining operations
- Implemented transparent and effective process improvement and benchmarking using national standards and outcome measures, improving communication with elected officials and stakeholders
- Built and expanded programs including senior health, services to people with disabilities, summer learning, technology training, staff development, and disaster planning through grants, donations, and multi-agency partnerships
- Spearheaded staff leadership development through focused initiatives, citywide training, and ongoing succession planning

- Successfully planned and executed many joint multi-year projects spanning city departments, library support groups, and community organizations
- Established and nurtured strong relationships with public and private educational communities to serve a diverse population including foster children, children in institutions, and those with special needs

Principal Librarian - Public Services

2006 – 2011

Responsible for public services across five branch libraries and youth and teen services systemwide. Hired, developed, and managed five Senior Librarians. Managed community outreach, public programming, and volunteer program

- Led a highly successful, four-year building project, that refurbished five library branches delivering increased scope on time and on budget
- Created or updated majority of systemwide policies and procedures, including collection development, records retention, and cash management; increasing efficiencies and reflecting best practices
- Implemented a professional library Volunteer Engagement Program
- Championed and developed systemwide homework support services through grant funding and key partnerships, including adding online homework help and expanding homework centers

Senior Librarian

2000 - 2006

Managed two branch libraries with fifteen full and part-time staff. Responsible for adult collection development and materials budgeting. Delivered full variety of programming including book discussion groups and interactive experiences. Provided information services to a diverse population with many non-English speakers and reference service on rotation in the Central Library, a business services hub and government documents depository.

- Created building program for State Library construction grant for a new library branch
- Co-developed services for users with disabilities, including technology, training, and materials access
- Served on management teams for special projects including enhanced programming for all ages
- Developed disaster training regimen, including regular drills with disaster management agencies
- Formed Torrance's first ongoing adult book group, and co-developed first large adult programming initiatives including grants from the California State Library and the American Library Association
- Participated in re-establishment of Sunday hours for system, including labor negotiations, setting service parameters, and conducting public relations

EDUCATION

Master of Public Administration, California State University, Long Beach

Master of Library Science, University of California, Los Angeles

Bachelor of Arts, Psychology, University of California, Santa Cruz

PROFESSIONAL INVOLVEMENT, LEADERSHIP

- President, California Library Association
- Board of Directors and Executive Committee, California Library Association
- Chair, Monterey Bay Area Library Cooperative Board
- President, Pacific Library Partnership Board
- National Association of Counties High Performance Leadership Academy
- Vice Chair Califa Board
- Chair, Southern California Library Cooperative Board
- Adjunct Professor, University of California, Los Angeles Graduate School of Education and Information

Studies,

- Leader, Leadership Torrance
- Public Library Association Leadership Institute
- Advisory Board Member. Get Involved, LIBRIS Design, and Think Tank Creator, California State Library
- Leader, Volunteer Engagement and Library Facilities Interest groups, California Library Association
- Numerous successful grants from the California State Library, California Council for the Humanities, California Center for the Book, the Ezra Jack Keats Foundation, and the American Library Association
- Publications in a variety of journals including American Libraries, Library Journal, and Computers in Libraries

RECOGNITION

Library Advocate of the Year, 2017, California Public Library Advocates

Librarian of the Year, 2016, California Public Library Advocates