

Curriculum Vitae  
**Africa S. Hands, PhD**  
(she/her/hers)  
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Assistant Professor, University at Buffalo

## Education

### **Queensland University of Technology (QUT), School of Information Systems**

Doctor of Philosophy, Information Science

### **San José State University (SJSU), School of Information**

Master of Library and Information Science

### **Golden Gate University, Ageno School of Business**

Master of Applied Counseling Psychology

### **University of California at Davis**

Bachelor of Arts, Psychology

## Teaching Experience

### **Assistant Professor, University at Buffalo, Dept. of Information Science (Tenure-track since 2022)**

#### **Course format: Online & asynchronous**

LIS 575 – Introduction to Research Methods

### **Assistant Professor, East Carolina University, College of Education (Tenure-track 2019-2022)**

#### **Course format: Online & asynchronous**

LIBS 6010 – Foundations of Library and Information Science

LIBS 6016 – Technology for Library Services (Lead instructor; substantially revised)

LIBS 6019 – Research Literacy for Library Science

LIBS 6855 – Library Advocacy (Lead instructor)

LIBS 7050 – Seminar on Public Libraries (Lead instructor; substantially revised to emphasize diversity and equity)

### **San José State University, School of Information**

#### **Course format: Online & asynchronous**

Instructor: INFO 202 - Information Retrieval System Design, Spring 2019

Guest Lecturer: INFO 210 – Reference and Information Services, Spring 2018. Topic: *Services to diverse populations, children, and youth.*

Guest Lecturer: INFO 204 – Information Professions, Spring 2018. Topic: *Career management*

## Awarded Grant Funding

**Role:** Principal Investigator

**Funding agency:** Institute of Museum and Library Services ([RE-250024-OLS-21](#))

**Program:** Laura Bush 21<sup>st</sup> Century Library Program, Early Career Development Grant

**Award amount:** \$213,303

**Grant period:** 9/2021 – 8/2024

**Project title:** ProjectCLiA – Public Library Support of College Literacy in Appalachia

## Awards and Honors

SUNY UUP Professional Development Award (Spring 2023) - \$1744

College of Education, Profiles in Diversity Honoree (Spring 2021)

ECU Outstanding Faculty Research Scholar Recognition (Spring 2022)

## Book

**Hands, A.** (2015). *Successfully Serving the College Bound*. Chicago, IL: ALA Editions

## Refereed Publications

Crumb, L., Chambers, C., Azano, A., **Hands, A.**, Cuthrell, K., & Avent, M. (2023). Rural cultural wealth: Dismantling deficit ideologies of rurality. *Journal of Multicultural Education*.

Rapchak, M., **Hands, A.**, & Hensley, M. (2023). Moving toward equity: Experiences with ungrading. *Journal of Education for Library and Information Science*.

**Hands, A.** (2022). Integrating quantitative and qualitative data in mixed methods research: An illustration. *Canadian Journal of Information and Library Science*, 45(1), 1-20.

**Hands, A.** (2022). Public libraries: Your partner in increasing college knowledge among nontraditional prospective students. *Adult Learning*.

**Hands, A.** (2022). Supporting the educational interests of adult patrons through college-bound programming. *Public Library Quarterly*, 41(6), 556-573.

**Hands, A.** & Tucker, V. (2022). Fostering doctoral student socialization and research expertise through writing pedagogy. *Journal of Education for Library and Information Science*, 63(1), 64-79.

**Hands, A.** (2021). Toward belonging and mutual hospitality: Decentering whiteness in the “new normal.” *Reference Services Review*.

**Hands, A.** (2021) Peer Genius Bar: Using the wisdom of the crowd to learn technology tools. *College Teaching*.

**Hands, A.** (2020). Tapping into the assets of first-generation students during times of transition. *Information and Learning Sciences*.

**Hands, A.** (2020). What's your type? An examination of first-year doctoral student motivation. *Education for Information*, 36(4), 371-387.

Mumford, D. & **Hands, A.** (2020). Preaching justice through art. *Homiletic: The Journal of the Academy of Homiletics*, 45(2), 14–24.

Rhodes, C. & **Hands, A.** (2020). Student engagement for enhancing mentoring and leadership development in adult basic education and literacy programs. *New Directions for Adult & Continuing Education*, Fall/Winter (167-168), 33-41.

**Hands, A.** (2018). Examining the basic psychological needs of library and information science doctoral students. *International Journal of Doctoral Studies*, 13, 389-411.

**Hands, A.** (2018). What doctoral student motivation tells us about the future of LIS education. *Journal of Education for Library and Information Science*, 59(3), 17-25.

## Non-Refereed Publications

**Hands, A.** (2020). They come bearing gifts. An op-ed for *EducationNC - Perspective*.  
<https://www.ednc.org/perspective-they-come-bearing-gifts/>

## Invited Lectures, Panels, & Presentations

**Hands, A.** (2020). *From the margins to the center: Serving first-generation students*. ECU Joyner Library, Staff Development Day.

**Hands, A.** (2020). *Accentuate the positive: Applying an asset-based approach to LIS work*. University at Buffalo, Graduate School of Education Teach-In for Racial Equity. <http://ed.buffalo.edu/teach-in.html>

**Hands, A., Duarte, M., Kazmer, M., & Agosto, D.** (2020). *Allyship and mentorship of diverse information science faculty*. ASIS&T 83rd Annual Meeting. <https://www.asist.org/am20/equity-diversity-and-inclusion-edi-accelerator-series/>

**Hands, A.** (2020). *Mapping your way to job and career success*. Association of College and Research Libraries (ACRL) – NY Chapter.

## Panels, Presentations, and Posters

**Pun, R., Garcia-Febo, L., & Hands, A.** (2023). “All Skinfolk Ain’t Kinfolk”: A discussion of racial monolith myths and counterstories in LIS through the lens of CRT. Panel discussion at the 2023 Critical Pedagogy Symposium.

**Hands, A.** (2023). “You Sound Like a Ph.D. Student”: Manifestations of Encouragement for Prospective Doctoral Students. Paper presented at the 2023 American Educational Research Association Annual Meeting in Chicago, IL.

**Hands, A.** (2023). “I won’t lie. I’m pretty anti-Twitter”: LIS students’ perceptions toward the use of Twitter. Poster presented at the ASIS&T 2023 Mid-Year Conference.

**Hands, A. & Candela, R.** (2023). Public libraries: A viable partner for college access in Appalachia. Poster presented at the Appalachian Studies Association Conference at Ohio University.

**Hands, A. & Candela, R.** (2022). Supporting college-bound patrons in Central Appalachia. Presentation presented at the LibsWork Meeting on Workforce Development.

**Hands, A. & Candela, R.** (2022). Positing a role for public libraries in expanding higher education access. Paper presented at the Association for the Study of Higher Education annual conference.

**Hands, A. & Candela, R.** (2022). Public library support of college literacy in Appalachia (Project CLiA). Poster presented at the Association for Library and Information Science Education annual conference.

**Hands, A. & Candela, R.** (2022). Educating the “Middle”: Public library support of Sustainable Development Goal 4. Poster presented at the ASIS&T 2022 annual conference.

Singh, V., Cooke, N., Rorissa, A., **Hands, A.**, & Knox, E. (2022). LIS leadership: Opportunities and barriers for People of Color. Panel discussion at the Association for Library and Information Science Education annual conference.

- Saunders, L., **Hands, A.**, Julien, H., & VanScoy, A. (2022). Critical perspectives on professionalism. Panel discussion at the Association for Library and Information Science Education annual conference.
- Shaffer, G., Cooke, N., **Hands, A.**, Hirsh, S., Subramaniam, M. (2022). Incorporating marginalized LIS educators into LIS programs through remote work options. Panel discussion at the Association for Library and Information Science Education annual conference.
- Lookingbill, V., Kitzie, V., Winberry, J., Colon-Aguirre, M., & **Hands, A.** (2022). Expectations, rejections, and Reviewer 2: Publishing demystified. Panel discussion at the Association for Library and Information Science Education annual conference.
- Hands, A.** (2022). Public library support of college literacy in Appalachia. Lightning talk presented at the 4<sup>th</sup> International Emerging Rural Scholars Summit.
- Hands, A.** & Candela, R. (2022). In support of adult learners: An examination of one civic institution in central Appalachia. Poster presented at the Appalachian Studies Association conference at West Virginia University.
- Bernier, A., Davis, R., **Hands, A.**, Pollack, D., & Villagran, M. (2021). LIS Pedagogy Chat.
- Buchanan, S. & **Hands, A.** (2021). Finding the relational in student-driven inquiry and self-determination theory. Taos Institute, Educating as Relating Conference.
- Chambers, C., Crumb, L., & **Hands, A.** (2021). Rural cultural wealth and education. American Educational Research Association (AERA) Annual Conference.
- Hands, A.** (2021). Programs and partnerships: Meeting the needs of first-generation students. ACRL Virtual Conference.
- Hands, A.** (2021). From here to there: Mapping your skills and experiences for successful job, career, or education transition. Faculty Women of Color Academy National Conference, Virginia Tech.
- Hands, A.** (2021). Taking a critical look at grading practices. LIS Pedagogy Chat.
- Hands, A.**, Julien, H., Saunders, L., & VanScoy, A. (2021). Professionalism and professional skills for LIS graduates. LIS Pedagogy Chat.
- Saunders, L., Wong, M., **Hands, A.**, & Pionke, JJ. (2021) Rethinking resilience: Inclusive instruction to support success. ALISE Annual Meeting.
- Hands, A.**, & Tucker, V. (2020). 7-Slide update: A pedagogical tool for enriching scholarly communication. ALISE Annual Meeting.
- Bernier, A., Pollock, D., **Hands, A.**, Villagran, M., & Davis, R. (2020). Informing the first-generation MLIS experience: Capital gatekeeping. ALISE Annual Meeting.
- Hands, A.**, Green, M., Hughes, C., & Hutchinson, B. (2020). Promoting College Literacy & Supporting Academic Success at Your Library. Association for Rural and Small Libraries.

- Hands, A.** (2020). Online resources to support your community's college literacy. North Carolina Library Association Virtual Conference.
- Hands, A.** (2019). Bringing it together: Integrating quantitative and qualitative data in mixed methods research. Presented at Library Research Seminar VII, Columbia, SC.
- Buchanan, S. & **Hands, A.** (2019). "Self-Determination Theory in the LIS Classroom: Strategies for Student Engagement", a webinar presented for the Association for Library and Information Science Education.
- Hands, A.** (2019). Panelist for Leaders Wanted: Building Diversity in LIS Leadership, a panel organized by the American Library Association Office for Diversity, Literacy, and Outreach Services.
- Hands, A.** (2018). Panelist for Leaders Wanted: Building Diversity in LIS Leadership, a panel at the annual conference of the American Library Association, New Orleans, LA.
- Hands, A.** (2018). What doctoral student motivation tells us about the future of LIS education. Roundtable presentation at the ALISE annual conference, Denver, CO.
- Hands, A.** (2018). For the love of research: An examination of doctoral student motivation using self-determination theory. Presented at annual meeting of the American Educational Research Association, New York, NY.
- Hands, A.** (2017). Panelist for Leaders Wanted: Building Diversity in LIS Leadership, a panel at the annual conference of the American Library Association, Chicago, IL.
- Hands, A.** (2017). Doctoral student initial motivation: An examination using self-determination theory. Poster presented at the annual meeting of the Society for the Study of Motivation, Boston, MA.
- Hands, A.** (2017). Understanding LIS doctoral student motivation. Poster presented at the Works-in-Progress session at the ALISE annual conference, Atlanta, GA.

## **Institutional Service**

### **University at Buffalo**

- **Department of Information Science**  
Scholarship Committee (Fall 2022)  
GSE EDJI Job Market Panel (Spring 2023)

### **East Carolina University**

- **University**  
Teaching Grants Committee (Spring 2020 – present)  
- Secretary (Spring 2020 – Summer 2021)  
ECU Community School Advisory Board (Spring 2020 – present)

- **College of Education (COE)**  
Town Hall on Race and Education in the College of Education (Fall 2020)  
Equity Ad-Hoc Committee (Spring 2020 – Summer 2020)  
Research & Creative Activities Committee (Fall 2020 – present)
  - Co-chair (Fall 2021)
- **Department of Interdisciplinary Professions**  
Counselor Education Faculty Search Committee (Fall 2020 – Spring 2021)
- **MLS Program**  
MLS Faculty Search Committee Co-Chair (Fall 2021 – Spring 2022)  
Curriculum Committee (Fall 2020 – present)  
Communications Liaison (Fall 2019 – present)  
Assessment Committee (Fall 2019 – Summer 2020)

## Service to the Profession

**Proposal Reviewer**, Higher Education Research and Development Society of Australasia Conference (2023)  
**Member**, ALSC Batchelder Book Award Committee (2022-2023)  
**Past-Chair**, ALA Library Research Round Table (LRRT) (2022 – 2023)  
**Reviewer**, AERA Division I Grant (2022)  
**Planning Committee and Panel Moderator**, Virginia Tech Faculty Women of Color Academy (2022 – 2023)  
**Chair**, ALA Library Research Round Table (LRRT) (2021 – 2022)  
**Moderator**, NASPA Student Success in Higher Education Conference (2021, 2022)  
**Reviewer**, NASPA Student Success in Higher Education Conference (2021, 2022)  
**Vice-Chair/Chair-Elect**, ALA Library Research Round Table (LRRT) (2020 – 2021)  
**Co-Chair**, ALISE Academy Annual Conference (2020 – 2021)  
**Reviewer**, ALISE 2020 Annual Conference (2020)  
**Reviewer**, ALA LRRT Research Forum Committee (2019)  
**Judge**, ALISE Doctoral Student Poster Competition (2019)  
**Reviewer**, ALISE Eugene Garfield Dissertation Award (2019)  
**Board Member**, Association for Library Service to Children (ALSC) (2018 – 2021)  
**Peer-Reviewer**, *Studies in Graduate and Postdoctoral Education* (2018 – present)  
**Grant Reviewer**, Strengthening Communities Through Literacy Grant, ALSC (2016 & 2017)  
**Committee Co-Chair**, Advocacy and Legislation, ALSC (2016 – 2018)  
**Committee Chair**, Library Services to Special Population Children and Their Caregivers, ALSC (2013 – 2015)  
**Member**, Online Learning Committee, Association of Specialized and Cooperative Library Agencies (ASCLA) (2013 – 2015)  
**Member**, Online Discussion Forum Committee, New Members Round Table (2013 – 2015)  
**Member**, Nominating Committee, New Members Round Table (2014 – 2015)  
**Committee Chair**, *Children and Libraries* Editorial Advisory, ALSC (2012 – 2014)  
**Contributor**, Tech Services on the Web, *Technical Services Quarterly* (2012 – 2014)  
**Referee**, *Children and Libraries: The Journal of ALSC* (2011 – 2016)

## Professional Memberships

- American Educational Research Association (AERA)
- Association for the Study of Higher Education (ASHE)
- American Library Association (ALA)
- Association for Library and Information Science Education (ALISE)
- Association for Library Service to Children (ALSC)
- Association for Information Science & Technology (ASIS&T)
- Library Research Round Table (LRRT)
- National Association of Student Personnel Administrators (NASPA)
- Public Library Association (PLA)

## Professional Employment

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| • <b>Assistant Professor (Library Science)</b>       | East Carolina University (2019 – 2022)    |
| • <b>Lecturer (Library and Information Science)</b>  | SJSU, School of Information (2018)        |
| • <b>Postdoctoral Research Assistant</b>             | SJSU, School of Information (2018 – 2019) |
| • <b>Operations and Development Associate</b>        | ACLU of Kentucky (2015 – 2019)            |
| • <b>Academic Coordinator</b>                        | University of Louisville (2013 – 2015)    |
| • <b>Special Collections Project Librarian</b>       | University of Louisville (2012 – 2013)    |
| • <b>Search Engine and Social Media Evaluator</b>    | Appen (2007 – 2014)                       |
| • <b>Coordinator of Institutional Research</b>       | Graduate Theological Union (2005 – 2007)  |
| • <b>Circulation and Reference Library Assistant</b> | Contra Costa County Library (2005 – 2007) |

## Certifications

**Career Development Facilitator**, National Career Development Association (2014)

**Certified Professional Coach**, International Coach Academy (2014)