

New Jersey Academic  
Libraries Conference

Jan. 9 2026 | Kean University

# Overextended and Under-Resourced: Redefining Success on Our Own Terms

Eamon Tewell

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# Overview

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1.

**Who I Am**

2.

**Higher  
Education**

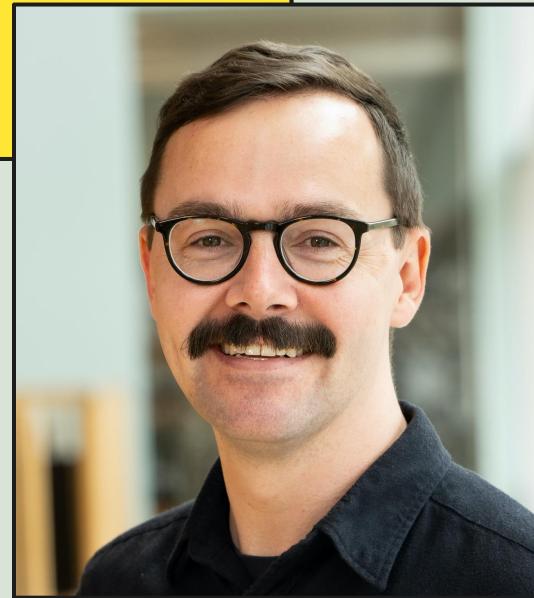
3.

**Libraries**

4.

**What We  
Can Do**

# Who I am





Ammon Hennacy



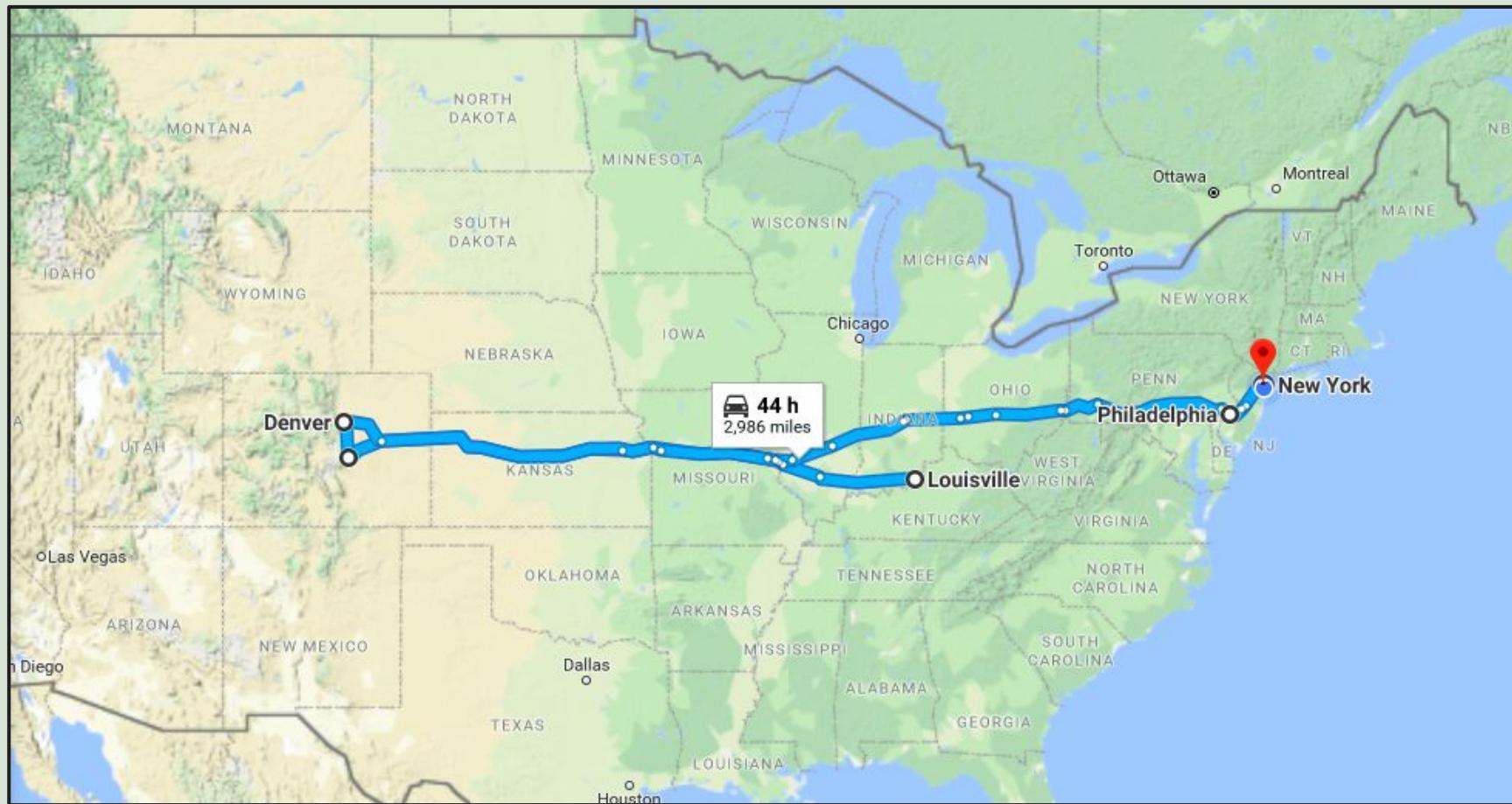
Colorado Springs

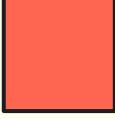


NORAD Entrance



Denver Zine Library





How are we **feeling**

About libraries?

About higher education?

[tinyurl.com/NJALCpoll](https://tinyurl.com/NJALCpoll)

# Higher Education





**check who's dominating the conversation**

**who's talking?**



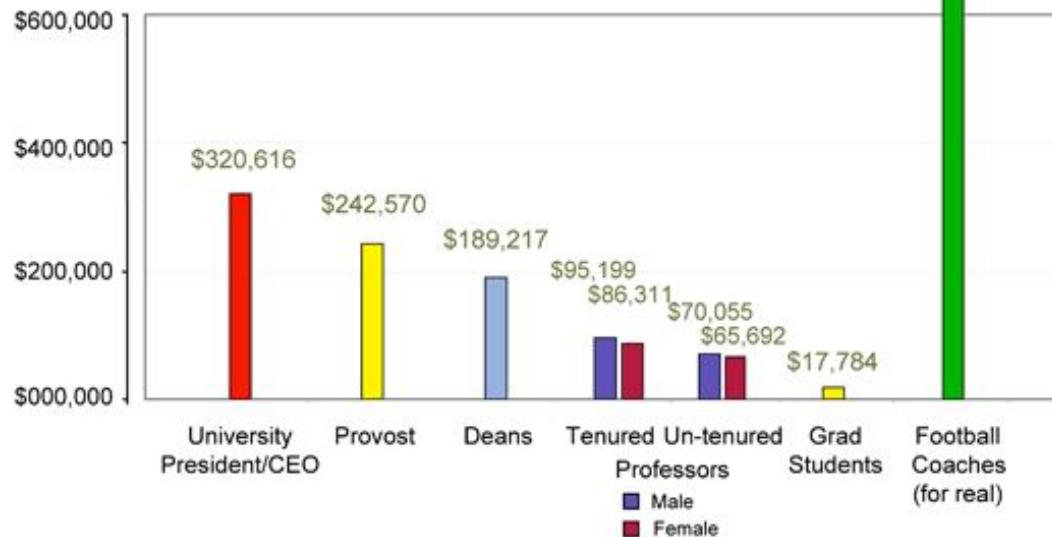
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## "Academic" Salaries

Actual average and median salaries at U.S.  
Doctoral-granting Universities



Notes: Administrator figures are medians salaries, the rest are averages. All figures in 2008 dollars. Sources: College and University Professional Association for Human Resources 2005 Survey; American Association of University Professors 2007 Survey; The Chronicle of Higher Education 2001 Survey of Graduate Assistants; USA Today Survey of Div. I-A College Football Coaches Compensation 2007.

WWW.PHDCOMICS.COM

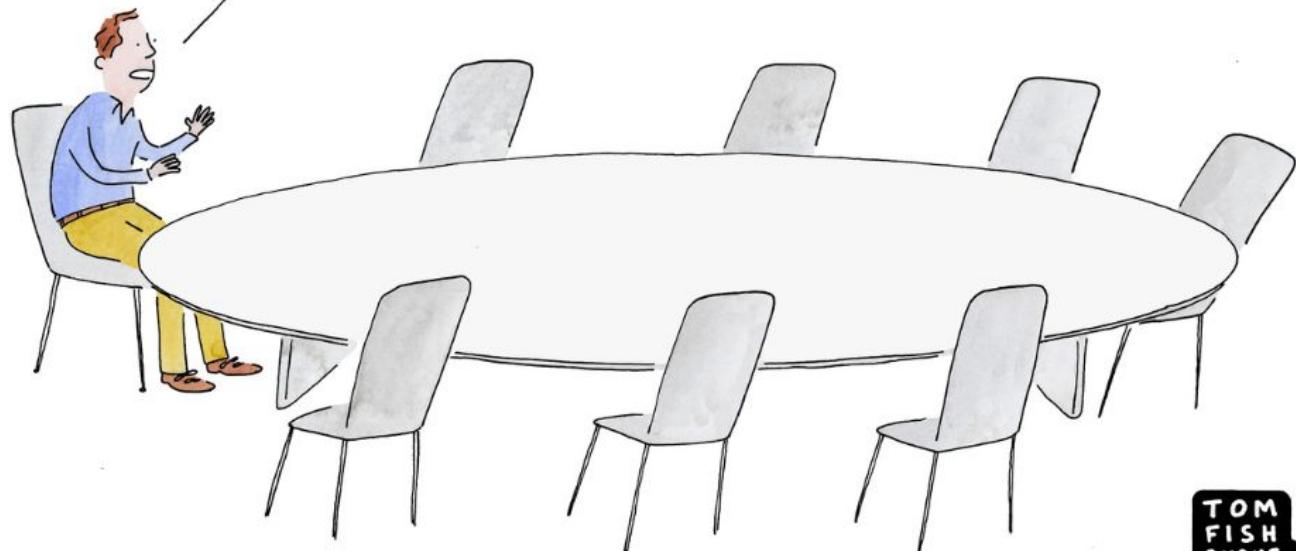
**IF STUDENTS ARE THE 'CUSTOMERS' OF  
COLLEGES, AND CUSTOMERS ARE ALWAYS  
RIGHT**



**SHOULDNT I BE GETTING  
100%?**

# Libraries

WE'RE GOING TO HAVE  
TO DO MORE WITH LESS.



TOM  
FISH  
BURNE

[!\[\]\(9c7a728b22e5d7455ab257bb0ec5eaf2\_img.jpg\) Return to Main Blog page](#)

# 3 Ways libraries are doing more with less

OCTOBER 30, 2025

Across the country, libraries are navigating tighter budgets, smaller teams, and growing community expectations. Yet instead of scaling back, many are finding new ways to expand their impact.

With modern systems like Polaris ILS and the Vega Library Experience (LX) suite, powered by intelligent automation and AI, libraries are simplifying work, connecting data, and reclaiming time to focus on what matters most: serving their communities.

# UNC schools of data science and information science to merge, forming unnamed ‘School of AI’



Manning Hall is photographed on Sunday, Sept. 22, 2024.

Photo by [Shirley Meunier](#)



By [Daneen Khan](#)

Community Engagement Managing Editor

October 9



# AI Is Supercharging the War on Libraries, Education, and Human Knowledge



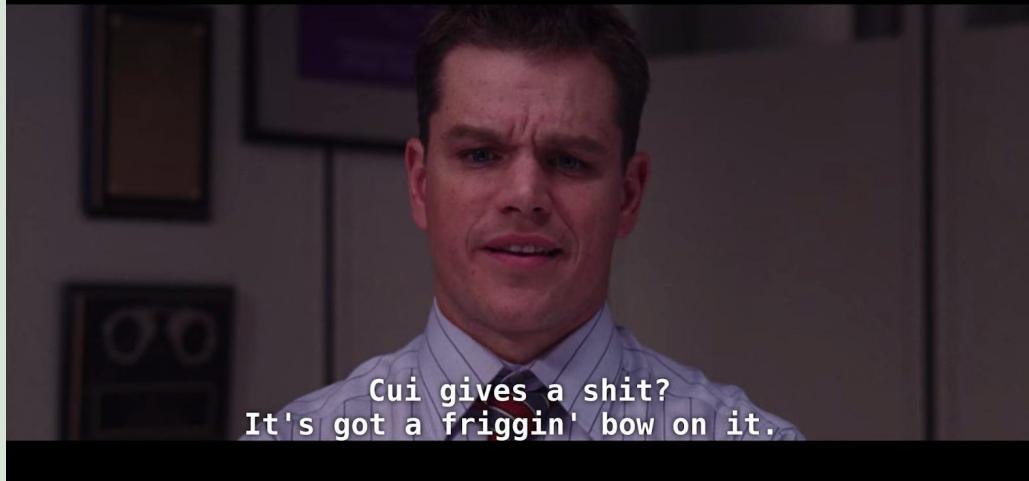
JASON KOEBLER · NOV 6, 2025 AT 11:13 AM

"Fascism and AI, whether or not they have the same goals, they sure are working to accelerate one another."

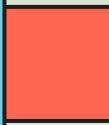
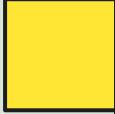
[www.404media.co/ai-is-supercharging-the-war-on-libraries-education-and-human-knowledge](http://www.404media.co/ai-is-supercharging-the-war-on-libraries-education-and-human-knowledge)



Yeah, but cui bono?  
Who benefits?



Cui gives a shit?  
It's got a friggin' bow on it.



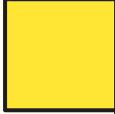
“The library is not meant to be an on-demand service provider, a node in the just-in-time- economy...It’s meant to be an accessible portal to our government, our collective holdings, the place we go to access shared information, knowledge, wisdom... [and] to make meaning with others.”

- Shannon Mattern, “Extralibrary Loan” (2025)

The potential of higher education is that it:

The potential of libraries is that they:

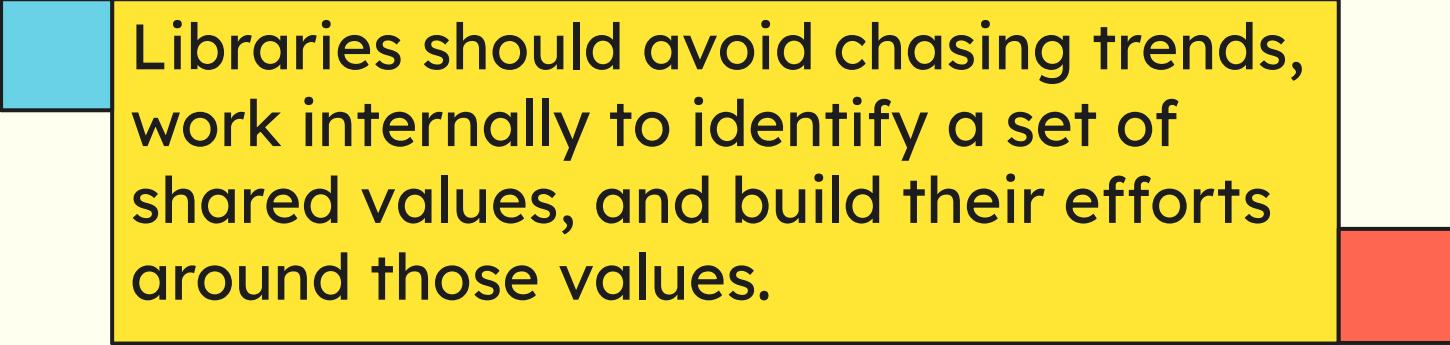
The importance of my work is that I:



# What We Can Do







Libraries should avoid chasing trends, work internally to identify a set of shared values, and build their efforts around those values.



**rishi mahesh**   
@rishi

abolish the five day work week  
please i need to do my dishes

15:45 · 11/29/21 · Twitter for iPhone

---

**34.5K** Retweets **1,445** Quote Tweets **243K** Likes

...



**KateDiMera**  
@Kate\_DiMera

Replies to [@rishi](#)

Yes! I need to get some pants  
hemmed and it will literally never  
happen until we restructure our  
entire economy

## Protect Your Time

- Take your paid time off
- Send email within work hours
- Schedule lunch breaks during busy days or hectic periods of the semester
- For managers: designate meeting-free days around holiday breaks
- For managers: set limits on classes or consultations per week, encourage boundaries

# What We Can Do

## Act

- EveryLibrary - Legislation of Concern  
[everylibrary.org/billtracking](http://everylibrary.org/billtracking)
- Libraries for the People - Take Action  
[librariesforthepeople.org/action](http://librariesforthepeople.org/action)
- Library Freedom Project: Library Freedom Institute  
[libraryfreedom.org/institute](http://libraryfreedom.org/institute)

# What We Can Do

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## Find Joy



ACRL/NY 2025 Symposium

December 5, 2025

## Pleasure and Play:

## Finding Joy in LIS Work



# Thank you!

Website  
Bluesky

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"Joe Hill House." *The Salt Lake Tribune*. Photo courtesy Special Collections, J. Willard Marriott Library, University of Utah. <http://local.sltrib.com/charts/joehill/gallery/joehill.html>

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