

- Question 1: Why are you interested in this position?

The position of Leadership Development Director gives me the opportunity to partner and lead with others to provide experiences that could be paramount to someone's career goals, which is something that really excites me. I enjoy helping others reach their metric of success and knowing I could contribute an experience or opportunity that was positive, in any way, is why I'm interested.

- Question 2: What skills and experiences do you bring to the position?

I am currently the Assistant Department Head of User Engagement and Services at the University of Texas at Arlington. In my role, I'm responsible for the management and leadership of a large public services department. A big piece of my job is providing professional development for my staff and student employees. I regularly meet with staff to establish goals and metrics of success, while helping them provide the same development for our student employees. I'm skilled at managing variables and arranging them to be the most productive, as well as helping people achieve milestones to reach their ultimate goals. My goal is to walk alongside my staff members to guide and build on to the work they're doing and I see the same with this position

- Question 3: As Leadership Development Director ([more information](#)) you will oversee the activities of committees that support & encourage professional leadership in NMRT members. What do you believe are three biggest challenges that new librarians face when taking on a leadership role, and why? How will you work to develop leadership skills of NMRT members?

In my experience the three biggest challenges are 1. Knowing where to start, 2. Finding professional development opportunities 3. How to prioritize

I'm learning that few librarians intentionally decide on a leadership and management track, but many find themselves in a position to provide both of these. Regardless of the track you intentionally choose, development plays a huge role in learning and becoming the best leader you can. One of the first issues I think most of us run into is where to start? There is a learning curve with every new position or responsibility, but more so in those requiring leadership of others and it can be overwhelming when you feel unprepared. This is where professional development comes into play. It is difficult when you're starting out to identify proper outlets for professional development. These types of opportunities are not always built into your organization and if they are, they can't satisfy every need. In addition to undertaking your own development, you're oftentimes responsible for the development of others. Learning how to prioritize is key in these types of situations, but can be a hard balance to learn with failures being part of it. As a new librarian and a new manager, I understand these challenges on a personal and daily basis. I want to develop opportunities that will be engaging and available to everyone. Through webinars, grants, listservs, blogs, etc. I want to develop opportunities that address these issues that will be engaging and accessible to NMRT members.

- Question 4: What do you hope to learn if elected?

I want to learn from the vast experiences of the NMRT membership. So many have come before me, and the lessons from their successes and failures are invaluable. I want to use this opportunity to learn by partnering with them and experiencing it together.

- Question 5: If elected, what time management skills will you employ to ensure that your NMRT duties remain a priority?

I use my Outlook calendar on a daily basis and schedule my days and deadlines using it. If elected, I plan to be diligent about scheduling deadlines and work time to ensure they're being appropriately met.