

**Q1: Why are you interested in this position?**

I'm passionate about supporting library and information science (LIS) students, early career librarians, and new professionals as we all find our way in this field. I think it's important that we support new ALA members in navigating our complex organization, and that we use positions like these to amplify new voices. I see NMRT as a place where this happens, and can continue to happen. Simply, I want to help!

As the Leadership Development Director for the New Members Round Table (NMRT), I'll be a part of a team that provides tangible benefits and opportunities for those new to the organization who want to become more involved. I believe that NMRT is one of the organizations within ALA that is striving to break down barriers to entry in our organization. I want to see more LIS students involved in ALA leadership. I want to see more people of color involved. I want to hear more from new and diverse voices about library leadership. This position is one way I can personally work toward these shared goals.

Because ALA is such a large organization, it can be intimidating. I want to help anyone who is interested in professional leadership find their way in ALA and within our field. At the same time, I'm still learning! As a new librarian, I'm excited that this position will allow me to become further involved in NMRT and ALA, and help others do the same.

**Q2: What skills and experiences do you bring to the position?**

I love working with the people I'm serving to create impactful experiences and opportunities to connect, learn, and engage with our profession. I'm someone who strives to bring multiple voices and perspectives to the table in any endeavor. As an early career librarian, I can understand how intimidating and confusing ALA can be. I understand that participation in your professional organization can be met with barriers. I understand that the ability to participate in your professional organization is correlated to varying degrees of privilege. I hope to listen and to work with you to figure out how we can make participation more accessible to all who want to contribute.

I have been a member of ALA, ACRL, and NMRT since 2013. I currently serve on several ACRL committees, and I was named a 2016 ALA Emerging Leader. These experiences have helped me contribute to the organization in a variety of ways – from conference program planning, to communications and publicity, to building a resource for library publishing services.

While in library school, I was an officer for the University of Illinois ALA Student Chapter from 2013-2015. I was also a member of our SLA and SAA student chapters. In these three roles, I organized and led many professional development and networking events over two years.

Professionally, my work in librarianship has included outreach to undergraduate programs. I work to facilitate learning and professional development opportunities with the populations I serve through building relationships with career services, student affairs, and other campus groups.

**Question 3: Biggest challenges + how will you work to develop leadership skills of NMRT members?**

Getting up to speed. You might be walking into a group that has been around longer than you have been a librarian. It's hard to learn the politics, where to focus your efforts, and to learn where the organization has been when planning where it's hoping to go next.

Secondly, I think it can be difficult to determine or assess the needs of those you serve. If you want your work to be of use to others and to have an impact, you have to listen and work with others to make those determinations.

I would also say the usual: communication and time management. That's four. ;)

I would work to develop the leadership skills of NMRT members by listening as a peer and colleague and building my work off that. I would want to include members in our decision-making and planning process in whatever we do. I would want our members to feel empowered to create or pitch their own ideas or events that could benefit fellow members. I would work to help create opportunities for members to share their own knowledge and skills.

I think we can also continue to partner with other ALA divisions and interest groups in developing worthwhile programs, events, webinars, and discussions around leadership and professional development. There's opportunity to work with the Spectrum Scholarship Program, the Emerging Leaders Program, and ALA Student Chapters across the United States. I would also want to brainstorm more opportunities for informal networking and peer-to-peer mentoring among new ALA members and leaders.

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

I want to learn more about the kinds of services and opportunities members want. How can we support our members - especially those that haven't been well represented in this field? What do librarians need to lead happy, healthy, successful professional lives – how can the NMRT help? Do we have a role to play in providing holistic support to the “whole librarian?” How can we further involve LIS students in what we do?

Ultimately, I want to learn how I can be of better use to other librarians. Where's the need? How can I help?

**Q5. If elected, what time management skills will you employ to ensure that your NMRT duties remain a priority?**

It's a privilege to work at an organization that supports (and actually requires) professional development and contributions to the broader profession. It is expected that some of our work time will be spent on service. As librarians, we wear many hats. We have had to learn how to balance and negotiate our time because our work demands it. I use multiple physical and digital calendars (and alerts!) to schedule every day hour-to-hour. Before bed, I go over my schedule for the following day. I didn't always used to be such a planner, but I've found this to be an effective strategy for me in making sure I meet deadlines, get my work done, and come to meetings prepared. I make a point to set deadlines and timelines at the beginning of a project to keep myself accountable. Checking in with others on a regular basis is another way I keep myself honest and on task with my work. I understand that this position may require that I work some evenings and weekends to fulfill my responsibilities, and I am willing to do so.