

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

In general, I enjoy committee work and, with my involvement in ALA, I've had the opportunity to connect and collaborate with others across the country. This has allowed me to expand my personal knowledge and professional development. I'm interested in the Leadership Development Director position because I view it as an opportunity to help other NMRT members receive this same fulfilling experience, to celebrate their professional accomplishments, and to provide leadership development opportunities. It is important for the round table, ALA, and our field as a whole to continue to recognize and support innovation, interesting ideas, and hard work. I'm interested in this position because I feel it is important to provide opportunities for members to share skills and tactics that they can use in their own positions. As a result, I hope to support leaders in NMRT in order for them to act in the future as mentors, collaborators, and inspiration to fellow colleagues in the roundtable.

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

Through NMRT, I have found a space to feel motivated and to pursue a role in improving ALA. My involvement in NMRT includes serving on the Membership Promotion, Diversity & Recruitment Committee, President's Program Committee, and Orientation Committee. For the 2016-2017 cycle I'm also a Co-Chair of the Orientation Committee which plans and conducts sessions at Midwinter and Annual aimed to inform and engage participants regarding NMRT opportunities and the conferences as a whole.

Additional library association involvement outside of NMRT includes being a member of the Managing Children's Services Committee within the Association for Library Service to Children (ALSC), a member of the Young Adult Library Services Association (YALSA), and a member of the Social Responsibilities Round Table (SRRT). This year I'm also one of the track organizers for the Radical Libraries, Archives, and Museums track at the Allied Media Conference in Detroit.

I'm currently working as an Outreach Librarian for the Carnegie Library of Pittsburgh. The passion of my work focuses on exploring the role of the library as a community asset and library programs and services that improve lives in these communities, with a focus on marginalized and vulnerable populations. I hope to use my skills forming partnerships and organizing/implementing programs and services to this NMRT position as well.

- **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?**

The three biggest challenges that new librarians face when taking on leadership roles are:

1. **Not being heard, Not having experience acknowledged** - New librarians are sometimes ignored when they are in a leadership position. No matter what their experience is, new librarians may be viewed as not knowledgeable or too inexperienced and therefore their input is not taken into consideration. This can be amplified if new librarians do not have enough support, feel like they are experiencing microaggressions in the workplace, are continuously questioned about their work backgrounds, etc. All of this can influence how motivated or effective someone feels in their position.
 - The encouragement of expressing ideas is important in helping the profession (and librarians themselves) learn and grow. NMRT's online discussion forum is a great way for members to have an influential voice, receive advice, and to share ideas that can be valuable to others. It's also a great way for members to support each other and to have camaraderie in the struggles they face and to brainstorm solutions. I hope to achieve that by supporting an effective forum and encouraging increased participation. I hope that the topics discussed in the forum is something that members can take back to their current and future positions.
2. **Knowledge of Continued Opportunities** - Not everyone in a leadership position is aware of all the opportunities to develop professionally. Continued growth is important for everyone.
 - I hope to assist with this aspect by helping committees highlight leadership opportunities available within the association and straightforward steps on how to get involved. Additionally, recognizing NMRT members for their leadership work in traditional and non-traditional roles will do a lot to encourage continued professional development as well as to show others different forms of leadership.
3. **Imposter Syndrome (or a lesser version of this)** - Sometimes we can be our own worst enemy. Taking on a new leadership position may cause some librarians to hold back from highlighting their accomplishments because they don't feel it is noteworthy or are intimidated by what is considered "success" in field.
 - I hope that by addressing the previous two issues we will open a dialogue for members to feel empowered and confident. I will work with the committees to support members to feel engaged in NMRT through these discussions, opportunities, and skill-sharing with fellow members, NMRT leaders, and across ALA.

I hope to use the role as Leadership Development Director as an opportunity to further the career growth of new members, highlight the experience of members, and bring power to their voice.

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

In general, I hope to continue to learn from fellow NMRT members. As I mentioned before, it is important for us to learn from each other as a means of personal and professional growth. If elected, throughout my term I hope my interactions with committee members and NMRT participants will be a fruitful learning experience. I also hope this experience will help me learn skills and techniques of project management on a large scale and collaborating between multiple people.

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

There are a few time management strategies that I hope to bring to this committee leadership position. I believe that setting personal deadlines for work is a great way to keep up with responsibilities. Also, in terms of managing the leadership development committees, I hope that by providing open communication between them and myself I will be able to help with any time management issues that they are having and to assist when needed. This will help to address issues and problems in a timely manner. I also find it personally helpful to write down my goals for the day and/or week, to make myself responsible for certain actions during the week and to hold myself accountable. Lastly, and most importantly, I think one of the best time management tactics is to not take on too much. By having too much on your plate it's easy to get overwhelmed. In this position I'll make sure that committee members, as well as myself, have set manageable goals and duties for ourselves that will allow us to effectively complete them.