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Profiles Encouraged-Profiles for many up and comers and people, one company and one library

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ATG PROFILES ENCOURAGED

The first batch of people profiles in this issue recognize **ATG Media's 2017 Up and Comers**. Who exactly is an "Up and Comer," you ask? They are librarians, library staff, vendors, publishers, MLIS students, instructors, consultants, and researchers who are new to their field or are in the early years of the profession. Up and Comers are passionate about the future of libraries – they innovate, inspire, collaborate, and take risks. They are future library leaders and change makers, and they all have one thing in common – they deserve to be celebrated.

In addition to having their profiles appear in this issue, they will be featured in a series of scheduled podcast interviews that will be posted on the *ATGthePodcast.com* website as well. The award winners were also recognized at the **Charleston Conference First Time Attendee Reception** in November.

ATG Media would like to thank **Erin Gallagher** (Director of Collection Services, Reed College Library, <gallagher@reed.edu>) for all her work with organizing the nominations and gathering the profiles from the 2017 Up and Comers. Congratulations to all who were nominated.



Katelyn (Kate) Angell

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BORN AND LIVED: I was born and raised in Connecticut but have lived in Brooklyn since 2006. I love living in New York City!

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I was motivated to become an academic librarian because I wanted to help teach college students the information literacy skills that they can use to meet their educational, professional, and recreational goals. They can in turn use these skills to better both themselves and their communities.

PROFESSIONAL CAREER HIGHLIGHTS: Getting hired to work with the excellent librarians of LIU Brooklyn, winning the American Library Association (ALA) LIRT's 2016 Jesse Shera Award for Distinguished Published Research with my colleague Eamon Tewell, and being selected as an ALA Emerging Leader in 2014.

FAMILY/PETS: Kelly (wife), Mom, Dad, two sisters, brother-in-law, and baby nephew.

IN MY SPARE TIME: Take long walks around NYC, classic Hollywood films, travel, ice hockey, and donuts.

FAVORITE BOOKS: Anything by Anais Nin, particularly her diaries; *Giovanni's Room* (James Baldwin); *Feminist Theory: From Margin to Center* (bell hooks); *The Autobiography of Alice B. Toklas* (Gertrude Stein).

MENTORS/PEOPLE WHO INSPIRE ME: Beth Evans (Associate Professor/Reference and Instruction Librarian, Brooklyn College) and Kevin Rioux (Associate Professor, St. John's University Division of Library and Information Science) served as wonderful mentors to me as a graduate student and early career librarian. My family members are also major inspirations to me.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I wouldn't say that it's a change so much as a contribution to the profession. Since I became a librarian I've always desired to partner with other educators and campus departments to improve the overall student experience, whether that be teaching fundamentals of academic research in the classroom,

screening a film, or welcoming them to the library with snacks during the first week of the semester. I document many of my information literacy instruction pedagogies and experiments in the library literature, as I have benefited greatly from the scholarship of other academic librarians and wish to share my own successes and learning experiences.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: One goal I have is if possible I would like to create, teach, and share a one credit semester long information literacy skills class to first year students. The course would be designed around the six frames in the ACRL Framework for Information Literacy for Higher Education, and would critically engage first year students with the many facets of college level research during their first semester on campus.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I'll focus on my part of the library world for this one! As a First Year Success Librarian, I hope to see the continued proliferation of this position that focuses on helping this vulnerable sector of the college population. According to U.S. News and World Report, one in three first year students will not return for their sophomore year. Librarians in a dedicated first year role can greatly assist students in bridging the high school to college transition by teaching them key educational and critical thinking skills. I'd also like to see the emergence of a public services position centered on helping graduate students. Patrons in this demographic can be more difficult to reach than undergraduates, as I'd venture to claim that on average they have more employment and family commitments, leaving them with less time to visit their library and receive research assistance. A position focused on advanced information skills instruction and outreach to graduate students and teaching faculty would be ideal, and it could span multiple degree programs. I also envision that librarians will teach many more information literacy sessions online for distance learners in the next five years, although I don't have any experience with this format at this point in time.



Charlie Bennett

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BORN AND LIVED: I was born in New York, NY, raised in Virginia just outside of DC, and moved to Atlanta, Georgia, to study at the Georgia Institute of Technology. After earning degrees in Economics and Science, Technology, and Culture (STAC), I stayed with the school and became an academic librarian at the Georgia Tech Library. I briefly lived in Boston during my "lost years" and miss the MTA almost every day.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: My joke answer has always been "inertia." I became a librarian because I had put in so much time at the Georgia Tech Library that it seemed like the best career move, and I had put in so much time at the Georgia Tech Library because it had been my student job, and then I kept working there after graduation. The reason I stayed so long, however, was the eccentric joy of higher education: the variety of interests, learning strategies, and pedagogies delighted me.

PROFESSIONAL CAREER HIGHLIGHTS: I was thanked by name in a PhD dissertation and in a published critical study of American Southern literature due to my work at the library, and those two acknowledgements

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are sources of great pride. In another realm of recognition, a student I didn't recognize bought me a shot of tequila in a blues bar because I was, in his words, "Library Man!" and he was happy to run into me outside of the Library itself. Finally, being selected to deliver a TEDx talk on libraries at TEDx Telfair Street in 2014 was a singularly frightening and rewarding achievement.

FAMILY/PETS: I live with my wife and our three children. We have five-year-old and three-year-old twins, please send help.

IN MY SPARE TIME: I listen to records and drink too much coffee.

FAVORITE BOOKS: *A Good Man is Hard to Find* by Flannery O'Connor; *Moby-Dick* by Herman Melville; *A Dance at the Slaughterhouse* by Lawrence Block.

MENTORS/PEOPLE WHO INSPIRE ME: Crit Stuart (of Georgia Tech & ARL), Roman Mars (of Radiotopia), and PJ Harvey (of her own bad self).

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I want to enrich the public's understanding of librarianship and archival practice, and I want to help librarians and archivists resist demoralizing and minimizing stereotypes.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: My radio show *Lost in the Stacks* is also a podcast, and it has been downloaded somewhere on every continent besides Antarctica – I'd like to be able to say "Downloaded on all seven continents!" I also want to publish a book sometime in the next five years.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: If I'm optimistic, then I see us as a decentralized industry, deeply concerned with helping our patrons navigate the data-and-information glut and maintaining the history and creative expression of local communities. If I'm pessimistic, then I see our mission reduced in the public imagination to "free books" and then absorbed by Apple-Google-Facebook-Amazon-Microsoft.



Shaun Bennett

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BORN AND LIVED: Born in New Jersey, lived up and down the Eastern seaboard.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: The opportunity to positively impact people from almost every walk of life, and the chance to be part of fascinating and useful work which touches so many different disciplines.

PROFESSIONAL CAREER HIGHLIGHTS: Working with Dr. Julie Mell at NC State on the digital Bayeux Tapestry, the Maeshowe Tomb, and on 3D printed burial artifacts was a definite highlight, especially seeing her students engage with the material and get excited about both the history and the technology.

FAMILY/PETS: Two pugs (Mochi and Abbey) and three cats (Arya, Sansa, and Melisandra).

FAVORITE BOOKS: *Don Quixote*, *The Count of Monte Cristo*, *The Alchemy of Air*, *Origines Islandicae*.

MENTORS/PEOPLE WHO INSPIRE ME: Hilary Davis at the NCSU Libraries has been and continues to be a mentor and an inspiration to me. Her thoughtful approach to librarianship, and her ability to juggle the responsibilities of managing budgets, people, and collections is remarkable. I cannot overstate the enormous positive impact she has had on my libraries career.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I would like to see libraries work more towards actively participating in the creation and curation of open educational resources. Not only do OERs offer multiple benefits to our patrons, but they may be able to offer a light at the end of the tunnel of rapidly increasing resource costs and inflation.



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BORN AND LIVED: Manchester, NH. Currently, Cambridge, MA.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: Though I grew up going to my own local public library every week, leaving with a stack of books in tow, I was attracted to a career in libraries after my own experience working at my undergraduate library. I loved the community that I was welcomed into, and I enjoyed answering the questions of my peers – this passion for helping people was what initially drew me in. What has really cemented my career in libraries however, is the free, open access to information and resources that they provide to their communities and the public.

PROFESSIONAL CAREER HIGHLIGHTS: Former Metadata Specialist for the Print Project at the Boston Public Library. Awardee, Kenneth R. Schaffer Award, from the Simmons SLIS Faculty. Inductee, Beta Phi Mu Honor Society. Treasurer for the ARLIS/NA New England Chapter.

FAMILY/PETS: Husband, Jordan.

IN MY SPARE TIME: Avid knitter, beginning seamstress, budding ceramicist, aspiring weaver.

FAVORITE BOOKS: *A Border Passage* by Leila Ahmed. *The Namesake* by Jhumpa Lahiri. *The Textile Reader* by Jessica Hemmings.

MENTORS/PEOPLE WHO INSPIRE ME: Lareese Hall, Cynthia Fowler, Jarrett M. Drake, Angie Locknar, and my wonderful colleagues at MIT Libraries.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: Advocating for students' voices and needs, and modeling the library and its services around them in ways that recognize the larger social and systemic issues at hand. I would also love to dismantle the business model in higher education that has been slowly seeping its way into libraries.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: In five years time, I hope to see a more compassionate, radically engaged industry – one less focused on maintaining the status quo, and instead dedicated to pushing back, questioning our processes, purchases, and the boundaries of libraries themselves. I hope to see less of a focus on journal packages, for instance, and more on the materials that make our collections unique – like artists' books, zines, and other non-traditional publications.



Ethan Cutler

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BORN AND LIVED: Born and raised in Southwest Michigan, fortunate to still be close to home.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: The challenges.

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PROFESSIONAL CAREER HIGHLIGHTS: Recently awarded a Technology Enhancement Award by NNLM/GMR.

FAMILY/PETS: Married to my beautiful wife Kelly, an elementary educator and all around incredible human. Together we have a 4-month old Chesapeake Bay Retriever named Ned.

IN MY SPARE TIME: You can probably find me somewhere outside enjoying the great outdoors.

FAVORITE BOOKS: *A Sand County Almanac* by Aldo Leopold; *American Buffalo* by Steve Rinella; *Yukon Ho!* (Calvin & Hobbes) by Bill Watterson.

MENTORS/PEOPLE WHO INSPIRE ME: First and foremost, my family has always inspired and supported me to chase after my goals – can't say thank you to them enough! Since starting my career I've also been very fortunate to have the support of many wonderful information professionals. All of my current and former colleagues back home in Kalamazoo, as well as all of the wonderful members of WMHSLA have been incredibly helpful and kind to me during my early career.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I believe (biasly) that the need for our professional skillsets is growing more relevant. When I started my trajectory towards a career as an information professional undertones of uncertainty consistently entered into conversations about the future. For one reason or another, I don't seem to encounter these anxieties with as much frequency as before. Keeping a positive outlook and rolling with the changes has been helpful during the start of my early career. I might not know exactly where the industry will be in five years, but I look forward to being an active part of it.



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BORN AND LIVED: I was born in Tokyo, Japan. I lived in Hays, Kansas, and Southern California. Currently located in Lincoln NE.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I want everyone to have the best possible experience and achieve their personal goals in life, librarianship is about facilitating that success.

PROFESSIONAL CAREER HIGHLIGHTS: The success of our SciPop programs has been amazing with over half a million views of our SciPop Reactions videos on YouTube in collaboration with the American Chemical Society and Doane College (2015-present funded by the Camille and Henry Dreyfus Special Grant Program in the Chemical Sciences) and over 3,300 attendees at our in-person events in 2017! As a past Association of Research Libraries Diversity Scholar I've enjoyed giving back by working with mentoring and careers programs, currently I chair the Association of College and Research Libraries Dr. E.J. Josey Spectrum Mentor Committee.

FAMILY/PETS: My husband who I met while working in an environmental testing laboratory in California, two adult kids, and a son-in-law.

IN MY SPARE TIME: I am a voracious reader of sci-fi and fantasy with the occasional manga or regency mystery obsession. I also love food with friends, green tea, spreadsheets and sustainability.

FAVORITE BOOKS: Anything by Diane Duane or Rhys Ford, especially *Stealing the Elf-King's Roses* and *Sinner's Gin*.

MENTORS/PEOPLE WHO INSPIRE ME: My mentors in order of when we met: Jodye Selco (Cal Poly Pomona), Mark Puente (ARL), Latanya N.

Jenkins (Temple University), Elaine Westbrook (UNC-Chapel Hill), DeEtta Jones, and Kathryn Deiss. I'm inspired constantly by the faculty, staff, students, and community members that I work with.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I want people to be confident advocates for themselves and libraries. How we do things is, and should always be, evolving. I'd like us to embrace the cyclical nature of evaluation and change as a natural part of our continuous growth.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: I'd like to pass SciPop on to the next generation and be hard at work building another informal community of practice.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: In order for academic libraries to not just survive but thrive I think there will have to be a shift in how we are marketed and funded. In five years we should be telling the story of how we enrich the current and future lives of our students, faculty, staff, and communities. We should also be working toward endowed funding for shared resources.



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BORN AND LIVED: Born and raised in Mt. Horeb, Wisconsin. Mt. Horeb is the trollway capital of the world and located only 20 minutes west of Madison.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: Maybe it's because I grew up in a small, hometown in Wisconsin, but I've always been interested in communities and figuring out how people work together. As I got older, I realized I like helping people get connected to one another and connecting them to other things like resources, groups, or events. What keeps me going these days is the fact that every day is a little different, I'm never bored, and the ways I get to work closely with students.

PROFESSIONAL CAREER HIGHLIGHTS: I attended graduate school at the University of Illinois and when I was graduating, I received the Kathryn Luther & William T Henderson award. This was given for my work in the community through professional activities. The cornerstone of this community work was my two years at the Urbana Neighborhood Connections Center (UNCC), an after-school center. During my time there, I taught digital literacy to elementary students and got to know the East Urbana community. We ended up building a lot more than just computer labs and I'm thankful for UNCC for letting me into their community.

In the Spring 2017, the Penn State Libraries decided to change their service model and move to a peer-to-peer reference system. I helped lead a group that created the student position of Peer Research Consultant (PRC) in the library and led the development of the PRC training.

Received a Penn State Schreyer Institute for Teaching Excellence Teaching Grant to explore the use of Bird (<https://www.muvinteractive.com/>) technology in one-shot instruction sessions.

Recently, I became part of a team that launched The Librarian Parlor (aka LibParlor), a blog for new and experienced LIS researchers. This blog aims to share experiences, provide tips and insight, and create an online community of practice for doing research in LIS.

IN MY SPARE TIME: I dabble in several hobbies including baking, biking, blogging, practicing calligraphy, reading memoirs, and watching Brooklyn 99 (among other TV shows).

FAVORITE BOOKS: Right now, I've got three favorites. Growing up (especially in middle and high school), I loved *Flipped* by Wendlin Van Draanen. *Jane Eyre* is probably my favorite book during college and *This*

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is the *Story of a Happy Marriage* by Ann Patchett is probably my favorite book right now.

MENTORS/PEOPLE WHO INSPIRE ME: I've been fortunate to have fantastic mentors throughout my library career including the children's librarians at the Mt. Horeb Public Library, Nick Higgins, Sarah Ball, and Brigid Calahan at the New York Public Library, Martin Wolske along with other iSchool faculty and staff, the students and staff of the Urbana Neighborhood Connections Center, and my Penn State colleagues. These people all do incredible work and I'm fortunate to have been guided and encouraged by them. They've taught me all I know about community building and librarianship.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: As the Student Engagement Librarian, my focus is squarely on our students. The change I hope to make is to continue to leverage their voices to guide decisions and policies, help them navigate the world of academia, help create change that impacts and benefits them, and show them how the library is a part of their experience in college (and beyond).

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: In five years, I hope I will have compiled a dossier that will help me achieve tenure at Penn State. But more importantly, beyond my dossier, I hope that my network will grow, encompassing colleagues who are doing interesting and innovative things across the world. I hope that I will have been a part of conversations that will spur new ideas, collaborative research, and meaningful services for undergraduate students. And I hope that I will continue to be willing to try new things, learn from failure, and push beyond the status quo.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I know that in the next five years, things will continue to change in the library world. Technology will grow, finding, evaluating, and using information will continue to be a critical skill, and preserving our digital footprint will be important. I hope the library world embraces these changes, use a critical eye when making decisions, and put our communities first in the work we do.



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BORN AND LIVED: Born in New Jersey, grew up in California, stopped in Texas for grad school, and now living in Georgia.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: The community. I love the culture of open innovation fostered by the library and archives community. I feel so lucky to have the chance to collaborate in person and virtually with inspiring, generous colleagues from Atlanta and all over the country.

PROFESSIONAL CAREER HIGHLIGHTS: I'm the Digital Collections Archivist at Georgia Tech in Atlanta, where I work on policies and workflows for digital preservation and access and manage our retroTECH program. I'm currently president of the Society of Georgia Archivists and a member of the Society of American Archivists' Committee on Public Policy. I received my MSIS from UT Austin, where I worked at the Briscoe Center for American History and volunteered at the Harry Ransom Center.

FAMILY/PETS: Two cats, Couplet (a tuxedo) and Casablanca (a tortie).

IN MY SPARE TIME: I collaborate with a few colleagues on *Lost in the Stacks*, a library rock 'n' roll radio show and podcast. Outside of work, I love running and singing and watching old movies.

FAVORITE BOOKS: Three books that made a strong impression on me as a young girl: *The Princess and the Dragon* by Audrey Wood, *New and Selected Poems* by Gary Soto, and *A Room with a View* by E. M. Forster (I still keep them all on my nightstand).

MENTORS/PEOPLE WHO INSPIRE ME: I frequently look to The Long Now (<http://longnow.org/>) for inspiration and love listening to their Seminars About Long-term Thinking. There are so many archivists and librarians and technologists who inspire me that I cannot name just a few, but I thank them all.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: (Apologies for the long-winded answer! Feel free to edit.) During one of the sessions at the International Conference on Digital Preservation a few years ago, a prominent digital preservation leader remarked on how little practical progress they had observed in the field over the last ten years – that the conversation in the session differed very little from conversations they had participated in a decade ago. This candid, and I think, very brave, remark has stuck with me ever since. In the moment, I found it somewhat shocking and disillusioning, as an archivist a few years into my professional career – that this field I had chosen and very much believed in, to which I was prepared to dedicate my energy for the long-term in the hope that I might make a difference, could be based on an illusion, on plans that had not and perhaps could not be brought to fruition.

In the months following the conference, my reaction to the remark transformed from shock into genuine anxiety, as I saw her statement enacted and reflected in the library and archives profession at large. I saw exciting projects emerge via grant funding and languish without sustainability resources and long-term community investment. I saw large institutions with dozens of software developers soar quickly forward, while smaller institutions struggled with the question of whether it was possible and even strategic to try to recruit and retain IT staff at the salaries required to compete with the private sector. I saw digital archivists begin to empower themselves and fill resource gaps by teaching themselves technical skills that for some troubling reason were left out of graduate curricula – self-teaching that required significant, unsustainable privilege, such as funds for training, time on the job and on weekends, supportive partners and families, endurance through repeated periods of burnout, etc. Like libraries as a whole in the digital age, the digital archives field seemed to be in some kind of painful adolescence, where it hadn't yet figured out what its powers and its limitations were and how to make its dreams a reality.

I began to ask myself hard questions: is this really progress? Is this at all sustainable? Is this inclusive? If I continue on this path, in this profession, will I ever be able to fuel concrete progress, and if not, why should I stay here?

But just when I might have felt most pessimistic about the profession, and without consciously looking for them, I began to recognize and participate in moments of genuine change, of small actions that were moving forward in a concrete way. The 87 volunteers for the Society of American Archivists Issues and Advocacy Section Research Teams and the work they accomplished together. The born-digital access bootcamp project, which grew out of a hackfest at the Society of American Archivists conference in 2015, which arose out of amazing friendships cultivated with grad school colleagues. The conversations and productive critiques about inclusion that have emerged across the profession. I started to see that change could come from an action as simple as setting up a Google Doc template to make collaborative work easier, calling a colleague from the Regional Archival Associations Consortium, sending a calendar invite for a monthly meeting, not shying away from an important but perhaps painful conversation. We were making progress.

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I am still asking myself the hard questions, and I imagine I always will be. But I have decided two things: one, that I don't want to work in a profession handicapped by inertia and resource scarcity, that spends entire decades having the same conversations and making the same plans. And two, that I want to be an archivist. And so I aspire to become an archivist who takes action, leads innovation, and collaborates on new models. And I hope that might be enough, someday, to create concrete change in the profession.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: Become an empathic and efficient manager of people, in addition to projects; Mentor emerging archivists and work to create more opportunities for students of color to thrive in the archives profession; Engage in conversations and collaborations with archivists, librarians, and technologists from other countries; And continue to fall in love with my work.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: Speaking about archives, in particular, because they are what I know best at the moment – I imagine that there will be an increasing emphasis on linked open data, peer-to-peer and distributed solutions, interoperability and modularity, personal archives and individual agency, mobile and wearable records, emotional connection to the digital. And I hope that by then we will have asked hard questions, had productive conversations, and made concrete change towards sustainability in many senses – sustainability of open source communities and technological infrastructure; sustainability of the servers and facilities that house our archives; sustainability of education and labor in the archives field; sustainability of grassroots citizen archives; sustainability of funding sources and long-term value propositions. And I think archives and archivists will be more important than ever.



Sarah Hare (formerly Sarah Crissinger)

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BORN AND LIVED: Ohio

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I initially pursued a career in libraries in order to help patrons. As an undergraduate, I staffed the reference desk at my university's library and I really enjoyed helping other students explore research questions that they were passionate about. I also became interested in LIS after I learned about the "referral ethos" that many librarians have. The idea that we would refer a patron to a colleague that knew more than us, and in doing so leave our ego at the door in order to help the patron as effectively and efficiently as possible, was astounding and inspiring to me. It's something I come back to a lot, even now. I think that libraries are operating at their best when they adopt and further this ethos of sharing and lifting up colleagues' expertise.

PROFESSIONAL CAREER HIGHLIGHTS: I graduated from the iSchool at Illinois in May 2015. About six months before graduation, I started regularly blogging for the Association of College and Research Libraries blog, ACRLog. I blogged monthly for almost two years before leaving the ACRLog team. Blogging and sharing my (often unsolidified) ideas on a national platform was pivotal for my career and my professional development. As others responded to my ideas, I found my professional voice and realized that even though I was a new librarian, I had a lot to contribute to my institution specifically and librarianship generally. I also led a collaboration between ACRLog and Hack Library School (HLS) to highlight LIS student voices and encourage cross-pollination between LIS students and established library professionals. You can peruse all of my ACRLog posts at <http://acrlog.org/author/scrissinger/>.

I also had the opportunity to teach a Library Juice Academy Course on Open Educational Resources (OER) in Spring 2017. This was also a highlight for me, not only because it confirmed the expertise that I have developed in OER, but also because the course was an incredibly fulfilling and enlightening experience. I learned a lot from my students, who came from a variety of institutions and contexts, and I was reminded of why I love to teach. It is a privilege to play even a small role in students' growth, questioning, and learning. You can find more information about the course, which is being offered again in January 2018, at <http://libraryjuiceacademy.com/147-oer.php>.

FAMILY/PETS: My family includes my partner, Seth, and my dog, Wrigley.

FAVORITE BOOKS: Some favorites from last year *Redefining Realness* by Janet Mock, *Kindred* by Octavia Butler, and *The Bluest Eye* by Toni Morrison. I've been reading more poetry lately and I always enjoy reading memoirs.

MENTORS/PEOPLE WHO INSPIRE ME: I wouldn't be a librarian if it weren't for those who have selflessly and generously invested time and energy into mentoring me, including Lisa Janicke Hinchliffe, Piper Martin, and several other librarians at the University of Illinois and Wright State University. I was also fortunate to have a brilliant cohort at Illinois and my peers continue to mentor me in small and large ways that continually shape who I am as a librarian and a person.

I have been thinking a lot lately about librarians who inspire me, people I want to emulate, and professional philosophies that align with my own. I think I've realized that the people that inspire me the most are library professionals that see our work as communal instead of individual. These librarians prioritize and even center giving back to the profession, they lift up other (often less-known) voices, and they live the values they claim to espouse. No one is perfect at this and I'm certainly a work in progress, but I find myself wanting to become more like my colleagues who truly find joy in making opportunities for others, even when it's difficult or inconvenient.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I hope to use what privilege I have to help others develop to be the best that they can be.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: I just started a tenure-track position, so I hope to be tenured (or almost tenured) five years from now! A related goal that I'm currently working through is to pursue different kinds of writing and research. While I've blogged and presented at several conferences, I have only published two peer-reviewed publications. I'd like to develop and hone in on my research and data analysis skills in order to do more formal research. Finally, I hope to have more confidence in my professional voice five years from now.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I do not know what the future of the library will be. I do know that reflecting on the tensions and challenges that currently exist can help us more effectively shape and create a better future. Chris Bourg, Director of Libraries at MIT, has inspired my thinking on this. Bourg's emphasis on thinking about the future of libraries in the greater context of "transformative changes in higher education, technology, publishing, and research" is particularly compelling to me (<http://www.caul.edu.au/content/upload/files/meetings/chrisbourg2017.pdf>). Too often we think about our work in local, isolated, or reactive terms, when instead our strategy should be based on context. Library work is not disconnected from rising tuition costs, increasing student loan debt, significant cuts in public services and funding, compromised labor unions, and the adjunction of higher education. My hope for the future of (academic) libraries is that we recognize that we are embedded in systems and structures where we can and should try to create change.

I've seen a few insightful, tangible examples of this idea in action. Emily Drabinski's work on labor and organizing is one. Drabinski recently presented with Eamon Tewell on "The Future of Librarian Labor" (<https://eamontewell.files.wordpress.com/2008/03/future-of-libraries-symposium.pdf>). Their presentation problematized higher education labor trends, accreditation processes, and assessment requirements and encouraged

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librarians to see themselves as skilled organizers that have the potential to create systematic change. Another recent example or case study of Bourg's idea is David Lewis's work on "The 2.5 Commitment." Lewis has proposed that, communally, libraries have significant financial resources and, as a result, incredible potential to build an open scholarly commons (<https://scholarlycommons.net/>). Lewis has challenged libraries to invest 2.5% of their budget to open, non-profit, cooperative infrastructure, tools, and publishing models as a response to Sci-Hub and several recent Elsevier acquisitions. This approach, which recognizes the external forces at play while focusing on the communal strength of libraries, is what I'd like to continue to see libraries pursue in the next five years.



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BORN AND LIVED: Minnesota and the midwest for the first 30 years, now I'm a Lover (Virginia is for Lovers).

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I've gone back and forth my whole life between working in libraries and working in agriculture. As the agriculture librarian, I've finally found a way to do both at the same time. I love working as a research librarian at a land grant. As scientists (and as people) we're not supposed to have favorites, but the second best option is to acknowledge bias, so my favorite group I support are the Extension and the ARECs (research farms). These folk work with applying the research they, and other folk at the university, have created. That work helps people farming and producing our food. This means we all eat. And we work to have clean air, water, and land as we do it. I support this with helping folk communicate their research, getting access to the information they need, and archiving the research and the data so we have solid information to build on.

PROFESSIONAL CAREER HIGHLIGHTS: I'm in the book *This Is What a Librarian Looks Like*. I landed the Ag Librarian position at Virginia Tech directly after I graduated with my MIS. Working with Ithaka S+R and colleagues across the spectrum on the agriculture publication. Supporting the Changing Research Practices of Agriculture Scholars.

FAMILY/PETS: I've got grandparents, parents, aunts, uncles, siblings, and 6.9 nieces and nephews. By the time this goes to publication, the one currently cooking should be here. The vast majority of them are in Minnesota, so I claim a few folk in Virginia for holidays and moving furniture.

IN MY SPARE TIME: Spare time? Well- I'm starting PhD work in Fall 2018 at Tech in Ag, Leadership and Community Education. I'm not a shy librarian- that being said, I am an introvert, and sometimes the best thing I can do for myself is to read a book.

FAVORITE BOOKS: I adore the author Lois McMaster Bujold. If I could read only one author for the rest of my life, I would choose her. I'm revisiting *Women Who Run With the Wolves* by Clarissa Pinkola Estes.

MENTORS/PEOPLE WHO INSPIRE ME: My Little Sister. We were matched when she was 8 and I was 18 in the Big Brother Big Sister program. She's been my Little for 18 years now. It's not my place to put her challenges front and center to the world, but she went from pregnant and homeless to celebrating 3 straight years in her apartment, and she's got 2

sons of her own who are doing great. Since I have met her, she is kind and even loving to people around her. She's helped me learn more about the world and be more kind, respectful, and patient.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: Get folk out from behind a desk! We need to be integrated from the start in things to allow for the most efficiency, and we need to be partners, not monolithic Arbiters of Archives. In that, we also need to not continue to replicate what has always been considered "worthy" of archiving with the limitations of the previously dominant social groups.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: Have all of the histories and historical publications of all of the departments in CALS (including the ARECs and Cooperative Extension in Virginia) digitized and archived. Have a smoothly efficient workflow for capturing and making accessible the born-digital materials from all my liaison areas. Have a portal/access point for all communities in the commonwealth of Virginia to have a place to archive their materials, and have a plethora of users, particularly in the social justice/community viability/non-profit realm.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I've got a relatively unique perspective on the library and information world- even my professional organization, USAIN is fairly small, around 120 of us are active at our biannual conference. However, I'll speak from my agricultural research librarian perspective, but try to make it broadly applicable to the industry. I love that I work at a landgrant institution, and our motto is "Ut Prosim" That I May Serve. I see that the industry needs to keep true to our service aspects - even as the physical way to access information is changing (paper to pixels) we need to provide access. We need to do a better job of asking "What ARE our commandments" and "What DO they mean." I think we need to be FIERCE in protecting privacy and holding public space in our communities open to everyone; AND I think we need to be full of grace and loving kindness so our patrons/stakeholders aren't ever scared of us, and this is from a research librarian! I'm saying we have to focus on the people - we've had longstanding success with the books/forms of holding information. We, as an industry, need to keep asking the 5 questions words, so we find barriers, and then break them down, or work around them so more and more people keep having access. We need to make sure that it isn't all behind paywalls online, and that people accessing the online information aren't reduced to their data.



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BORN AND LIVED: Born Colorado Springs, CO. Before moving to Durham, North Carolina I lived entirely in the upper Midwest, mostly in Ripon Wisconsin (for high school), St. Paul, Minnesota (attended Macalester College) and Madison Wisconsin (for my Masters of Library Science at University of Wisconsin Madison).

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I am an academic at heart, but I never could just choose to focus on just one area of interest or research. I first became interested in libraries because they gave me a way to involve myself in academia and pursue knowledge in a wide variety of fields and disciplines. As I got more into the profession, I discovered that I loved helping others create knowledge, become better critical examiners of information, and make the world of learning available to patrons for basically free. Libraries are one of the few institutions in the United States that are devoted completely to freedom of information and learning, and I am proud to be a part of that tradition.

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PROFESSIONAL CAREER HIGHLIGHTS: Being named a Libraries Fellow at North Carolina State University as my first job. This position is very competitive and an incredible way to jump start one's career. Being admitted to the North Carolina Library Association's Leadership Institute, a competitive program for emerging leaders in the field is also a highlight. I also just finished co-authoring a book called *The ABCs of ERM*, which will be available in January 2018. I am very excited about this book, as it is a very practical, casual discussion of what a brand new electronic resources librarian should know about the field to be able to do their job successfully and to contribute to the professional conversation.

FAMILY/PETS: I have a husband, Chris Dragga, who works as a distributed computer storage researcher. I also have two cats, Belladonna, a very bossy tortishell who loves laps and belly rubs and Faramir, a gray tux who enjoys racing around the house at full tilt and then looking confused.

IN MY SPARE TIME: I go hiking with my husband, sing in the Duke Chapel Choir, attend a lot of heavy metal concerts, and play tons of games. I especially am involved in tabletop role playing games and live action role playing games. I run a local group called larp shack that hosts short larps, write games for others, and assist with running a large game called New World Magischola, in which we all play wizard students and professors at a magical school (think Harry Potter!).

FAVORITE BOOKS: *Lord of the Rings Trilogy*, *Chronicles of Narnia*, *Annihilation* by Jeff VanderMeer, *Persuasion*.

MENTORS/PEOPLE WHO INSPIRE ME: I have had a lot of incredible mentors in the library profession. Marie Collins, Kristen Wilson and Josh Boyer at NC State were my first professional bosses and were truly the best mentors and supervisors anyone could ask for. Here at UNCG, I have wonderful mentors in my boss Christine Fisher, our collections development librarian Beth Bernhardt and my "official" mentor Steve Cramer. They have been such a positive force in my professional development, and I am deeply thankful for them all.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: My main goal is to have gotten tenure at University of North Carolina at Greensboro (only three more years to go!). Beyond that, I would love to become even more involved in national service and publishing. I hope eventually take up a column editor role or more editorial role in a journal as well. It might be more than five years away, but I eventually want to take a more management role in a library, hopefully still focusing on Acquisitions or Collection Development.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: Wow, this is such a hard question! The truth is, I don't feel that we can really predict where the industry will be going. Some things that I think will happen are a breaking away from all in one Electronic Resource Management/ILS systems and a move towards more open modular systems that can talk to each other. I think that we need to embrace openness and data exchange and allow libraries to build solutions for management that fit their own needs. I also see the print journal being completely eliminated from some libraries, and streaming (or whatever the new form of video and audio) rising in profile, so that physical mediums like DVDs become like CDs, still used for small production companies and for collectors, but not widely held or used. I also think that eBooks in academia will need to face a serious examination. There is going to be a lot of push back against current methods of sharing and control of use by end users, and I think that we will need to discover ways to work together to make publishers feel secure but also allow things like Inter Library Loan for entire eBooks.



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BORN AND LIVED: I was born in Valparaiso, Indiana, I have spent most of my adult life in various parts of the state, including 9 years in Indianapolis. I currently reside in Lafayette, IN.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: After working in business for ten years, I was ready for a change. I was drawn to academic libraries because of the enjoyment I get connecting people to information and resources. Business librarianship in particular is an excellent way to marry my past experience to my current work.

PROFESSIONAL CAREER HIGHLIGHTS: In libraries, the projects I've participated in that am most proud of include managing a large scale data-driven deselection initiative in the Butler Libraries, working with the PAL-NI consortium to implement a group sharing process for the 24 consortial libraries, and collaborating with peers in the Purdue Libraries to improve instruction, support international students, foster improved communication with students, and more. Outside of libraries, I am proud to have co-founded the Indianapolis Literary Pub Crawl, a charity event that has raised more than \$12,000 in support of adult literacy in central Indiana.

FAMILY/PETS: A husband, Jason Behenna, and three cats: Tumbleweed, Tambourine, and Brynn. Tumbleweed has cerebellar hypoplasia, so is a bit wobbly, and is famous on the Internet: <https://www.facebook.com/TumbleweedTheMagnificent/>.

IN MY SPARE TIME: Read, work on my 150 year old house, and I am currently working to open Escape Velocity Brewing with my husband, which takes up a great deal of that spare time!

FAVORITE BOOKS: This is like asking someone to choose their favorite child, just unfair! This list is what I can think of off the top of my head, and is in no way inclusive: *Poisonwood Bible* by Barbara Kingsolver, *Name of the Wind* by Patrick Rothfuss, Robin Hobb's *Realms of the Elderlings series*, anything Neal Stephenson, anything David Sedaris.

MENTORS/PEOPLE WHO INSPIRE ME: I am very fortunate to have many strong, amazing women as mentors in my life. First and foremost, my mom, for her commitment to lifelong learning. She attended college for the first time after she was married (her dad didn't think women needed to go to college), then she went back not once, but twice to continue her education. Most recently, and after her retirement, she has taken courses to become an herbalist. Second, Dr. Julie Miller, Dean of Libraries at Butler University, for her insight, vision, and compassionate form of leadership. Also, Dr. Sally Childs-Helton, Archivist and Rare Books Librarian at Butler University for her unflinching support, vast knowledge, and endless supply of energy.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: The focus of my research agenda is library management. In our profession, like many others, people are promoted who are excellent librarians, but may not have had the opportunity to learn best practices of management and human relations. Prior to becoming a librarian, I worked in these fields for many years, and hope that my research will help our advance our profession.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: I hope to have achieved tenure and be pursuing my PhD.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I can only speak to academic librarianship, but I think in five years we will have worked to even further diversify the services we are offering. An example of this would be the area of data, which has taken off tremendously in the last few years, and I think will only continue to be an increasing area of need. Both

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our physical and online spaces will (hopefully) have been updated to best serve our diverse student populations, including things such as accessibility issues, supporting international students, and improved usability.



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BORN AND LIVED: Born in Harrisburg, PA. Have also lived in Madison, WI; Champaign, IL; Omaha, NE; and Arlington, VA.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I admire the teaching mission of academic libraries. I love teaching undergraduates how to think critically about the information they encounter in their daily lives. Beyond teaching students to develop their research skills, I believe instruction librarians can help students build the skills to become informed and engaged citizens.

IN MY SPARE TIME: I love live music so I go to a lot of concerts. DC is a great town for live music! I also play Ultimate Frisbee.

FAVORITE BOOKS: *The Courage to Teach* by Parker Palmer; *The Stranger* by Albert Camus; *The Unbearable Lightness of Being* by Milan Kundera.

MENTORS/PEOPLE WHO INSPIRE ME: I am continually inspired by my librarian colleagues whom I've collaborated with over the years: Janna Mattson, Jason Byrd, Mary Oberlies, Helen McManus, Ilana Stonebraker, Elise Ferer, Zoe Fisher, and Christine Carmichael.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: One of my goals as an instruction coordinator is to build a culture where peer feedback on instruction is valued and incorporated into librarians' regular practice. Teaching is deeply personal and receiving constructive feedback can be uncomfortable, but I have seen how peer feedback can push librarians to think more creatively and improve student learning.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I see the profession emphasizing services more and more. Through advocacy and collaboration academic libraries can push the industry in this direction. Instruction librarians will need to increase their advocacy efforts on campus to draw attention to the importance of information literacy (and merging literacies) instruction, open resources, and ethical use of information. Collaboration has always been a strength of librarians, but I see the role continuing to expand, particularly between public libraries and academic libraries.



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BORN AND LIVED: Born in Catskill, NY. Lived in Oneonta, NY and Buffalo, NY while pursuing degrees. Currently live in Albany, NY.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: Working in Libraries, doing what I do, is very public facing. The wonderful thing about working at a public university is that I get to interact with not only students, but faculty, outside researchers, prospective students, high schoolers, and

community members. I find great joy in being able to help others be as successful as they can be in what ever they are endeavoring to be successful in.

PROFESSIONAL CAREER HIGHLIGHTS: Well certainly receiving this honor – definitely high up on the career highlights. The success of starting a Stress Less campaign at our libraries and watching it grow over the past three years has been a big highlight for me. Our students love it and I love doing it. I think for me one of the things I'm most proud of is being unanimously nominated to serve as the secretary of the State University of New York Librarians Association (SUNYLA). I'm still really new to the field and I was really honored to be given the opportunity to serve at this level so early on in my career.

FAMILY/PETS: I live with my fiancé, Paul (we will be married in October of 2019!), and our adorable rescued tuxedo cat, Mangia.

IN MY SPARE TIME: I read a lot. I love digging into a good YA fantasy. I frequent lots of indie book and coffee shoppes – though I must say I'm a Starbucks fanatic. I can be caught taking in a local stage productions from time to time. I used to be heavily involved in local theatre and music and I'm looking to reconnect with that again. Hopefully will be auditioning for a part in a local stage play production of *The Never-ending Story*. Wish me luck!

FAVORITE BOOKS: This is such a hard question! I'll give you my favorite all time book, my favorite series, and three of my favorite reads from this past year. Favorite book of all time: *My Name is Will: A Novel of Sex, Drugs, and Shakespeare* by Jess Winfield. Favorite book series: *Harry Potter*. Top three books from this year: *Court of Wings and Ruin* by Sarah J. Maas, *Down Among the Sticks and Bones* by Seanan McGuire, and *King's Cage* by Victoria Aveyard.

MENTORS/PEOPLE WHO INSPIRE ME: Is it cliché to say my mom inspires me? She's taught me what hard-work looks like, caring for my 10-year-old nonverbal autistic brother, Sean. Sean inspires me too – he works really hard to learn new skills every day and the way he sees the world is truly something. As for mentors – shout out to my colleague, Carol Anne Germain, as well as my former University at Buffalo professors: Dr. Valarie Nessel, Dr. Brenda Battleson White, and Dr. Larry White.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I don't think this is so much a change I hope to make but a wave that I would like to catch a ride on as it is occurring right at this moment. A lot of my research and what I'm interested in focuses on the idea of libraries as "place." No longer are we warehouses for books and technology but rather we have become places where users come to collaborate on projects, research, and creative endeavors. I see a lot of libraries already acknowledging this in various ways and I only hope to continue expanding this through thoughtful programming, the creation of more maker spaces/collaborative spaces, and educational venue space.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: I would love to someday be the standing president of SUNYLA. One of my main priorities and goals right now is to do a complete overhaul of our the marketing materials for our libraries, both in print, digitally, and through social media. We have already started on some of this but I look forward to seeing what can be accomplished in the next five years!

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: Librarians are no longer these precieved gatekeepers of information; we have moved more to being facilitators. Everyday your average person that has access to a smart device or electronic has ready access to an explosion of information. A lot of the time that can be very overwhelming to sift through to find what it is exactly you need. Librarians are here to help navigate that and I think we will continue to do this for as long as there is information and information seekers. I think one of the possible big changes in the industry could be the switch to e-collections only, utilizing library physical space for more collaborative opportunities. I don't ever see physical books ever going away though, there are still so many people, myself included, that enjoy the

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tangibility of a printed monograph. What ever changes we have coming our way, they should always be made with our users in mind – what are the needs of our communities? What can we all achieve together? That's the entire point, isn't it?



Michael Rodriguez

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BORN AND LIVED: Virginian by birth, then a Floridian, and now a Nutmegger.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: Connecting information with people.

PROFESSIONAL CAREER HIGHLIGHTS: Being named a Library Journal Reviewer of the Year for 2015.

FAMILY/PETS: Does a chipmunk nesting in my rain gutters count as a pet?

IN MY SPARE TIME: Hiking and biking. I have hiked ten of New England's Fifty Finest peaks. I have biked 200 miles around Lake Champlain. There's no finer way to see America than from the saddle of a twelve-speed.

FAVORITE BOOKS: Henry David Thoreau's *Walden* above all others. Also *The New Annotated H. P. Lovecraft* – read it alongside Victor LaValle's *The Ballad of Black Tom* and Matt Ruff's *Lovecraft Country*.

MENTORS/PEOPLE WHO INSPIRE ME: My peers. They remind me what is possible.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: If I can do my part to build a scholarly ecosystem in which no one is denied access to knowledge on the basis of affiliation or income, I will have left the world better than I found it.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: Visit all 50 states, publish peer-reviewed research, and earn a Project Management Professional (PMP) certification as well as (hopefully!) a second master's degree.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: Collective collections and robust consortial licensing will predominate. Open access publishing will accelerate. Consolidation among vendors will proceed apace. Holistic assessment will surge as libraries strive to maximize value on investment. Next-gen library systems will power more effective and efficient resource management. Business analytics and project management will be essential workforce skills.



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BORN AND LIVED: Born in Maryland. Lived all over the place: Newark, DE, Charlottesville, VA, Toronto, ON, Los Alamos, NM, and now back to Maryland.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I like the idea of a job where I can help people satisfy curiosity.

PROFESSIONAL CAREER HIGHLIGHTS: Becoming involved with the SLA – Physics – Astronomy Math Division. They are a fantastic and sup-

portive group for new professionals in science librarianship. Collaborating with colleagues at Los Alamos National Laboratory on a project supporting girls and young women in STEM. Celebrating the work of my colleagues and library school classmates as they advance in their careers. I love seeing my friends and coworkers succeed.

IN MY SPARE TIME: I cook, bake, garden, watch hockey and baseball, go curling and build Lego.

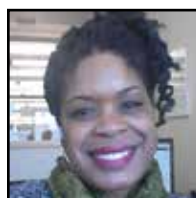
FAVORITE BOOKS: I enjoy auto/biographies, plot-driven fiction and well-written cookbooks. My favorite recent read is *The Hour of Land: A Personal Topography of America's National Parks* by Terry Tempest Williams.

THESE ARE PEOPLE IN THE PROFESSION WHO I ADMIRE AND WHOSE WORK INSPIRES ME: Chris Bourg, Lindsay Cronk, Kyla Everall, Zoe Fisher, Angela Galvan, April Hathcock, Valentina Neblitt-Jones, Annie Rauh, Anna Skorupsky, and I am inspired every day by the students I work with.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I hope to contribute to change by doing work to help make ours a diverse and inclusive profession.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: My constant goal is to keep learning, listening and growing in order to be a better teacher, be a better advocate, and be a supportive colleague.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I don't know where the industry will be in five years. I hope it will be changing, and I hope these changes happen with the needs of our students, users and patrons at the forefront of our decision making.



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BORN AND LIVED: Born in Los Angeles, California. Lived in Spain, and the Midwest.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: For a brief period of two years in the early 2010s, I was a doctoral student. Among all the stressors I experienced, I found that when I went to the library, I got the most help and counsel I needed in orienting my research. Moreover, I found myself making efforts to inform my peers and new students about special resources designed for their benefit and to increase access to collections that were restricted and remote. It was only after re-evaluating my course of studies and immersing myself in library and information science that I realized that the energy behind these projects mirrored the work of a librarian. Everyday I am trying to make sure that my patrons and colleagues are making the most of the resources, services and collections around them so they can grow both personally and intellectually. It is this desire – that no one miss a book, a movie, a CD, a fellowship, an application, a job, a lecture, or any other opportunity that will help him/her/them to meaningfully grow – that draws me to a career in libraries.

PROFESSIONAL CAREER HIGHLIGHTS: At Middlebury College, I have curated several multi-format, thematic displays highlighting library materials created by, about and for underrepresented racial groups and oppressed minorities. Each has been highly collaborative in development, involving students, faculty and staff and many have been accompanied by informative blog posts. Search "Katrina Spencer" at sites.middlebury.edu for more. Thematic displays for commemorative months include: African American Music Appreciation Month, Hispanic American/Latinx Heritage Month, Disability Employment Awareness Month, Native American/Indigenous & Alaska Native Heritage Month and more!

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West African Research Center Fellow in Dakar, Senegal – As a fellowship recipient, I spent 8 weeks in Dakar, Senegal developing catalog records for the West African Research Center's collection. Librarian Adama Diouf taught me how to create local call numbers for items and we carried out a major deselection project. To apply, visit bu.edu/wara/fellowship/warc-library-fellowship. Other sites to visit, *Africana Librarianship Anyone?* – <https://hacklibrarianschool.com/2016/08/24/africana-librarianship-anyone/>, 20 Things to Know About Dakar – <http://www.katleespe.com/autonomy/20-things-to-know-about-dakar5051404>, Habari Newsletter 2016 (scroll to second entry) – <http://www.afrst.illinois.edu/habari/fall2016/STUDENTANDALUMNISTUDYABROADEXPERIENCESCenterforAfricanStudiesUniversityofIllinois.html>.

On the University of Wisconsin at Madison campus – After many years as a student, speaker and scholar of Spanish, I channeled some of my knowledge and experience with the language into the librarian profession. Pairing with Librarian Paloma Celis-Carbajal and a local REFORMA group in Madison, I published *¿Se habla español?* through a *American Library Association* blog. See ala.org/advocacy/diversity/odlos-blog/langawarenessspanish. ALA Intersections: *¿Se habla español?* – <http://www.ala.org/advocacy/diversity/odlos-blog/langawarenessspanish>.

IN MY SPARE TIME: I critically review books, television series and film for the original, weekly column “The Librarian Is In” in *The Middlebury Campus* and the quarterly journal *Feminist Collections*. I read, often in foreign languages, to keep my skills somewhat sharp and I have joined Middlebury College's Disability Studies Reading Group. I cook, listen to music and watch comedic series like *Schitt's Creek*, *Bojack the Horseman* and *Big Mouth*.

FAVORITE BOOKS: *Brokeback Mountain* by Annie Proulx, *Things Fall Apart* by Chinua Achebe, *milk & honey* by Rupi Kaur, *How To Rent a Negro* by damali ayo, *Contos para se ler na escola* by Luís Fernando Veríssimo, *Le petit Nicolas* by René Goscinny, *Articuentos* by Juan José Millás, *Sailing Alone Around the Room* by Billy Collins, *Angela's Ashes* by Frank McCourt, and *Matilda* by Roald Dahl.

MENTORS/PEOPLE WHO INSPIRE ME: People who are gentle, kind, sensitive, ambitious, reliable, innovative, interested in cultures of the world, open, vulnerable and engaged in social justice efforts: Fernando Rocha, Professor of Portuguese, Marcos Roheña-Madrado, Professor of Spanish & Linguistics, Fahima Jaffar, Instructor of Arabic, Nicole Cooke, Professor of Library and Information Science, and Mara Thacker, South Asian Studies Librarian.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: My goals are threefold and they all have to do with further evolving the culture within the library profession. Some institutions already carry out my ideas with impressive success. Others still need significant guidance. Wherever I am, I hope to promote the following:

Recruiting and retaining diverse candidates – The first goal, which must not be understated is diversification. As a person representing a racial minority background with a variety of travel experiences and at least one secondary master degree, I bring a wealth of unique perspective to the profession. There are other people of color, with and without this profile, whose knowledge and energy are incredibly enriching to the library and information science field. I support broad, varied, sustained and aggressive efforts to attract us, train us and keep us in the field. If I can do one thing, it would be convincing employers that strong salaries and benefits are wonderful starts to achieving goals of diversification; beyond this, institutions must ask diverse candidates what they want and negotiate those desires, in addition to (not in place of) salaries and benefits. This is key to maintaining a vibrant and diverse personnel. Moreover, making the advancement of diversity efforts part of every employee's job, particularly at predominantly white institutions, is another priority I'd like to emphasize.

Regular and diverse opportunities for growth – Second, as an academic librarian, I need higher education administration to realize the importance of providing and supporting growth and learning opportunities for librarians and library staff that go beyond attending webinars and conferences. Many library workers are drawn to this field due to a love of learning and have the capacity to research, publish and collaborate on challenging projects of impact alongside faculty. However, at times, what we lack is autonomy, “bandwidth” and work hours dedicated exclusively to growth. While faculty are often granted sabbaticals to develop and pursue new ideas and rejuvenate themselves, this paradigm is less commonplace within the library. I'd like to support systems that expect their library workers to forward projects that incorporate novelty, rigor and growth and allow release time for the pursuit of these goals.

Creativity – Last, as a non-stop generator of ideas, I want to encourage paradigms that reward creativity, particularly creative problem-solving and creativity that prioritizes campus engagement within academic libraries. Traditional models of service must continually be re-invented in order to serve the dynamic patron bases of the present. The people we serve and the skills they hold are diverse and heterogeneous. Our solutions to meeting their research needs must be so as well. The only way we can veritably expect to continue in our relevance is by embracing creativity and unconventional thinking. The first step in doing this is to recognize creativity when and where it happens and to acknowledge its value.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: In five years' time, I hope to highlight the many ways in which librarians can effectively forward outreach goals outside of the classroom and away from the reference desk. Overall, as a culture, we still think of librarians as sedentary, bespectacled “shushers.” And I have no doubt that the general populace has a limited understanding of our work. However, by moving within our community, meeting an array of information needs and developing engaging programming, we can change the discourse surrounding the profession and expand what the public thinks about when it envisions our variety of services. I win so many points of credibility and personability when my patrons see me outside of the library engaging in a variety of activities with them at welcome fairs, community dinners, lecture series and the like. If I can manage to render library services outside of the library, the impact will be immeasurable.

Another goal would be to become a regular and valuable contributor to the Joint Conference of Librarians of Color (JCLC). I have yet to attend but I believe there's power in the spaces occupied by engaged people of color.

Also, one of the teams I've joined at my home institution is the newsletter's editorial board. I want to make communicating about the library's activities and accomplishments a regular part of my work. We need coverage that systematically and intentionally demonstrates the ways in which libraries contribute to our communities lest those efforts be taken for granted. I'd like to continue utilizing a variety of platforms, print, digital and those beyond to consistently tell our stories.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: What I anticipate is patrons taking even greater ownership of library spaces for a broad variety of programming and community building. In my estimation, libraries are inclined to say yes to most requests for uses of space. However, I think patrons in general tend to be timid about making those requests perhaps because representations of libraries in media have made them seem cold, quiet and archaic. However, through very progressive and contemporary programming, for example as seen with Mara Thacker's *Chai Wai Series* (thematic panel talks) at the University of Illinois, Urbana-Champaign, the *Harry Potter Yoga* carried out across the U.S. and at Janelle Turner's St. Louis County Library in Missouri or Vinay Dharwadker's *Blowtorch Reading Series* at the University of Wisconsin-Madison, patrons will begin to see that the uses of libraries and both their spaces and collections are limitless.

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Jennifer Thoegersen

Assistant Professor and Data Curation Librarian
University of Nebraska-Lincoln
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68588-4100
Phone: (402) 472-4558
<jthoegersen2@unl.edu>

BORN AND LIVED: Born in Nebraska. Lived in Nebraska, Norway, Estonia, Italy, New Zealand.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: Well, I was initially attracted to libraries because I loved books and loved to read. Now, I barely deal with the books at all! What I've enjoyed most is the opportunities for collaboration and problem solving. I feel most energized when we can outline where we are and where we want to be – then it's just a matter of determining the path between. During my Master's, I worked with some digital projects requiring custom metadata crosswalks, which required both making decisions on where to map particular fields as well as how to transform the original XML metadata into the new XML metadata. It was an amazing learning opportunity; it was frustrating; and it was extremely fun and exciting.

PROFESSIONAL CAREER HIGHLIGHTS: Research Scholar, Institute for Research Design in Librarianship, 2015. Fulbright Fellow, Institute of International Education, 2013. Erasmus Mundus Scholar, European Commission, 2010-2012. Publishing a content analysis on the federal data management plan requirements in the Journal of eScience Librarianship (<http://escholarship.umassmed.edu/jeslib/vol4/iss1/1/>), 2015. Building an escape room with kids as part of an ALSC grant-funded project at the Morton-James Public Library in Nebraska City (<http://www.inthelibrarywith-theleadpipe.org/2016/library-lock-down/>), 2016.

FAMILY/PETS: 1 husband (Rasmus), 1 plant ("The Guy"), and 8 plush toys.

IN MY SPARE TIME: I work on retro videogame-themed cross-stitch projects. If you run into me at a conference, it is very likely that you will see me working on the map from Super Mario World. Yes, it's a big project. No, I didn't realize just how big when I decided to start it.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: Lately, I've been thinking a lot about new ways our university library can serve not only our campus community, but our local and state communities as well. I've been chatting with colleagues about a few possible projects, and, in five years, I hope to be working on one or two of these state-wide initiatives.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: At their core, libraries are about access to information, and I'm excited about the possibilities (and challenges!) that we are encountering. From teaching people how to manage their own digital information so that it can be easily used and reused, to preserving and providing access to content in varied digital formats, to finding new and innovative ways to connect our communities with the information and skills they need, it's an energizing time to be working in libraries.



Katy Kavanagh Webb

Head, Research and Instructional Services
MLIS: University of Wisconsin-Madison, 2011
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<http://www.ecu.edu/lib/>

BORN AND LIVED: Born in Waterloo, IA; lived in various places, including Heidelberg, Germany, where I graduated high school on an army base. I also lived in Madison, WI for 12 years.

WHAT ATTRACTED YOU TO A CAREER IN LIBRARIES: My first job ever was a cooperative work experience in the elementary school library on an army base in Heidelberg, Germany. I would shelve books and create bulletin boards for the librarians. After going to college and getting a Master's degree in German, I worked as a translator and quality assurance analyst for Sony. Although I enjoyed my colleagues and learned a lot in the five years I was there, I did not enjoy the sales aspect of the job and knew it was time for a change. I had been volunteering in libraries and I remembered my enjoyment of the coop in high school. I decided to go back to school to get my MLIS. For me, librarianship is a fit because each day brings something different; I feel like it is a career where you can try new things all the time.

PROFESSIONAL CAREER HIGHLIGHTS: Promoted from Instructional Design Librarian to Head of large, diverse Research and Instructional Services department in 2014. Chair of LITA's Minority Scholarship granting committee in 2015. Elected president of Joyner Library faculty group in 2016; chaired Library Diversity Committee. Tenure granted July 1, 2017. Recent publication of two information literacy-related OERs: Literature Search teaching handouts and Information Literacy Concepts e-textbook (co-created with David Hisle). Currently working on the final draft of my book, *Developing Creative Spaces in Academic Libraries*, due in January/February on the Chandos Publishing line.

FAMILY/PETS: Husband Mike, two children Anson (3) and Melody (1 month), and two dogs Louis (Catahoula, 10) and Kita (Pit Bull, 9).

IN MY SPARE TIME: Crochet, sewing, travel, spending time with my family, and of course, reading.

FAVORITE BOOKS: *Outlander series* (Gabaldon), *Pillars of the Earth* (Follett), Malcolm Gladwell style of non-fiction, biographies.

MENTORS/PEOPLE WHO INSPIRE ME: Mentors – Bryna Coonin, Mark Sanders, and Jan Lewis from Joyner Library; Anna Lewis from MERIT Library. Inspiration – Carla Hayden, my parents, my friend and librarian, Carrie Moran.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I see a change (that has been continuing over a long period of time) where librarians have transformed from those who help to simply find information to those who help produce information and contribute to the creativity of their patrons. As a creative person, I hope to embody this in my own practice as a librarian, and to foster this in libraries through my service.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: I plan to work on a PhD at some point in the future; my plan is to get started with it in about five years, once my kids are both in school.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: In the realm of public services, I see a lot of promise with offering services around data visualization and data in general, as well as in helping our patrons with navigating the publishing landscape. As more academics learn about the possibilities of open access publishing and open educational resources (OERs), I believe that this will continue to cause major changes in the publishing industry.

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PEOPLE PROFILES ENCOURAGED



Susanne Caro

Government Information Librarian
Maureen and Mike Mansfield Library, University
of Montana, Missoula
32 Campus Dr. Missoula, MT 59812
Phone: (406) 243-4548
<susanne.caro@umontana.edu>

BORN AND LIVED: California, lived in New Mexico and Montana.

EARLY LIFE: Running wild in the mountains of California, hanging out with artists and writing bad poetry. Lots of bad poetry.

PROFESSIONAL CAREER AND ACTIVITIES: State Document librarian at the New Mexico State Library, now in Montana. Published 2 books with ALA.

FAMILY: I have one.

IN MY SPARE TIME: A geek who enjoys reading, cosplay, board games, science fiction conventions and hiking.

FAVORITE BOOKS: Anything by Terry Pratchett, Connie Willis.

PET PEEVES: When people put costumes on cats.

PHILOSOPHY: I try to be stoic but often fail.

MOST MEMORABLE CAREER ACHIEVEMENT: Publishing my first book, *Digitizing Your Collection*.

GOAL I HOPE TO ACHIEVE FIVE YEARS FROM NOW: To have a throne of skulls and lava moat, but I will be happy if I get a trip to Scotland.

HOW/WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: Digital content will become more pervasive and the roll of digital preservation will be more pronounced.



Jon E. Cawthorne

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BORN: Portland, OR.

LIVED: Boston, MA, Columbus, OH, Detroit, MI, Eugene, OR, Honolulu, HI, Morgantown, WV, San Diego, CA, Tallahassee, FL, and Washington, DC.

EARLY LIFE: Grew up in Pacific Northwest and completed my undergraduate education at Evergreen State College.

FAMILY: Wife Sharon and three children Trent, Nayomi, and Micah.

IN MY SPARE TIME: Reading, bicycling, visiting museums, travel.

FAVORITE BOOKS: *Appreciative Inquiry: A Positive Revolution In Change* (David L. Cooperrider and Diana Whitney). *The Nibble Theory and The Kernel of Power* (Kaleel Jamison). *A Simpler Way* (Margaret J. Wheatley).

PET PEEVES: People who believe they can't do something.

PHILOSOPHY: Do unto others as you would have them do unto you.

MOST MEMORABLE CAREER ACHIEVEMENT: Extending full library database access to West Virginia University regional campuses; co-founded what is now the ACRL Diversity Alliance.

GOAL I HOPE TO ACHIEVE FIVE YEARS FROM NOW: Create a new culture in research libraries that multiplies our significant value to the success of every student; to higher education; and to the quality of life, social justice, and economic and public health of the communities we serve.

HOW/WHERE I SEE THE INDUSTRY IN FIVE YEARS: Sea of changes are ahead! 1) A focus on organizational development will change our research library cultures and will be the primary driver of future innovation and research. 2) A marked increase in collaboration among institutions will become a force multiplier for innovation and access. 3) Current models of journal scholarship are unsustainable and are ripe for creative disruption.



John Chodacki

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California Digital Library (CDL)
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uc3.cdlib.org

PROFESSIONAL CAREER AND ACTIVITIES: Data, preservation, publishing, open source, product management, business.



Heather Christenson

Program Officer for Federal Documents &
Collections
HathiTrust
<christeh@umich.edu>

PROFESSIONAL CAREER AND ACTIVITIES: As I often say, I initially decided to become a librarian because I want to know everything! My career spans a period of intense technological development and change in libraries. I've been involved in the creation of digital collections and digital library services for many years, including the building of the HathiTrust Digital Library, and coordination of mass digitization initiatives across the University of California (UC) in partnership with Google and the Internet Archive. I've had a hand in projects to build and implement federated search and ERMS systems, and in early explorations of web crawling and OAI harvesting. I led a UC-wide program of over 100 librarians charged with assessment of licensed electronic resources for technical performance and utility of user interfaces. I've worked in the commercial world on web search tools and was the Assistant Head Librarian at the (former) San Francisco Examiner. I have been a researcher, law librarian, and a cataloger of collections as diverse as glass negatives and video, and, full circle, my career began in the UC San Diego government documents department.

In addition to federal documents and digital libraries, my current professional interests include trends in information policy and emerging technology such as artificial intelligence.

IN MY SPARE TIME: I have a wide range of personal interests including space travel, meteorology, climate science, hiking, music, cooking and swimming the the ocean.

PHILOSOPHY: Take action out of love, not out of fear.

HOW/WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: The current state of the world in general is highly uncertain. I like to be optimistic that even through turbulent times, libraries will have progressed in solving the problems of preserving print federal documents, and that we are collab-

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orating and working together on the “complete” print and digital collection. Hopefully we’ve made progress on digital preservation practices for born-digital government documents (all those PDFs!) and data, and have invented scalable ways to characterize web archived documents to enable discovery of individual items by end users.



James R. Jacobs

(Not to be confused with James A. Jacobs, emeritus Data Librarian from UC San Diego, fellow government information activist and co-founder of Free Government Information!) U.S. Government Information Librarian, FDLP Coordinator, Stanford University Library 123D Cecil H. Green Library Stanford University, Stanford, CA 94305 Phone: (650) 862-9871 • Fax: (650) 723-9348 <jrjacobs@stanford.edu> library.stanford.edu/people/jrjacobs freegovinfo.info • questioncopyright.org

BORN AND LIVED: Englewood, NJ with stops in PA, NY, Japan, OR, IL, and CA.

EARLY LIFE: Northeast states; lots of soccer, tennis, baseball, creek-stomping, fishing, boating, you know, the usual.

PROFESSIONAL CAREER AND ACTIVITIES: I’ve worked in libraries since I was 15 when I worked in a small public library in Homer, NY. Professionally, I’ve been a Government Information Librarian since 2002, first at UC San Diego and now at Stanford University. I’m active in ALA’s Government Documents Round Table (GODORT) and a rabble-rouser at freegovinfo.info. See bio for more <http://freegovinfo.info/about/jrjacobs>.

FAMILY: Spouse, mother/father in PA, youngest of 4 siblings (brother in NYC, sister in Cleveland, OH, sister in Ithaca, NY).

IN MY SPARE TIME: Spare time? :-) writing on freegovinfo.info. I also like to dabble in open-source software, and am an avid sea kayaker.

FAVORITE BOOKS: *Hard-Boiled Wonderland and the End of the World*, *Sometimes a Great Notion*, *Lord of the Rings*, *Baroque Cycle*, *Leaves of Grass*, *Dharma Bums*, and *Open Veins of Latin America*.

PET PEEVES: People who don’t use their turn signals or parallel park badly.

MOST MEMORABLE CAREER ACHIEVEMENTS: Something big is coming!

GOAL I HOPE TO ACHIEVE FIVE YEARS FROM NOW: There will be a National Digital Government Information Library.

HOW/WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I don’t see this as an “industry.”



Margaret M. Janz

Scholarly Communications and Data Curation Librarian University of Pennsylvania Philadelphia, PA <mjanz@upenn.edu>

PROFESSIONAL CAREER AND ACTIVITIES: As the data curation librarian at Penn my primary responsibility is to guide researchers in how they collect, describe, store, and share data. I worked on the Data Refuge project beginning in late 2016 and help organize Data Rescue Philly and assisted many of the 50 other Data Rescue events around the country in 2017. As Data Refuge grew, I helped plan and coordinate the Libraries+ Network Meeting in May 2017.

MOST MEMORABLE CAREER ACHIEVEMENT: I’m deeply proud of the work we did on the Data Refuge project and the Libraries+ Network meeting. I learned lessons from this project that I hope to carry into my career for a long time.

HOW/WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: There’s been so much great work going on linking libraries to government data in the past year. I hope to see these efforts continue and, in five years, see libraries be more connected to civic data through constructive partnerships with government agencies at all levels. This is a pivotal moment that librarians can leverage to start breaking down the structural barriers and the silos that can make Open difficult to achieve broadly.



Lynda Kellam

Social Science Data Librarian and Assistant Director of International & Global Studies University of North Carolina at Greensboro Greensboro, NC <lmkellam@uncg.edu> <https://lyndamkreads.wordpress.com/>

BORN AND LIVED: Fort Benning, Georgia.

EARLY LIFE: I grew up in Greensboro NC and returned after a few years up north in Wisconsin and overseas in Croatia.

FAMILY: One husband and five cats.

IN MY SPARE TIME: I’m currently a doctoral student, so mostly I read lots of history. My husband owns a game shop and we play board games or pinball when I have real free time.

FAVORITE BOOKS: *Kafka on the Shore* by Haruki Murakami and *Edge of Empire* by Maya Jasanoff.

MOST MEMORABLE CAREER ACHIEVEMENT: Getting tenure. Writing a book and editing another.

GOAL I HOPE TO ACHIEVE FIVE YEARS FROM NOW: Finish my PhD!

HOW/WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: Embedding into the wider functions of the university is critical and will continue to be so. More librarians will have cross-appointments in recognition of our broad set of skills in teaching and research.



Shari Laster

Head, Open Stack Collections Arizona State University Library Hayden Library P.O. Box 871006 Tempe, AZ 85287 <shari.laster@gmail.com>

BORN AND LIVED: I grew up in southeastern Pennsylvania, and have lived in southeast Texas, central North Carolina, northeast Ohio, and California’s central coast. By the time you’re reading this, I will be living in Arizona!

PROFESSIONAL CAREER AND ACTIVITIES: Prior to my January 2018 arrival at Arizona State University, I was most recently the Government Information Librarian and Data Services Librarian at the University of California, Santa Barbara. I currently serve as chair of the Government Documents Round Table of the American Library Association, and am a past chair of the Depository Library Council, the advisory body for the Federal Depository Library Program.

IN MY SPARE TIME: I like short roadtrips and long walks.

PET PEEVES: My cat, Belly.

HOW/WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I want to see more libraries prioritizing and planning for government information collections as they already do for other distinctive areas of collecting.

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Jesse Silva

Librarian for Federal and State Government Information, Political Science, Public Policy, and Legal Studies
University of California, Berkeley
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<jsilva@library.berkeley.edu>

BORN AND LIVED: Born and raised in Southern California. Northern California is home now.

IN MY SPARE TIME: Gardening, reading, traveling, and enjoying life on the west coast.

FAVORITE BOOKS: Too many to list.

HOW/WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I would like to see access to much more content that had previously been available only in print as well as greater public access to content and data that is currently restricted or behind a paywall.



Kristi Thompson

Data Librarian
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BORN AND LIVED: Born and raised in Toronto, Ontario, lived in various places around Ontario while pursuing my education and early career fol-

lowed by a three year stint in Princeton, New Jersey before returning to Canada to settle in Windsor, Ontario.

PROFESSIONAL CAREER AND ACTIVITIES: As a data librarian, I do a bit of everything – data management, reference, statistical methods and software support, embedded research support. I also provide backup as needed in our Systems department. I co-edited a book on Data Librarianship with Lynda Kellam.

IN MY SPARE TIME: I read, dabble in various crafts, love live theatre and have recently taken up Scottish Country Dancing. I'm also politically active and build and maintain websites for organizations and activists on a volunteer basis.

FAVORITE BOOKS: Can't pick just one, but I mostly read science fiction and fantasy.

PHILOSOPHY: Eclectic.

HOW/WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I think once libraries have (being optimistic!) worked through the current issues with open scholarship, big data, newer-generation library service platforms, and so on, we'll move on to the much harder task of cleaning up the information landscape. The web is over 25 years old now and I've watched it go from being a "wild west" of disinformation and fringe theories to being... a wild west of well-funded disinformation and fringe theories. Libraries can't be gatekeepers of information the way we were in the days of print, but data rescue stories like the ones in this issue demonstrate that we still have a role to play as guardians of scholarly research and credible information. We need to expand that role, work with scholars and open publishers, and help find new strategies to reduce the influence of fake news and unverified research. The world needs us to expand that role.

COMPANY PROFILES ENCOURAGED



Association of Southeastern Research Libraries (ASERL)

Robert W. Woodruff Library
540 Asbury Circle, Suite 316
Atlanta, GA 30322-1006
Phone: (404) 727-0137
www.aserl.org

OFFICERS: See officers listing at <http://www.aserl.org/about/contact/>.

STAFF: John Burger, ASERL Executive Director. Cheryle Cole-Bennett, Program Coordinator.

MISSION: By sharing information and technology resources, expertise, and innovation, the Association of Southeastern Research Libraries advances the educational and research success of students and faculty at member institutions. ASERL members believe that our libraries and insti-

tutions are better able to fulfill our individual missions through collaborative programs, and that the benefits of collaborative action can be greater than those provided by the same institutions acting independently. We believe that there is strength in unity and that unity can accommodate institutional characteristics. We understand our goals can only be achieved through our contributions to ASERL's initiatives, momentum, and spirit.

MEMBERS: The Association of Southeastern Research Libraries is organized exclusively for educational purposes. Membership in ASERL is limited to libraries of educational institutions with doctoral degree programs or of governmental agencies in the southeastern region of the United States of America (i.e., Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia).

NUMBER OF EMPLOYEES: 2

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flourishes internationally," said AUPresses Executive Director Peter Berkery. "Updating our name is simultaneously a return to roots and a flowering outwards, embracing what makes our members so essential to scholarly, civic, and cultural life." A Brand Working Group, including Association staff, officers, and members, provided guidance

throughout the brand strategy and logo development process. The new logomark was created in collaboration with Studiolo Secondari and designers Paper Plus Rocket. Learn more at www.aupresses.org, and take a design retrospective through the history of AAUP's look at <https://vimeo.com/248337035>.

Just heard that John Tagler is no longer with AAP. According to LinkedIn, he is now Vice President at Bert Davis Executive Search.

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LIBRARY PROFILES ENCOURAGED



Wayne State University Library System (WSULS)

Detroit, MI 48202
Information and Reference Desks:
David Adamany Undergraduate Library
(313) 577-8852
Purdy/Kresge Library (313) 577-6423

Vera P. Shiffman Medical Library (313) 577-1094
Arthur Neef Law Library (313) 577-6180
All Libraries Text Message Number (313) 228-3978
library.wayne.edu

BACKGROUND/HISTORY: The WSULS includes the David Adamany Undergraduate Library, the Purdy/Kresge Library, the Vera P. Shiffman Medical Library, the Arthur Neef Law Library, and the Walter P. Reuther Library of Labor and Urban Affairs.

NUMBER OF STAFF AND RESPONSIBILITIES: Total Library Staff FTEs 219; Professional Staff 73; Support Staff 68; Student Assistants 78.

OVERALL LIBRARY BUDGET: Total Library Expenditures \$19.6 million; Total Library Materials \$10.0 million; Total Salaries and Wages \$7.9 million; Other Operating Expenditures \$1.7 million.

TYPES OF MATERIALS YOU BUY: We acquire in various formats but make every attempt to acquire content in digital format. In most cases this allows for both greater access and assessment. However, depending on the discipline we will purchase material in tangible format, most notably print books for our Course Reserves service.

WHAT TECHNOLOGIES DOES YOUR LIBRARY USE TO SERVE MOBILE USERS? Our websites and discovery layers utilize responsive design, meaning our website shrinks or expands to adapt to any screen size; mobile, tablet, or otherwise.

DOES YOUR LIBRARY HAVE AN ILS OR ARE YOU PART OF A COLLABORATIVE ILS? As of December 12th, we will be using Ill's Sierra ILS and we host this as an individual library system.

DO YOU HAVE A DISCOVERY SYSTEM? We have developed a system we call QuickSearch, a tool that organizes search results into easily nav-

igable categories so users can easily find what they need. QuickSearch combines the search power of Summon, the library catalog, research guides, DigitalCommons@WayneState, digital collections and the Wayne State University website into a single search interface.

DOES YOUR LIBRARY HAVE A COLLECTION DEVELOPMENT OR SIMILAR DEPARTMENT? Our library system has four primary units with individual foci of General Education, Labor History, Law, and Health Sciences; each unit has a dedicated collection development librarian.

IF SO, WHAT IS YOUR BUDGET AND WHAT TYPES OF MATERIALS ARE YOU PURCHASING? PRINT OR ELECTRONIC OR BOTH? Our overall annual acquisitions budget is ~\$10 million. Although we aim to purchase in electronic format whenever possible, we purchase print when print is deemed appropriate but we focus our purchasing on electronic format.

WHAT DO YOU THINK YOUR LIBRARY WILL BE LIKE IN FIVE YEARS? I'm imagining that – right now – the Wayne State University Library System is five years into our transformation. Our Library is a model for a 21st Century Library and leads library education. Our Library has a distinguished track record of achievements in student success and retention, digital publishing, community engagement, and – most important – is powered by a commitment to organizational development. Our library is an exciting, fun place to work and the exceptional work of our people attracts worldwide attention and recognition.

WHAT EXCITES OR FRIGHTENS YOU ABOUT THE NEXT FIVE YEARS? I'm excited about the unlimited potential of research libraries working together. I'm frightened by what will come if research libraries continue working in siloes. Higher education is at a strategic inflection point; it is essential that library leaders become more creative, entrepreneurial, and strategic. Over the next five years, leaders of the best research libraries will step forward and work together to boldly lead our respective institutions, higher education, and the evolving information industry.

IS THERE ANYTHING ELSE YOU THINK OUR READERS SHOULD KNOW? If you're looking for a great place to work – and thrive – within our industry, please consider the Wayne State University Library System! I'd love to begin a dialog with *Against The Grain* readers about everything we're doing here in Detroit!

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And one more observation. For a lot of people, for a lot of the time a project lasts, the time of renovation is going to be a huge pain in the neck and other spinal regions. Recognize that and even take advantage of it. There are things one can do — experiment, perhaps, with new ways of setting up service points — at a time when one can't really break anything, when all the space is a *de facto* experimental laboratory.

And it's probably a good idea to spend a little extra money on food and parties. A good ugly sweater contest helps this season of the year! Everybody's going to need those moments of taking their eye *off* the ball, cherishing colleagues, laughing about the headaches, and reminding themselves why it's all worth it. 🌸

Rumors from page 92

Talk about an old and revered friend! **John** began coming to the **Charleston Conference** in the 1980s and attends most of the subsequent conferences. He worked for **Elsevier** for 30 years. I remember. He rolled up his sleeves in the 80s and helped us to craft several group case studies. What a guy!

And don't miss **Myer Kutz' Scholarly Publishing Scene** (this issue, p 56) about the **AAP's PROSE** awards.

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Okay, that's all we have room for this time, watch for more next time. Yr. Ed. 🌸