

Against the Grain

Manuscript 8210

ATG Profiles Encouraged

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ATG PROFILES ENCOURAGED

The first batch of people profiles in this issue recognizes **ATG Media's 2018 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, <gallaghere@reed.edu>) for all her work with organizing the nominations and gathering the profiles from the 2018 Up and Comers. Congratulations to all who were nominated.



Sandy Avila

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BORN AND LIVED: San Jose, Costa Rica but moved to Orlando, FL at the age of 2, so I am pretty much an Orlando native. Pura Vida!

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I love helping others and especially enjoy assisting patrons with their intricate research needs. It can be a tough job but a highly rewarding one!

PROFESSIONAL CAREER HIGHLIGHTS: Being elected Secretary of the Florida Association of College and Research Libraries and acting as the Association of College and Research Libraries – Science Technology Section's Appointed Liaison to the American Physical Society.

IN MY SPARE TIME: I enjoy navigating the waterways of Florida, traveling to foreign countries, and contemplating a PhD.

MENTORS/PEOPLE WHO INSPIRE ME: Dalia Lama.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: To see the use of innovative technology become more seamlessly integrated into bettering library services, collections, and procedures. We change be afraid to play with emerging technologies and allow for our libraries to embrace the future and the inevitable change that comes with it.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: Successfully move up in rank to Associate Librarian, attend an international library conference, and publish, publish, publish. Did I say, publish?

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I hope that the library profession will continue to inspire others to strive for excellence as we unitedly uphold the importance of equal access, privacy, and freedom of information.



Josh Bolick

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BORN AND LIVED: Born: Reidsville NC; Navy: Groton CT, Kittery ME, Pearl Harbor HI; since then: Wilmington NC, Tallahassee FL, Lawrence KS.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I love the supportive, collaborative environment. I love working with passionate people. I love having an international network of friends and peers and getting to see them at regular intervals at conferences and events around the country.

PROFESSIONAL CAREER HIGHLIGHTS: Joining the faculty at KU; speaking regularly for the Open Textbook Network; collaborating with Maria Bonn and Will Cross on a scholarly communication open textbook project, including an IMLS Planning Grant and a forthcoming (2020) ACRL book; my recent article in the *Journal of Copyright in Education & Librarianship*, "Leveraging Elsevier's Creative Commons License Requirement to Subvert Embargoes" <https://www.jcel-pub.org/jcel/article/view/54-74>.

IN MY SPARE TIME: Bikes, tacos, grilling, punk/metal music.

FAVORITE BOOKS: *Desert Solitaire* and *The Monkey Wrench Gang* by Ed Abbey; *The Other* by Thomas Tryon; *The Haunting of Hill House* by Shirley Jackson; everything by Jon Krakauer.

MENTORS/PEOPLE WHO INSPIRE ME: My dad, Micah Vandegrift, Ada Emmett, Heather Joseph, Sarah Cohen, Tami Albin, Maria Bonn, the fans that get called up on stage with their favorite band and randomly handed a guitar and actually pull it off, endurance athletes, world travelers, everyone being their true authentic selves.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: Through the OER + Scholarly Communication project I hope more librarians enter the profession conversant in open access and open education and the values and practices they entail, regardless of the specific nature of their work. I hope to increase the representation of practitioners across all LIS disciplines in LIS instruction so that our future colleagues are learning from and in collaboration with their communities of practice. I hope to increase the use of open educational resources in LIS instruction.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: Tenure; work/life balance; more biking/hiking miles, new goals.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: There's a lot coming to a head re: openness and infrastructure. There's reason for pessimism and optimism; I'm not sure how it will work out, but I hope it's towards a more open academy, more not for profit, more scholar-owned infrastructure, more scholars and students having greater agency in their teaching, learning, research, and communication practices, more inclusive and socially just.

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Becca Greenstein

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BORN AND LIVED: I grew up in Boston and went to college in Minnesota. I lived in Minneapolis for two years after graduation, moved to Chapel Hill for graduate school, and now I live in Chicago.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I practically grew up in my local public library: as a borrower of books, attender of children's programs, and, during high school, book shelper in the children's room. I've always loved to read, yes, but have also always had a thirst for knowledge and information seeking.

I was a biology major in college and worked as a technician in a molecular biology lab after college. After about a year, I realized that I liked learning about science a lot more than actually doing science. My favorite parts of my job were reading articles for journal club, time management, people management, and making the lab run more efficiently. I've always liked helping people (cliché, I realize), and my favorite part of my job is seeing people light up when they find a helpful article for their research or learn that Zotero can save them hours of time.

PROFESSIONAL CAREER HIGHLIGHTS: Our renovated science library opened right after I started working at Northwestern. This gave me the opportunity to promote our various services and resources, including our MakerLab, GIS Lab, and One-Button Studio/lightboard, via my work Twitter account (<https://twitter.com/NUSTEMLibrarian>). My outreach work via Twitter was featured in a recent American Libraries article (<https://american-librariesmagazine.org/2018/11/01/excited-about-science/>). I have also presented about the lightboard specifically several times: at STELLA(!), an SLA-Illinois event, and as part of our Researcher's Toolkit series (<https://www.it.northwestern.edu/research/campus-events/researcher-toolkit.html>). I also wrote a blog post for JoVE (<https://www.jove.com/blog/library/northwestern-librarian-discusses-campus-teaching-tech/>) about the lightboard and am working on a chapter for a LITA book about the use of technology in Mudd.

FAMILY/PETS: I have a 4-year-old tortoiseshell cat named Helix. She's very affectionate and loves to play.

IN MY SPARE TIME: I love crossword puzzles, biking, playing with my cat, going to yoga, exploring Chicago, baking, and trying to make the world a better place.

FAVORITE BOOKS: I'm in the middle of *Another Brooklyn* by Jacqueline Woodson which is excellent. I've also recently enjoyed *Homegoing* by Yaa Gyasi, *Fun Home* by Alison Bechdel, and *Manchurian Legacy* by Kazuko Kuramoto.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I'm trying to make librarianship more equitable. In my own work, I try to meet patrons where they are – a research consultation with someone who has never been to the library website is going to look very different than one with someone who wants help finding resources for their dissertation. I also highlight women and people of color in STEM on my Twitter account, and have been an active participant in a women in science group at Northwestern.

In general, I hope that we can increase the diversity in our profession. Letting go of the idea that an MLIS is required to be a librarian will help

with this; having a library degree is not more important than 30 years of experience in the same library. I also think we can be less resistant to change and more open to new ideas, new technologies, and new ways of doing things.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: I hope to continue to work with my liaison departments, general engineering programs, and library staff to provide quality services to the entire community. I'd like to continue to come up with projects and initiatives for myself and my library.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: Hopefully composed of more people of color, more LGBTQ folks, more differently abled folks, and more people of different class backgrounds!



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BORN AND LIVED: Born: Philippines; Lived: Chicago, IL.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I am fascinated on how we acquire and disseminate information. Also, I like the strategic planning in collection development and acquisitions.

PROFESSIONAL CAREER HIGHLIGHTS: So far, being President of the American Pacific American Librarians Association (APALA). It is an honor to be able to serve and advocate for APA librarians.

FAMILY/PETS: Miss Sugarbaker (cat).

IN MY SPARE TIME: I watch television and play pool (billiards) with my boyfriend.

FAVORITE BOOKS: *Harry Potter series*. It is probably a fairly common answer. I wasn't much of a reader but the series really encouraged me to read other books.

MENTORS/PEOPLE WHO INSPIRE ME: My family and friends. They listened and helped me tremendously, from little things to big life decisions.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I hope to focus more in balancing technology and the human side of our work in libraries. The focus on technology and how to make our workflows and processes efficient is decreasing the input from our colleagues. So, I want to "go to back" to basics, in a way, that bridges both technology and human factor of our work in libraries.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: Personal and professional growth are important to me. So, five years from now, I still want to have that drive to develop my knowledge and skills and my personal life. Also, I really need to finish that doctorate in education (hopefully, before I hit the five years).

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I see the industry moving towards a collaborative effort to make information easier to digest. One of my hopes is that there is one platform, or if not, one standard, for electronic books/resources. So, I do see libraries, publishers, and vendors working together to make this possible or easier for the future.

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BORN AND LIVED: Buffalo, NY (born), West Valley, NY (lived).

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I am attracted to a career in the information profession for many reasons including the possibility it provides to challenge societal norms and narratives. Additionally, at its foundation, (if not necessarily in practice) libraries and archives are there to provide access to information to everyone that has an information need as well as a place for people to explore. As an archivist, I see it as my role to communicate to the public, but specifically for my professional interests in minoritized communities, the value of archives and preserving one's history.

PROFESSIONAL CAREER HIGHLIGHTS: Work Experience: Manager of Archival Services at the College of Charleston's Avery Research Center of African American History, 2016-present; Chicago State University, 2012-2016.

Association for the Study of African American Life and History (ASALH): Charleston Branch of ASALH, 2011-2012; 2016-present; Chicago Branch of ASALH, 2012-2016; 2014-2016 (Secretary); Information Professionals of ASALH, Co-Webmaster, 2015-2018; Co-chair, 2016-2017; Chair 2017-2018; Past Chair, 2018-present; Academic Program Committee Member, 2016-present.

Society of American Archivists (SAA): Archivists and Archives of Color Roundtable, 2014-2016 (Co-chair); Diversity Committee Member, 2014-2016; Harold T Pinkett Award Subcommittee; 2014-2016; ARL/SAA Mosaic Program Selection Committee, 2016-present; SAA Nominating Committee 2017-2018.

Midwest Archives Conference: (MAC) Annual Meeting Program Committee, 2017.

Chicago Area Archives (CAA): Professional Development Committee, 2012-2016 (Co-chair).

Board Memberships: Black Metropolis Research Consortium, Secretary, 2015-2016; Illinois State Historical Records Board, 2015-2016; Black Chicago History Forum, 2017-present; TAG Foundation, 2015-present.

FAMILY/PETS: My parents and one younger sister (and brother-in-law), no pets.

IN MY SPARE TIME: I read mostly historical romance novels, African American literature and non-fiction; visiting libraries, museums, and historic sites; reading historic markers; and binge watching Netflix/Amazon shows

FAVORITE BOOKS: None. I do have favorite podcasts: Terrible, Thanks for Asking and #GoodMuslimBadMuslim.

MENTORS/PEOPLE WHO INSPIRE ME: People who inspire me are those who have compassion, have vision, and get things done.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: The changes that I hope to make are in terms of representation and encouraging and preparing all people, but specifically people of color to enter this profession. I want people to be able to see that there is a space for them no matter their interest. Additionally, I intend to work with community organizations, members, and associations on documenting their histories. Representation Matters.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I hope that in five years that the following occurs

- The profession has acknowledged and taken action in regarding equity and justice in the information profession at all levels (description of records, labor/welfare, salary, demographics, etc.).
- There continues to be a focus to get community members engaged with the historical narrative and documenting their history. A part of this is continuing the conversation around #archivesarenotneutral #museumsarenotneutral and #librariesarenotneutral.
- Equitable partnerships and collaboration between as defined by the type of project that is being embarked on.
- Information professionals be better advocates for their profession as its relationship to societal/social issues such as climate change, immigration, hate crimes, and gun laws as well as stated professional values, such as information and archival literacy, intellectual and academic freedom to name a few.



Elizabeth Jenkins

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BORN AND LIVED: I was born and raised in Norwalk, CT and I currently live in Philadelphia, PA. I also spent a year in London.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I am attracted to this field because it's dynamic. I really like that professionals are encouraged to continue learning throughout their career and don't have to get pigeon-holed into a single focus area. I also love conducting research. I am excited that I can assist patrons with their research questions and I'm also excited to conduct my own research within the library profession.

PROFESSIONAL CAREER HIGHLIGHTS:

- Completing my Masters of Arts in History at University College London
- Having the opportunity to conduct research at Drexel, both as a research assistant to Professor Alex Poole and as a research assistant in the Drexel Metadata Research Center working on the project "Ontology as a Service"
- Interning at the Princeton Theological Seminary in their Special Collections
- Becoming the Health Sciences Library Intern at the University of Pennsylvania

FAMILY/PETS: I am an only child, so it's just me and my parents – Tom and Virginia.

IN MY SPARE TIME: I enjoy hiking, being outside, and checking out indie bands at local music venues.

FAVORITE BOOKS: *The Protector of the Small Quartet*, Tamora Pierce; *NW*, Zadie Smith; *The Lord of the Rings Trilogy*, J.R.R. Tolkien; and *Fahrenheit 451*, Ray Bradbury.

MENTORS/PEOPLE WHO INSPIRE ME: Alex Poole and Jane Greenberg at Drexel University have both provided me with research opportunities and advice as I've worked toward my LIS degree. This has greatly enhanced my experience at Drexel.

Manuel de la Cruz Gutierrez and Margy Lindmen, my supervisors at the Penn Biomedical and Vet libraries respectively, have been instrumental

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in helping me succeed in my current role as the Health Sciences Library Intern. I truly appreciate that they treat me like a colleague rather than an intern. Also, thank you Manuel, for always forwarding me job lists.

A special shout out to all of the librarians at the Penn Vet and Biomedical Libraries: I have learned so much from all of you.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I would really like to think about innovative ways to foster collaboration in the library setting. I feel like libraries are in a great position to leverage new technologies to help encourage interdisciplinary collaboration, which can lead to breakthrough research.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: It's hard to look ahead five years with a major job hunt looming. My first order of business is to land my first-full time library position. Ideally in five years, I would like to be working in an academic library, actively involved in professional organization or possibly pursuing a Ph.D. in Library and Information Sciences.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I am interested in the role that libraries will play in regard to scholarly communication and research data management. Increasingly, academic libraries are offering more services to assist students and faculty in all phases of the research process. This is an intriguing trend that I will follow with interest.



Katharine V. Macy

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BORN AND LIVED: I was born in Vancouver, Washington (outside Portland and nowhere near Canada) but I've also lived in Oregon, North Carolina, New Jersey, California, and Louisiana before moving to Indianapolis.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I came to the profession after spending a decade in the private sector working in a variety of business analyst roles. At one point I realized that my favorite part of my analytical work was helping people find and use information to make decisions. Unfortunately that was only 20% of my job. I wanted to flip the ratio and make it 80% of my work so I started planning a career change that would eventually become a vocation.

PROFESSIONAL CAREER HIGHLIGHTS: In 2012, I jumped in with both feet by entering library school at the University of Washington after spending a decade in the private sector as an analyst. Upon graduation, I took a position as a business librarian at Tulane University. In 2015, I moved to Indianapolis to take on the role as the business liaison to Kelley School of Business at Indianapolis University – Purdue University Indianapolis. In June 2018, I was recognized as a Featured Teaching Librarian by ACRL's Instruction Section. Currently, I'm researching and developing methods for collection assessment and negotiation strategy of e-resources, which I first implemented through my subject liaisons. Now I'm expanding that work to my entire library's collection through a part-time appointment as a resource development liaison.

FAMILY/PETS: I have two adorable British Shorthair cats, Ivy Abigail and Huckleberry Biscuit.

IN MY SPARE TIME: I like to paint with acrylics, grow herbs in my garden to make teas and salves, and bake.

FAVORITE BOOKS: *Persuasion* by Jane Austen, *All Souls Trilogy* by Deborah Harkness, *The Hunger Games Trilogy* by Suzanne Collins.

MENTORS/PEOPLE WHO INSPIRE ME: There are so many people who have inspired me. To start, my grandmother who was a community college librarian. I met incredible women who supported me while attending graduate school, including Lauren Ray, my manager at the UW Research Commons, Nancy Gershenfeld, who was always willing to lend an ear when I needed practical advice about business librarianship and library management, and Nicolette Warisse Sosulski, the business librarian at Portage District Library in Michigan, who I met when I sat by her on a city bus during ALA Midwinter 2013; we bonded over librarian tote bags. She has provided countless introductions to so many librarians. I'm incredibly inspired by my fellow collaborators in my scholarship: Tina Baich, Heather Coates, Heather Howard, Sara Lowe, Bronwen Maxson, Willie Miller, Corey Seeman, Sean Stone, and Alyson Vaaler. Lastly, I'd like to thank Kristi Palmer, Interim Dean at IUPUI University Library, for her continued mentorship as I navigate the world of academia.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I want to empower all librarians to plan and conduct principled negotiations. I'm a believer in that everyone can and should participate in this process. I believe the bulk of time should be spent on the planning, which enables productive conversations that will lead to fair deals for both vendors and libraries.

Through my scholarship, I'm hoping to communicate the value of using assessment to iterate change. I'm a believer in the ideas of failing rapidly and design thinking. This requires planning assessment when trying new things, whether that is how access is provided to resources or planning instruction. Qualitative and quantitative assessment designed to measure programmatic outcomes allows libraries to determine what is working and what isn't, allowing for quick adjustments in programs that can speed up the time table for creating and illustrating impact.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: Within the next five years, I anticipate achieving promotion to associate librarian and tenure, and to be working toward promotion to full librarian. I hope to develop tools to support collection management of serial e-resources that enable University Library at IUPUI to optimize collection management, reducing duplication and enabling negotiations with vendors, and to disseminate this knowledge to wider audiences. I also plan to continue to contribute to the scholarship of business information literacy.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: In regards to libraries, I see spaces continuing to transition to provide less space for physical collections and more space for patrons to plug into digital collections. These spaces will enable collaborative as well as solo work. However, while places that enable people to plug in their own personal devices will be important, it will still be critical for libraries to provide technology for those who are not as technologically affluent. The digital divide still very much exists.

Information will continue to grow exponentially, which will require guidance in selecting, accessing, and using it. There will be increased demand for the services that libraries provide including instruction, collection development, data services, and digital scholarship. I predict that tools that support text analysis will continue to improve and more librarians will be asked to assist researchers in learning how to best use those tools as most disciplines increase the volume of this type of research.

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BORN AND LIVED: Born in Jacksonville, NC, attended high school in Chattanooga, TN; also lived in Carrboro, NC; Columbia, SC; and Wilmington, NC. Currently live in Boone, NC.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: I love how essential libraries are to society. Having opportunities to help people learn and contribute to different scholarly communities is rewarding. I also enjoy working at a public institution and being able to help a diverse group of students and faculty who are pursuing knowledge. Whether it's a basic question about locating a book, or more in-depth humanities research, every day presents a new challenge.

PROFESSIONAL CAREER HIGHLIGHTS: I started my library career as a volunteer in a public library, the NE branch of New Hanover County Public Library (NHCPL). This helped me obtain an internship and eventually additional work in the North Carolina Room, a special collection in the main NCHPL. I landed my first full-time library job in 2011 working as a Public Services Librarian at Coastal Carolina Community College. I then became Humanities Librarian & Assistant Professor at Appalachian State University in 2013.

Currently, I have the responsibility for selecting and evaluating resources in support of the curricula and research needs of students and faculty in the departments of English; History; Art; Theatre & Dance; and Cultural, Gender and Global Studies. I am actively engaged in global initiatives, serving as a member on the University's Quality Enhancement Plan, Humanities Council, the Global Symposium Committee, and coordinator of the library's international exchange student orientation. I recently served as Chair of the Library Diversity and Inclusion Committee leading the effort of the committee to create the Library's first diversity plan. I also represent the library as the Inclusive Excellence Liaison as part of the Center for Academic Excellence Inclusive Excellence Initiative.

I was first author of a peer-reviewed article titled "Weeding with Wisdom: Tuning Deselection of Print Monographs in Book-Reliant Disciplines," which was published in the journal *Collection Management* in 2017. This article has since been downloaded more than 1,000 times as well as cited by other researchers.

FAMILY/PETS: Spouse – I have a beautiful wife, Stacy; and two amazing, intelligent daughters – Myra (7) and Clara (5). I also have two silly golden retrievers – Mia and Luke (yes, a Star Wars reference).

IN MY SPARE TIME: I enjoy spending time with my family, pets, and working on my doctoral degree in Educational Leadership. I also play soccer and guitar.

FAVORITE BOOKS: *The Count of Monte Cristo*, Alexandre Dumas; 1984, George Orwell; most recently I have enjoyed *Wherever You Go There You Are* by Jon Kabat-Zinn. I also enjoy anything dystopian, adventurous, philosophical, or historical in nature.

MENTORS/PEOPLE WHO INSPIRE ME: I am inspired most by my two daughters who see everything anew through their youthful eyes. My parents and grandmother have also been my greatest mentors. They taught me to work hard, be persistent, and to follow my passions.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I want to create deeper discussions and introduce a more theoretical approach to solving important library issues. I see value in using theory to think through difficult problems rather than instantly reaching for a practical solution. I think it is important to be able to respectfully disagree with others, while keeping in mind that open discussion is what will lead us in the right direction.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: I do not advocate locking into five-year goals when life is so dynamic. Few of us focus on the present, which we have some control over. We should be leery of spending too much time dwelling on the past or worrying about the future as it causes us to overlook what's most important – the present.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I'm not sure how to define the word "industry" in this question. If we are talking about the profession, I see it continuing to hold steady to the perennial mission of libraries which is to support the pursuit of knowledge through collections and research assistance for all disciplines. If we are understanding collections as the industry, I think we will see more pushback from librarians asking vendors to renegotiate contracts and to offer more affordable and sustainable collections in supporting research and curricular needs. We are witnessing escalating inflation rates and strained collection budgets so something will have to give, or new solutions will have to emerge.

Russell Michalak

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BORN AND LIVED: Redmond, Washington; Lived: Bellevue, Washington; Salt Lake City, Utah; Los Angeles, CA (twice); Madison, Wisconsin; Chapel Hill, North Carolina; Wilmington, Delaware.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: My mom (Sarah Michalak) was a librarian at the University of California, Riverside, University of Washington, University of Utah, and just recently retired from the University of North Carolina-Chapel Hill. I loved attending all the speaker events that were hosted in the libraries she worked.

PROFESSIONAL CAREER HIGHLIGHTS: My research partner, Monica Rysavy, and I have published numerous peer-reviewed journal articles and book chapters. Most recently, we, along with faculty at our college, published the article "Faculty Perceptions of Plagiarism: Insight for Librarians' Information Literacy Programs" in *College & Research Libraries*. In January 2019, our article, "Amazon.com vs. EBSCO's GOBI Library Solutions: Evaluating New and Used Book Vendors While Building a Diverse Collection" will be published in *Technical Services Quarterly* with one of my mentors, Trevor A. Dawes (Vice Provost for Libraries and Museums and May Morris University Librarian at the University of Delaware). Also, in January 2019, thanks to another mentor, Dr. Kenning Arlitsch (Dean of Libraries, Montana State University), Monica and I will have our first co-editorial published in the *Journal of Library Administration*.

FAMILY/PETS: Wife (Jennifer Smith); Daughter (Mia Michalak).

IN MY SPARE TIME: I love spending time playing tennis and squash with my wife, Jennifer Smith and six-year old daughter, Mia Michalak. When not spending time with my family, I am writing literature reviews for our next article.

In addition, when I am not spending time with my family, my co-partner, Monica Rysavy, and I consult on library assessment, learning analytics, and instructional design topics for our business, Rysavy and Michalak Consultants (<http://www.rysavymichalak.com>).

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FAVORITE BOOKS: *Islandia* by Austin Tappan Wright.

MENTORS/PEOPLE WHO INSPIRE ME: Gregory C. Thompson, Associate Dean of the University of Utah's J. Willard Marriott Library for Special Collections and an Adjunct Assistant Professor of History; Sarah Michalak, University librarian and associate provost for University Libraries, University of North Carolina, Chapel Hill; Kenning Arlitsch, Dean of Libraries, Montana State University; Trevor A. Dawes, Vice Provost for Libraries and Museums; and May Morris University Librarian at the University of Delaware.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: Through our research and publishing on topics related to learning analytics and library assessment data, I hope to help change the conversation about the use of personally identifiable (PII) patron data. We believe that collecting and using PII data in responsible and ethical ways to inform decisions is critical to the future success of academic libraries.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: I would like to continue to advance in my career by becoming an Associate University Librarian or equivalent and to continue publishing on current topics related to library assessment and learning analytics.



Brittany O'Neill

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BORN AND LIVED: I spent most of my life in the Orlando area, but I now call Baton Rouge home!

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: Growing up, intellectual curiosity was a quality my parents encouraged. I love getting lost in the research and learning new skills. Even more, I love fostering that curiosity in others. I never dreamed about becoming a librarian as a kid, but when I got to my junior year of college and started thinking about my future, something clicked, like a "why didn't I think of that before?" moment. Teaching, learning, and outreach are my passions, so it's a natural fit!

PROFESSIONAL CAREER HIGHLIGHTS: I landed my first librarian gig at Hodges University shortly before earning my MLIS from Florida State University. I now work at LSU Libraries as the liaison to English, History, Political Science, and Women's and Gender Studies, as well as working with the Digital Scholarship Lab. With this position, I get to work with fascinating classes such as Food in History and Civil War Memory and assist with my students' even more fascinating research interests. I have also collaborated with my department head and our Undergraduate & Student Success Librarian to create information literacy training sessions for incoming dual enrollment instructors for English. The majority of our instruction sessions are in first- and second-year English classes, which many high school students test out of through dual enrollment and Advanced Placement classes. As such, they may miss out on acquiring the information literacy skills they need for other classes. The more we can train teachers to train their students, the more prepared those students will be for college!

Just this year, I became President of the Louisiana Chapter of ACRL. I (along with my VP and leadership in our state library association) have created Louisiana's first virtual academic library conference, Louisiana Virtual. Also this year, myself and the other members of the Media Literacy Week committee at LSU Libraries were able to secure a \$500 stipend from the National Association for Media Literacy Education for a film screening and panel discussion on representation in the media.

FAMILY/PETS: I live with my partner, Harrison, and our cat, Huey.

IN MY SPARE TIME: I enjoy taking care of my plants, hanging out with my cat, baking, exploring Louisiana, and teaching and performing aerial arts.

FAVORITE BOOKS: *Bad Feminist* by Roxane Gay and *Me Talk Pretty One Day* by David Sedaris.

MENTORS/PEOPLE WHO INSPIRE ME: I have always been very lucky to have great supervisors who gave me opportunities to grow beyond my job description: Gregg Gronlund, Kris Woodson, Donna Wiesinger, Gayle Haring, and Cristina Caminita. I'm also endlessly inspired by my students and my Research & Instruction colleagues.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I hope to promote innovative instruction praxis and develop and share strategies for building inclusive collections and making them more discoverable. Most importantly, I hope I make an impact on my students, faculty, and community to make them better researchers!

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: I hope to publish further on my research interests, build more relationships across campus, and earn tenure.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I see instruction librarians taking on an even more vital role in instructional design consulting for teaching faculty. I also hope that academic librarianship will undergo big changes to make the workplace and its services and collections more diverse.



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BORN AND LIVED: Knoxville, TN; Murfreesboro, TN; Mammoth Hot Springs, WY; Seattle, WA.

WHAT ATTRACTS YOU TO A CAREER IN LIBRARIES: Commitment to community knowledge and a love of literature.

PROFESSIONAL CAREER HIGHLIGHTS: Working three jobs and not dying. Securing a third of the annual operating budget in donations last year for the charity I volunteer with, Smoky Mountain Raptor Center. Being asked to present as part of an ALCTS preconference at ALA Annual 2018. Winning one of the EBSCO scholarships to attend ALA Annual 2018.

FAMILY/PETS: I have a semi-complicated family tree and currently no pets (but lots of plants).

IN MY SPARE TIME: I currently mostly do homework and volunteer with the birds. If I have spare time after that, I like to read, cook, kayak, hike, check out the local restaurant scene with friends, and travel to experience and explore new places.

FAVORITE BOOKS: So many! *The October Daye series* by Seanan McGuire, *Handling Sin* by Michael Malone, *Pride and Prejudice*, most books by Josepha Sherman, Lois McMaster Bujold, Scott Lynch, Patrick Rothfuss, and Sarah Addison Allen.

MENTORS/PEOPLE WHO INSPIRE ME: Nicole Ameduri, Adriane Tafoya, Regina Mays, and my mother.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I'm not always sure what aspect of the profession I most want to explore further, but I've noticed that compartmentalization seems to be fairly standard across them

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ATG Profiles Encouraged
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all. If I had to choose one change to make, I would promote accessibility (and not just in the conventional sense of providing equal access to materials for those with special needs, which is an excellent goal in itself). I think we could all benefit from more understanding and communication between branches, faculty and staff, different departments, etc.

GOALS I HOPE TO ACHIEVE FIVE YEARS FROM NOW: Graduate! Hopefully before, but definitely by then.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: We definitely seem to be progressing more into the digital sphere as far as materials go, while our physical environs are transitioning further into communal spaces. I think we'll continue with those trends, but I don't believe that physical materials will ever be completely eliminated, especially for those professions focused on preservation and the historical record. I don't doubt that given tightened budgets and divisive politics, information professionals are going to be continually embattled to justify our existence, but not only are we diversifying, we're generally pretty passionate as a whole (ask any cataloger how they feel about RDA), so it's unlikely we'll be going "gentle into that good night" anytime soon.



Jordan Pedersen

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IN MY SPARE TIME: I've been learning Spanish for about two and a half years and I'm preparing to take my DELE B2 (the exam to determine fluency level). I also just learnt how to knit, so I'm making lots of knitted Christmas presents for friends and family.

FAVORITE BOOKS: I really like biographies and autobiographies – recently I read *Halfbreed* by Maria Campbell after seeing her speak, and I'd highly recommend it. As for all-time favourites – *A Fine Balance* by Rohinton Mistry, *Dune* by Frank Herbert, *House of the Spirits* by Isabelle Allende and any Hans Christian Andersen fairy tale.

MENTORS/PEOPLE WHO INSPIRE ME: This list could be so long! Sticking specifically to librarianship, I've had a number of excellent supervisors and co-workers that have constantly encouraged me, Lauren, Shannon, Leslie, Kim, Naomi, Trina, Lisa, May, Antonio, Jenn and Marlene. The one thing they all have in common is that they all love learning so much, take the time to share what they know, and more generally just care about their co-workers.

THE CHANGE I HOPE TO MAKE IN THE PROFESSION: I hope to change people's perception around technology, and in general to create a good learning environment wherever I end up. To the first point, I never thought of myself as a particularly technical person. But having colleagues and supervisors who believed I could learn any task or tool, along with realizing that working with technology is actually a really creative process, has really changed my mind. This relates to the second point, which is that having supports in place to learn is so critical. Also realizing that a general joy surrounding learning transfers across all areas of people's lives. For example, I recently read about someone teaching coding by relating it to knitting and following a knitting pattern. I want to make learning that fun and accessible, and to encourage others to learn, no matter what stage they are at in their careers.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: This is such a tough question to answer because of the way change is often very slow and imperceptible. That being said, starting with education, I think in five years from now we will be in a period of transition where many MI programs will be responding to the demand by students and new graduates for better preparation for the workplace. This might mean increasing the number of courses being taught by practitioners, and mandatory workplace-integrated-learning.

That in turn will impact the profession internally, with more of an opportunity for current professionals to shape the perspective of MI students. Personally, I have benefitted immensely from the TALInt program offered at UofT, which has allowed me to work on a two-year contract in the University of Toronto Libraries, and look forward to advocating for more programs like it. Of course, this may also mean a redistribution in the way that work is done, with more part-time student jobs or summer contracts.

Focusing more specifically on the relationships between publishers, vendors and libraries, I see there being more transparency due to increasing legislation and regulation, as well as a genuine desire to know how funds are being spent. I also imagine that in five years from now we will see more and more collaborations between institutions in everything from collections development to public programming, which I am excited for.



Allyson Rodriguez

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BORN AND LIVED: Born in Austin, Texas. I have lived in Austin, TX; San Antonio, TX; Del Rio, TX; Altus, OK; Denton, TX; and now Fort Worth, TX.

FAMILY/PETS: I am married, have two dogs (a lab/pit mix and a long-haired dachshund), and am expecting my first child in December.

IN MY SPARE TIME: I watch TV (especially football and baseball), read, play with my dogs, and hang out with my family.

FAVORITE BOOKS: *Moby Dick* and I love to read almost anything on Kindle Unlimited.

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: I see the industry evolving as it always does, but continuing to embrace and find new ways to make information openly available. I see vendors continuing to evolve from solely content providers to service providers and more. I hope to see confident librarians who are willing and have the training to negotiate for themselves – whether this is with vendors, customers, other librarians, or administration.



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BORN AND LIVED: Toronto

WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: Libraries need to move away from being just the keeper of books. In academic libraries, there are emerging trends in digital literacies and experiential learning that should be explored and fostered.

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PEOPLE PROFILES ENCOURAGED



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BORN AND LIVED: Born in Ames, Iowa. Lived in Ohio, Connecticut, Massachusetts, and Indiana, with stints in Tokyo, Japan, Wellington, New Zealand, and London, England.

EARLY LIFE: Grew up on the eastside of Columbus, Ohio, with my nurse mom, statistician dad, two younger brothers, and one little sister. From a true Buckeye family (my great aunt Dorothy “Sloopy” Sloop inspired the McCoy’s famed Hang On Sloopy), I attended college at THE Ohio State University, where I majored in International Studies and Japanese. I then went on to Yale University where I did my Ph.D in Military and Diplomatic History.

PROFESSIONAL CAREER AND ACTIVITIES: After two years as a post-doc, I went into academic publishing. I started as a books acquisitions editor, then moved on to science journals after falling in love with “electronic publishing.” In 2012, I joined the startup world with SIPX (formerly the Stanford Intellectual Property Exchange). I’m now on my second startup – but my first non-profit, Hypothesis, a mission driven project bringing standards-based annotation to the web. I’m active in a lot of industry organizations, particularly around standards, and I love to put together programming for all types of events.

FAMILY: I met my husband John, who now teaches in the English Department at John Jay College, CUNY, when we were both studying in New Haven. We have two giant boys: Liam (17) my marching band and music kid; and Ethan (15) my computer and animal-loving kid. We’re based in Trumbull, Connecticut, making me the only one in my family not living in Ohio (no pressure)!

IN MY SPARE TIME: When I’m not putting together programming for industry events, I am an avid reader (science fiction and thrillers), karaoke-nut (Proud Mary), and tireless world traveler (I still need Africa and Antarctica). Around the house I am legend for my quick transformation from mild-mannered conference call host to harried homework harpy.

FAVORITE BOOKS: My all time favorite has to be John Irving’s *A Prayer for Owen Meany*, but I devour anything by Lee Child, Daniel Silva, or Harlan Coben, sci-fi titles by Jack McDevitt (*Time Travelers Never Die*), and anything Harry Potter-related. My recent jag has been everything by Marie Lu (I love YA titles).

PET PEEVES: Anyone who messes with my commas, hotels without early check in, and karaoke deejays who hog the mic.

PHILOSOPHY: There are two types of people in the world: those who have been on a conference session for me and those who have not YET been on a session. You know immediately where you stand.

MOST MEMORABLE CAREER ACHIEVEMENT: One of my military history books, an autobiography, was featured in an article in the New York Times. The author, David Zellmer, had been a B24 bomber pilot in WWII and also a dancer with the Martha Graham Dance Company – two activities requiring absolute precision. Upon publication, Mr. Zeller sent me a signed copy of his book and a wings patch cut from his uniform (“For turning this writer into an author”). I still tear up thinking about it.

GOAL I HOPE TO ACHIEVE FIVE YEARS FROM NOW: I hate these questions. Ask me again in 4-1/2 years. As long as I am doing more of the things I like to do and less of the things I dislike, I consider myself ahead of the game.

HOW/WHERE DO I SEE THE INDUSTRY IN FIVE YEARS: Demographics and changes in the nature of work will require further shifts in how we view education, which affects both libraries and publishers. We’re increasingly living in a world of personalized instruction and life-long learning/re-training. This shift will lead to more and different opportunities around both content and services. If we can harness the power of machines to free up humans to do what humans do best, we can make an amazing future together. (And I’m generally a pessimist, so watch out!)

Rumors from page 72

throughout 2019 to celebrate the history and legacy of research published in *Nature*, as well as looking ahead to the future of research. www.springernature.com/us/

Did I tell you that I ran into **William and Janice Welburn** in downtown Charleston after the Conference was over? Both work with university administrations tirelessly to help the education at all levels! What a **power couple**! **Janice** is Dean of Libraries at **Marquette** and a frequent conference attendee. **William** is Executive Director of the Office of Institutional Diversity and Inclusion in the Milwaukee area! See you next year! Maybe on the program?

Speaking of power — Originally founded in 1985 **Information Power** is now expanding

to best serve its funder, information vendor, library, publisher, society, and university clients. From **January 2019 two new leaders** step forward to drive the consultancy business forward: **Lorraine Estelle** and **Alicia Wise**. Together the **Information Power** team has a strategic overview of the rapidly changing information landscape, and the important trends and opportunities this change brings, coupled with decades of combined management experience. It’s hard to keep up with the energetic and spry **Helen Henderson**, Founder, and the even more energetic **Hazel Woodward**. “**Lorraine** and **Alicia** are well-known in the content and information services space. They are both accomplished and collaborative professionals, and great communicators able to work effectively across the full spectrum of stakeholders. Their leadership of **Information Power** will position them to offer thoughtful

strategic advice on some of the thorniest challenges of our times, for example the transition to Open Access.”

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Do you know about **substack.com**? This platform makes it simple for a writer to start an email newsletter. **Kent Anderson** has started a newsletter on this platform. I am a subscriber and it’s certainly inexpensive and easy to use not to mention full of hot topics to discuss. Highly recommended!

Speaking of the Conference, we want your input please. Do you think there are enough places to sit and talk in the **Gaillard** during the Conference? People are big fans of the **Francis**

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