Dejah Rubel

**POSITION STATEMENT**

NASIG was kind enough to welcome me with a scholarship to attend my first conference in 2017, and I have adored it ever since. We are small enough for personal connections across higher education and industry, but large enough to develop best practices, such as the Core Competencies. I have since served on the Awards and Recognition Committee for four years and chaired it during my last year of service. That year was especially challenging because we had to navigate multiple winners whose awards had to be carried forward due to the sudden cancellation of the Spokane conference (2020) and the decision to have an entirely online conference in 2021. Fortunately, we rallied through the chaos, and were able to develop tracking mechanisms and policies for future catastrophes.

Although I have only been a member of NASIG for five years and chaired one committee, I would like to serve as a Member-At-Large because I have a solid understanding of the organization, and ideas on how to expand our membership while still retaining our uniqueness. One idea is to build upon our Core Competencies by examining other labor issues and advocating for equitable solutions, such as salary transparency. We are excellent at assessing COUNTER data, but we often neglect to value ourselves. Some of us also forget the bravery required to leap from graduate school to a professional position and the frustrations experienced at dehumanizing bureaucracy. NASIG could help repair the talent pipeline by providing a welcoming space for these difficult conversations that is limited to our specialized labor.

If elected, I would also like to create a neurodiversity support group. I have not taken a survey or done any other research, but I suspect that the challenges combined with environmental factors unique to our work may attract more neurodiverse people than research, instruction, or management, especially those with ADHD and spectrum disorders. I have also experienced misunderstandings with neurotypical colleagues; and I believe that there needs to be space to have these conversations, share best practices, and advocate for the community.