

# MEGAN J. WATSON (she/her)

**Facilitator, Educator, Project Manager, and Librarian**  
focused on *equity-driven organizational transformation*

## PROFESSIONAL EXPERIENCE

**Head of Collections and Scholarship:** October 2024 –

**Collections Librarian** (*limited term contract*): March 2022 – June 2024

Library, University of Washington Tacoma, Tacoma, WA

- Manage the University of Washington Tacoma (UWT) collections budget, fund allocations, and expenditures totaling approximately \$700K annually
- Provide leadership in developing budget projections and proposals aligned with shared organizational values and collection development policies
- Coordinate and support subject librarians and Access Services staff in developing and maintaining print and digital library collections
- Represent UWT in University of Washington Libraries decision making around tri-campus acquisitions, renewals, and cancellations
- Develop and manage a variety of collections initiatives, including assessment and weeding projects, in partnership with librarians and Access Services staff
- Create and analyze reports, track collections expenditures, and monitor electronic resource subscriptions using Ex Libris Alma/Primo VE
- Manage UWT's institutional repository Digital Commons and faculty profiles platform
- Supervise a team of librarians and technical services staff (beginning October 2024)
- Serve as liaison to various academic departments as needed, conducting collection development, designing and delivering instruction, and providing research consultations
- Provide reference services and research support in-person and online

**Professional Development Coordinator:** October 2020 – November 2021

Office for Equity, Diversity, and Inclusion, Tacoma Community College, Tacoma, WA

- Develop, implement, and manage college-wide professional development programs, including learning initiatives, projects, and events, in collaboration with campus and community partners
- Collect, analyze, and disseminate data in order to evaluate training effectiveness, track institutional progress toward strategic objectives, and determine future programming
- Design and distribute promotional materials, including a weekly newsletter, in order to market relevant internal and external professional learning opportunities to employees
- Research, develop, and support new staff learning models, including asynchronous content delivery and engagement methods, in response to evolving employee needs
- Collaborate with college and community stakeholders to integrate key concepts of

- equity, diversity, and inclusion across all professional development opportunities
- Build and maintain a collection of professional learning resources that address existing and emerging employee needs
- Consult with staff and leadership to develop learning experiences, policies, and processes that integrate anti-racist principles and best practices
- Serve as the Institutional Review Board (IRB) representative for the college and manage all incoming IRB requests and ongoing research projects

**Performing Arts Librarian:** June 2018 – August 2020

Library & Performing Arts Resource Center, Reed College, Portland, OR

- Manage the Performing Arts Resource Center (PARC), including circulation, course reserves, operations and materials budgets, facilities, and outreach efforts in support of students, staff, and the community
- Hire, train, and supervise PARC professional staff and student assistants
- Develop and manage library collections, including monographs, audio and video materials, scores, and electronic resources in support of music, dance, and theatre
- Develop and deliver course-integrated information literacy instruction to meet targeted learning outcomes in the music, dance, theatre, and first-year humanities programs
- Provide specialized research assistance, create exhibits, and conduct outreach in support of scholarship and creative work in music, dance, and theatre
- Provide general reference services and research support in-person and online
- Develop and facilitate professional development opportunities for library and college staff

**Information Literacy Librarian & Assistant Professor:** December 2016 – May 2018

Egan Library, University of Alaska Southeast, Juneau, AK

- Design, manage, promote, and assess the library's teaching and learning program
- Develop and deliver course-integrated information literacy instruction for lower division, humanities, and social sciences programs
- Develop and teach credit-bearing in-person and online information literacy courses
- Serve as liaison to humanities and social sciences, providing research consultations and conducting collection development
- Provide general reference services and research support in-person and online
- Hire, train, and supervise part-time reference librarians
- Create and manage evening and weekend public service desk schedules
- Manage faculty development programming and resources for the Center for Excellence in Learning and Teaching

**Research & Instruction/Education Librarian:** September 2013 – November 2016**Research & Instruction Librarian:** September 2012 – September 2013

Campus Library, University of Washington Bothell & Cascadia College, Bothell, WA

- Develop and deliver information literacy instruction to pre-college, lower division, upper division, and graduate level courses in a variety of disciplines
- Coordinate information literacy instruction for Cascadia's College Success course and liaise with teaching faculty to assess student learning
- Serve as liaison to the School of Educational Studies and ESL, adult basic education, and international student programs
  - Serve as liaison to accounting and finance programs, 2012-2013
- Manage electronic, print, and media collections and collection budgets for education (including curriculum and children's resources), ESL, adult basic education, and College Success programs
  - Manage accounting and finance collections and collection budgets, 2012-2013
- Provide general reference services and research support in-person and online
- Develop and participate in a variety of library and program-level assessment projects
- Develop and facilitate faculty development workshops around topics such as research assignment design, textual borrowing practices, and scholarly publishing
- Develop and lead library equity, diversity, and inclusion initiatives, including staff training, campus outreach, and strategic planning

**Information Services Librarian:** September 2011 – July 2012

Bracken Library, Ball State University, Muncie, IN

- Provide research support to on-campus and distance students, staff and faculty
- Contribute to reference collection development for print and electronic materials
- Serve as liaison to online and distance education faculty, students, and staff
- Develop and deliver lower division information literacy instruction and drop-in workshops to students, faculty, and staff
- Develop Web 2.0 applications, mobile library services, and other digital initiatives
- Create and maintain library web pages for online and distance education programs

## TEACHING EXPERIENCE

**LS 110 Library Resources & Information Literacy** (Spring 2017 – Spring 2018)**LS 111 Library Information Literacy for E-Learners** (Fall 2017)

University of Alaska Southeast, Juneau, AK

## EDUCATION

**Master of Library Science** and **Master of Arts**, Musicology

Indiana University, Bloomington, IN

**Master of Music**, Clarinet Performance

Northwestern University, Evanston, IL

**Bachelor of Music**, Clarinet Performance

Oberlin College Conservatory of Music, Oberlin, OH

## PRESENTATIONS

Downey, A., & **Watson, M.** (2025, April). *When fear gets in the way: Liberating your leadership approach*. Workshop at the Association of College & Research Libraries Conference, Minneapolis, MN.

Gregory, M.E., & **Watson, M.** (2024, November). *Where access meets advocacy: Evaluating a small university library's textbook program*. Poster presentation at the Library Assessment Conference, Portland, OR.

Gonzales, L., Jacobsen Kiciman, J., Monroe, M., Peters, K., Petrich, M., Pirog, A., Rollison, C., & **Watson, M.** (2024, February). *Student-led advocacy in the library: Centering student voices in an academic library & creating change*. Virtual presentation at the Washington Library Association Conference, Spokane, WA.

Davis, A., Gallagher, P., Garrison, J., Salvador, J., & **Watson, M.** (2023, November). *Systemic change through local action: Advancing DEI and measuring impact at the institutional level*. Presentation at the Charleston Conference, Charleston, SC.

Ford, R., & **Watson, M.** (2020, July). *Teaching work, learning justice: Critical pedagogy with student employees*. Presentation at Library Instruction West 2020 (canceled), Seattle, WA.

**Watson, M.** (2019, October). *Yes, you are racist, too: Experiencing discomfort, practicing accountability*. Facilitated conversation at the Association of College and Research Libraries Washington and Oregon Join Conference, Eatonville, WA.

Ellenwood, D., Garrard, T., & **Watson, M.** (2019, May). *From power over to power with: Libraries as sites of solidarity*. Presentation at the National Conference on Race & Ethnicity in American Higher Education, Portland, OR.

**Watson, M.** (2017, May). *Lean in, if you dare: White feminism and distributions of power in academic libraries*. Presentation at the Identity, Agency, and Culture in Academic Libraries

Conference, Los Angeles, CA.

- Anantachai, T., Garcia, K., Parker, M., & **Watson, M.** (2017, March). *Resteering the Standards: Revisiting ACRL Diversity Standards & cultural competencies*. Virtual presentation at the Association of College & Research Libraries Conference, Baltimore, MD.
- Anantachai, T., Booker, L., Garcia, K., Parker, M., & **Watson, M.** (2016, August). *ACRL Diversity Standards revisited: An intersectional approach to cultural competency*. Presentation at the National Diversity in Libraries Conference, Los Angeles, CA.
- Arnold-Garza, S., Ellenwood, D., Garrard, T., Ingold, C., Leung, S. & **Watson, M.** (2016, August). *"Let us work together:" Academic libraries and social justice on campus*. Presentation at the National Diversity in Libraries Conference, Los Angeles, CA.
- Ellenwood, D., Villar, A., & **Watson, M.** (2016, April). *Thinking outside the box: The social justice librarian's guide to Google and its alternatives*. Presentation at the Washington Library Association Conference, Spokane, WA.
- Ellenwood, D., Garrard, T., Villar, A., & **Watson, M.** (2015, October). *"Let us work together:" Forging solidarities with our campus communities*. Presentation at the Association of College and Research Libraries Washington and Oregon Joint Conference 2015, Eatonville, WA.
- Anantachai, T., Booker, L., Garcia, K., Lazzaro, A., Parker, M., & **Watson, M.** (2015, March). *Collaboration amongst librarians of color: Creating communal networks for career advancement*. Roundtable discussion at the Association of College & Research Libraries Conference, Portland, OR.
- Ellenwood, D., Garrard, T., Lazzaro, A., & **Watson, M.** (2015, January). *Best practices showcase: Starting a diversity team*. Presentation at the Diversity in our Libraries Unconference, Bellingham, WA.
- Berger, A., Hurst, L., Lazzaro, A., Mills, S., Rowland, D., Villar, A., & **Watson, M.** (2014, August). *Developing effective library services for a growing international student population through practical assessment*. Poster session at the 2014 Library Assessment Conference, Seattle, WA.
- Ellenwood, D., Lazzaro, A., Mills, S., & **Watson, M.** (2014, July). *Opening our information literacy classrooms to culturally responsive pedagogy*. Workshop at Library Instruction West 2014, Portland, OR.
- Berger, A., Hurst, L., Lazzaro, A., Mills, S., Rowland, D., Villar, A., & **Watson, M.** (2014, June). *The world is at our doorstep. Are we inviting them in? Assessing library services to international students*. Poster session at the 2014 American Library Association Annual Conference, Las

Vegas, NV.

Ellenwood, D., Garrard, T., Lazzaro, A. & **Watson, M.** (2014, May). *Awareness to action: Supporting our communities through cultural competency work*. Presentation at the Washington Library Association 2014 Conference, Wenatchee, WA.

Ellenwood, D., Ferguson, E., Garrard, T., Lazzaro, A. & **Watson, M.** (2013, November). *Learning to care for our community: Diversity work and cultural competency*. Presentation at the Association of College and Research Libraries Washington and Oregon Joint Conference 2013, Eatonville, WA.

Berger, A., Lam, N., & **Watson, M.** (2013, April). *Conceptualizing connections: Laying the foundation for assessment*. Poster session at University of Washington Bothell Teaching and Learning Symposium, Bothell, WA.

Berger, A., Lam, N., & **Watson, M.** (2013, April). *Conceptualizing connections: Laying the foundation for assessment*. Poster session at University of Washington Teaching and Learning Symposium, Seattle, WA.

Pho, A., Urrizola, M., & **Watson, M.** (2013, January). *Speak up: Developing effective public speaking skills*. Panel at the 2013 American Library Association Midwinter Meeting, Seattle, WA.

**Watson, M.** (2012, November). *Meeting online students where they are: Research consultations via Skype*. Presentation at the 2012 Indiana Library Federation Annual Conference, Indianapolis, IN.

Shaw, M., & **Watson, M.** (2012, March). *Beyond the search box: Advanced Google searching & resource evaluation*. Presentation at the Academic Libraries of Indiana and the Indiana State Library Discovery to Delivery III Conference, Muncie, IN.

## PUBLICATIONS

**Watson, M.** (2017, September). White feminism and distributions of power in academic libraries. In G. Schlesselman-Tarango (Ed.), *Topographies of whiteness: Mapping whiteness in library and information studies*. Sacramento, CA: Library Juice Press.

Ellenwood, D., & **Watson, M.** (2016, September). Starting small: Practicing critical pedagogy through collective conversation. In K. McElroy & N. Pagowsky (Eds.), *Critical library pedagogy handbook*. Chicago, IL: ACRL Press.

**Watson, M.** (2015, Fall). Open access initiatives at UW Bothell/Cascadia College Library. *ACRL*

*Washington Newsletter*, 76, 4.

Ellenwood, D., Ferguson, E., Garrard, T., Lazzaro, A., Mills, S., & **Watson, M.** (2014, June). Cultural competency on campus: Applying ACRL's Diversity Standards. *College & Research Libraries News*, 75(6), 332-335. Retrieved from <http://crln.acrl.org/content/75/6/332.full>

**Watson, M.** (2012, Spring). Distance learning around Indiana: Ball State University. *Indiana Library Federation Distance Learning Division Newsletter*, 5(2), 3-4. Retrieved from <https://sites.google.com/site/ilfdistancelearningdivision/newsletter>

## INSTITUTIONAL SERVICE

### University of Washington Tacoma Library

- Leadership Team, 2022 –
- Search committee, Business & User Experience Librarian, 2023
- Student Library Advocacy Board (co-founder), 2022 – 2023

### Tacoma Community College

- Professional Development Task Force (chair), 2021
- Equity, Diversity, and Inclusion Council: Common Language and Training Needs Action Committee (co-chair), 2020 – 2021
- Faculty Professional Development Committee (administrative officer), 2020 – 2021
- Decentering Whiteness Affinity Group planning committee, 2021

### Reed College

- Trans Inclusion Working Group, 2020
- Indigenous Participatory Design in Libraries Workshop planning committee (Orbis Cascade Alliance Helmer Professional Development Awardee), 2019
- Search committees: Director of Collection Services, Humanities Librarian, Data Services Librarian, Social Sciences Librarian, 2019

### University of Alaska Southeast

- Faculty Liaison to the Center for Excellence in Learning & Teaching, 2017 – 2018

### University of Washington Bothell/Cascadia College Campus Library

- Search committee: Head of Access Services Librarian, 2015 – 2016; Research & Instruction/Business & Technology Librarian (co-chair), 2014 – 2015
- Open Access Team, 2014 – 2016
- Reference Services Review Task Force, 2014 – 2015

- Assessment Team, 2013 – 2015
- Equity, Diversity, and Social Justice Team, 2012 – 2016
- Web Advisory Group, 2013 – 2016

### **University of Washington Libraries**

- Allen Signature Awards Review Committee, 2022 – 2024
- Collections & Resources Council, 2022 –
- Fund Managers Group, 2022 –
- Scholarly Communication Steering Committee, 2014 – 2016
- Browsable Resource Discovery Working Group, 2013

### **University of Washington Bothell & Cascadia College**

- UW Bothell Global Working Group, 2015 – 2016
- UW Bothell International Program Maximization Task Force, 2015
- Cascadia College Global Education Committee, 2013 – 2016
- UW Bothell Chancellor's Community Engagement Council, 2013 – 2014
- UW Bothell Global Group, 2013 – 2015
- UW Bothell Cross-Campus Writing Group, 2014

### **Ball State University Libraries**

- Mobile Services Working Group, 2011 – 2012
- Reference Collection Development Committee, 2011 – 2012

## **PROFESSIONAL SERVICE**

### **Association of College and Research Libraries (2012 – 2021, 2024 –)**

- 2020 ACRL President's Program Committee, 2019 – 2020
- Diversity Committee, 2014 – 2018
- ACRL/ULS Evidence-Based Practices Discussion Group, 2015 – 2017
- Instruction Section: Instruction for Diverse Populations Committee, 2013 – 2014

### **Association of Librarians of the University of Washington (2012 – 2016)**

- Executive Board: Secretary, 2013 – 2014
- Representative to the Librarian Advisory Program Committee, 2014 – 2015