

While working toward her MILS at the University of Michigan, Riccio applied for—



**Words to live by?**

(P)LO&RVWDLG0DQOHUV are a sensitive awareness of the feelings of others. If you have that awareness, you have good manners, no matter what fork you use." The world needs less judgment, and more kindness.

Best book you recently read?

In anticipation of the publication of Monique Truong's latest novel, *The*

Sweetest Fruits,

I decided WRUHUHDGKHUUWW book, *The Book of Salt*.

Guilty pleasure?

Makeup and skin care products, as well as Caffeine-Free Diet Coke.

Favorite quarantine activity?

HOLWHORRRNLOJDOG EDNLOJDQGDVDVLGH EHQHW,YHQDOORYHU - come my fear of my Instant Pot.

needs less judgment, and more kindness. 10/15/2019 5:26:15 PM (24) J. Ent (0) 35.68cm /1.69|994t no

You have held a number of leadership positions in different settings. What's your leadership philosophy?

I would say that I lead with optimism. What I mean by that is that I believe in everyone's potential to do great work and succeed in their role, whether that is in their job or volunteer position. In the volunteer context, I always trust that people want to contribute and will do so when and how they can. When I was president of AALL, I would often be calling people to ask them to run for office or serve in a particular volunteer role, and most of the time, people would say yes, but sometimes they wouldn't. While I hated to hear someone say they couldn't take on a certain role or agree to run for a specific position, I always knew they were doing what was right for them and, consequently, right for the Association. Our Association is comprised of passionate individuals who give so much, but who also know their own boundaries and limitations, and I've always respected and appreciated that.

In the work context, optimistic leadership manifests itself in two central ways. First, I empower my staff to do their jobs by trusting

partially re-opened. Our core purpose here is to serve the judiciary, so I have not had to contend with this, but I have observed how so many of my GLL-SIS colleagues have pivoted quickly to provide remote access to library resources, often working with information vendors to come up with innovative service models to meet this moment. And, of course, the ongoing challenge for so many government law libraries will be increased budgetary constraints, since the pandemic will likely have effects on our budgets for years to come. On the flip side of the challenges—again, to be the optimist that I am—the opportunity I see is for government law librarians to have the potential for increased visibility in their organizations and communities, and for a bigger spotlight to be shone on their creativity, innovative spirit, and passionate leadership and dedication to the public as well as access to justice. To quote Einstein, “In the midst of every crisis, lies great opportunity.”

It's always important for law librarians to be able to demonstrate their value—particularly now. You served as co-editor of AALL's 2016 white paper on ROI. What tips can you share?

The return on investment (ROI) white paper encouraged members to take on the “value challenge,” and also stated that it is a journey, not a destination. I think all law librarians have been on this journey, and our current situation is just another stop on the route, so to speak. I think that shifting to a remote work environment really plays to a lot of strengths that law librarians have, and it validates many continued efforts to do things such as shifting from print to digital and becoming involved with knowledge management and intranet content development. Over time, many law libraries have become less about