What advice or encouragement would you like to share with future leaders in academia?
Say yes to opportunities; how do you know something is an opportunity? Set aside time to self-reflect and ask mentors.

Find someone whom you can trust to provide honest feedback.

Create a culture in your lab and amongst your peers where you can hear a variety of opinions and then listen to these opinions even though it can be hard.

What is the most important life lesson you have learned in the past year?
To make time for what is important to me.

Leadership is about facilitating a culture, where everyone feels comfortable speaking up and being heard.

Getting buy-in to make a change takes longer than you had hoped for, and that’s OK.

What is your favorite early career memory?
Finding different coffee shops in the greater Lafayette area where I would spend Saturday afternoons writing my first grant (which did not get funded, by the way).

Share about a mentor and leader that really made an impact in your life.
The Head (Anne Smith) who hired me. I always felt that I could ask her any question and not be judged for having a ridiculous question or for not knowing the answer.

My PhD advisor, Kim Fisher. She always persisted cheerfully. She spent so much time with me teaching me to write scientifically. She treated me as a peer from day 1 in graduate school, and though she just shred apart my manuscript drafts, she always couched it in professional terms and with a growth mindset so that I never took it personally.