

Tina Pappas

Tina Pappas is a leader in higher education specializing in a unique blend of organizational communication, strategic planning, technology operations management, and human-centered design. In her current role, she serves as the Libraries' head of discovery and engagement platforms at the Massachusetts Institute of Technology. In this position, Tina leads the development and implementation of an organization-wide strategy for how best to design the Libraries' digital user experience.

In addition to her current position, Tina is the originator and co-founder of Anti-Racism in Academia (ARiA), a national grassroots group that offers diversity, equity and inclusion programs in higher education designed to encourage self-examination and provide a framework for actionable approaches to building a more inclusive culture. ARiA transitioned from vision to execution in less than 30 days and served over 1,000 higher education employees across the country over the course of 18 months. It started as a volunteer-led initiative with zero resources and funding at the height of the pandemic and is now a fiscally sponsored organization that has developed programming for several higher ed institutions. Tina worked with Nercomp to establish a partnership that helped extend ARiA's reach while also raising national awareness of Nercomp and its programs.

Tina has previously held several different roles in IT while at Rutgers University, from process improvement and technology innovation to IT service management to help desk operations. Beyond her formal roles, Tina spent a number of years leveraging influence through informal leadership to bolster the community of Rutgers IT professionals. She made great strides in cultivating a culture of camaraderie by increasing collegiality, communications and collective engagement throughout a 1,200-person workforce geographically dispersed across the state. She created a dynamic organizational culture in which staff can connect professionally and interpersonally. She also single-handedly increased Rutgers membership engagement and participation with Nercomp and other professional organizations; she is working towards the same at MIT.

Beyond her formal job roles, Tina is actively involved in the higher education community through her participation in EDUCAUSE as a presenter, author, taskforce member, and former community group chair. Some impactful activities include developing the inaugural advisory council of young professionals to the President/CEO, inspiring the Ambassador Program, and receiving the 2019 EDUCAUSE Rising Star Award. Based on her experience and passion for building communities, Tina volunteered with the Network for Continuous Change and Innovation (NCCI) to increase community engagement and went on to receive NCCI's 2021 Maury Cotter Leaders of Change Award.

If elected as a NERCOMP board member, Tina hopes to help develop strategies to amplify the organization's value, more deeply engage its collective membership, and innovate.