

INSIDE



Librarians in Residence

Five newly minted librarians traded in their graduation caps and gowns for Library staff identification badges this month.

PAGE 3

PBS Books Showcases NBF

PBS Books will host virtual interviews with some of the National Book Festival's featured authors, expanding the bookfest's reach.

PAGE 4

Smoking Policy

The Library reminds staff of its smoking policy, as smoking has been observed recently in multiple spaces outside of designated areas.

PAGE 4



Q&A: Georgina Warren

The library technician reunited with old friends earlier this year when she started a new position in the Mexico, Central America and Caribbean Section.

PAGE 5



Bailey Cahall

FRD's chief, Annie Rorem (standing), moderates a discussion featuring FRD clients Reena Chakraborty (from left), Sandra Charles, Diana Epstein and Shabari Sen.

FRD Shines As It Celebrates Diamond Anniversary

The Federal Research Division produces nonpartisan research for government clients.

BY BAILEY CAHALL

As the COVID-19 pandemic waned last year, the Health Services Division (HSD) found it needed guidance to transform its trove of COVID research into an action plan to resume normal Library operations safely.

Fortunately for HSD's chief, Dr. Sandra Charles, help was near at hand: She turned to colleagues in the Library's Federal Research Division (FRD).

Charles, who is also the Library's chief medical officer, was one of four panelists at an event on June 13 celebrating FRD's 75th anniversary of providing nonpartisan research and expertise to government clients.

"The Value of Accurate and Actionable Policy Research," focusing on the intersection between research and project implementation, highlighted the diversity of agencies FRD supports.

In addition to Charles, speakers were Shabari Sen, chief of the Policy Research Division at U.S. Citizenship and Immigration Services; Reena Chakraborty, chief of strategic planning and analysis at the D.C. Department of Corrections; and Diana Epstein, evidence team lead at the Office of Management and Budget. FRD's chief, Annie Rorem, moderated.

The panelists conveyed a wide range of experiences, insights and perspectives, yet they

FRD, CONTINUED ON 6

DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Amy McAllister at amcallister@loc.gov.

Christina Arabia
Beverly Banks
Robert Crews

Geraldine Robinson
Adam Rosenberg

REMINDER: MANDATORY RECORDS MANAGEMENT TRAINING

The Records Management Basic Awareness 2023 training course is available through LOC Learn. All Library staff members, as well as all contractors, interns and volunteers who handle Library records, are required to take the course by Sept. 8. It should take about one hour to complete.

Per Library of Congress Regulation (LCR) 5-810, "Records Management," all Library personnel are required to complete the course each year. LCR 5-810 also requires all new Library personnel to complete the course within 30 days of their start date.

For questions about the course content, contact the Records Management Division at records@loc.gov. For technical assistance, submit a request through AskHCD on the [staff intranet site](#).

For more information about records management, visit the [records management intranet site](#).

APPLY FOR A CONTINUING EDUCATION FUND GRANT

The Library of Congress Professional Association's (LCPA) Continuing Education Fund provides grants for LCPA members who want to work on their professional development and continuing education goals. The application deadline is July 12.

To learn more and apply, visit the [LCPA intranet site](#).

Questions? Contact Lisa Moberg at lmob@loc.gov.

GAZETTE

LIBRARY OF CONGRESS

loc.gov/staff/gazette

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MISSION OF THE LIBRARY OF CONGRESS

The Library's central mission is to engage, inspire and inform Congress and the American people with a universal and enduring source of knowledge and creativity.

ABOUT THE GAZETTE

An official publication of the Library of Congress, The Gazette encourages Library managers and staff to submit articles and photographs of general interest. Submissions will be edited to convey the most necessary information.

Back issues of The Gazette in print are available in the Communications Office, LM 143. Electronic archived issues and a color PDF file of the current issue are available online at loc.gov/staff/gazette.

GAZETTE WELCOMES LETTERS FROM STAFF

Staff members are invited to use the Gazette for lively and thoughtful debate relevant to Library issues. Letters must be signed by the author, whose place of work and telephone extension should be included so we can verify authorship. If a letter calls for management response, an explanation of a policy or actions or clarification of fact, we will ask for management response.—Ed.

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GAZETTE DEADLINES

The deadline for editorial copy for the July 14 Gazette is Wednesday, July 5.

Email editorial copy and letters to the editor to mhartsell@loc.gov and wmal@loc.gov.

To promote events through the Library's online calendar (www.loc.gov/loc/events) and the Gazette Calendar, email event and contact information to calendar@loc.gov by 9 a.m. Monday of the week of publication.

Boxed announcements should be submitted electronically (text files) by 9 a.m. Monday the week of publication to mhartsell@loc.gov and wmal@loc.gov.



LIBRARY
LIBRARY OF CONGRESS

6th Annual Library of Congress SUMMER MOVIES ON THE LAWN

Part of LIVE! at the Library

July 6, 7 p.m., Jefferson Building southeast lawn A live performance by the Afro Brazilian drumming troop Batalá Washington precedes a screening of "Iron Man" (2008), the first film in what would become known as the Marvel Cinematic Universe. Contact: 7-8000.

Five New Librarians in Residence Report to Work

BY DONNA SOKOL

Five newly minted librarians traded their graduation caps and gowns for shiny badges this month to mark their transition from library school to the Library of Congress.

The group of early career librarians, the first post-pandemic cohort of the Librarians in Residence Program, will contribute to projects that impact the mission of the institution.

Rebecca Barabas will work in the Congressional Research Service; Andrea Decker in the American Folklife Center; Sarah DeHaan in the Cataloging in Publication (CIP) and Dewey Section; Lauren Quackenbush in the Preservation Services Division; and James Santos in the Signature Programs Office.

“This highly competitive program continues to identify early career librarians to connect as a cohort, advance the Library’s mission in participating service units, contribute new perspectives and areas of expertise and collaborate with colleagues across the institution during their residencies and beyond,” Kimberly Powell, chief of talent recruitment and outreach, said.

The program runs from June to December with an optional extension to April 2024. Residents met Librarian of Congress Carla Hayden and Mark Sweeney, principal deputy Librarian of Congress, at an on-site orientation on June 20.

The Librarian advised that, among other skills, the residents should cultivate flexibility in adapting to changes within the profession. Sweeney applauded the group for choosing public service and encouraged residents to participate fully in all the Library has to offer.

Librarians in residence serve in one of seven career tracks: acquisitions and collection development; archives and special collections; cataloging and metadata; collection preservation;



2023 librarians in residence Rebecca Barabas (from left), James Santos, Sarah DeHaan, Andrea Decker and Lauren Quackenbush.

community engagement; digital services; reference and instruction; or systems and standards.

The community engagement track, new this year, addresses an increased emphasis in the profession on cultivating public awareness of library services and collections.

Depending on their track, residents work on individual assignments in their host divisions and participate fully in daily operations.

Barabas will create a workflow to digitize collections related to congressional research (digital services track); DeHaan will work on CIP’s online PrePub Book Link system and update bibliographic records in the Voyager cataloging client (cataloging and metadata track); and Decker will examine division practices for determining and communicating legal and moral collection rights information for digital collections (archives and special collections track).

Quackenbush will learn general collections care and state-of-the-art digital technologies used for digital reformatting of library materials (collection preservation track), and Santos will support the Library’s presence at

the American Library Association annual conference in Chicago and the National Book Festival (community engagement track).

In addition, the residents will participate in monthly sessions with individual mentors, seasoned Library staff members who can offer advice on library careers and other professional development topics. A weekly professional development series will introduce the residents to the Library’s vast and varied collections and services by inviting Library staff members to give overviews of their respective divisions or initiatives.

Later this year, Library staff members will get a chance to attend a Power Lunch series, where residents will speak about their projects. In the meantime, if you see one of the residents on campus, don’t hesitate to say hello!

The 2023 residents received their degrees from the University of Michigan School of Information (Barabas); the University of Illinois School of Information Sciences (Decker, DeHaan); Syracuse University School of Information Studies (Quackenbush); and the University of Maryland College of Information Studies (Santos). ■

Shawn Miller

PBS to Feature National Book Festival Authors

Booklovers across the nation can enjoy the 2023 National Book Festival on PBS Books, which will host a series of virtual interviews with some of the festival's featured authors beginning July 20 in partnership with PBS stations across the country.

The collaboration is the eighth between the National Book Festival and PBS Books, a national programming initiative produced by Detroit Public Television.

The 2023 series features interviews with authors Claribel A. Ortega (July 20), Shelby Van Pelt (July 27), Tananarive Due (Aug. 2), S.A. Cosby (Aug. 3), Luis Alberto Urrea (Aug. 9), Beverly Gage (Aug.

10), TJ Klune (Aug. 23), Matthew Desmond (Aug. 24), Héctor Tobar (Aug. 30) and Angeline Boulley and Trang Thanh Tran (Aug. 31).

Interviews with each of the authors featured by PBS Books will be streamed on PBS Books. They will also be [available on-demand](#) on PBS Books and the National Book Festival [website](#).

The 2023 festival will take place on Aug. 12 from 9 a.m. to 8 p.m. at the Walter E. Washington Convention Center in Washington, D.C.

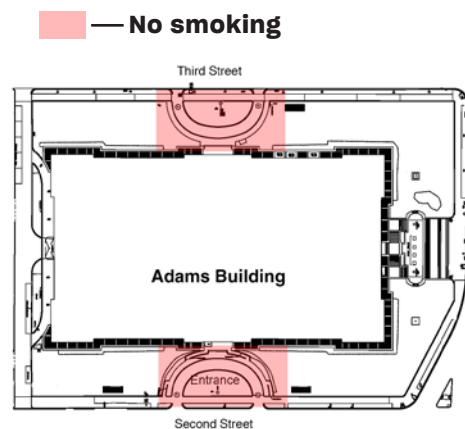
The festival's theme, "Everyone Has a Story," celebrates the storyteller in us all. The complete author lineup for the festival is available at loc.gov/bookfest.

"We're grateful to join with PBS Books to extend the reach of the festival once again so that booklovers, libraries and public television stations across the country can join this celebration of reading," Librarian of Congress Carla Hayden said.

"We are thrilled to work again with the Library of Congress National Book Festival this year along with an illustrious lineup of authors as we celebrate our love for all literature," Rich Homberg, president and CEO of Detroit Public Television, said. ■

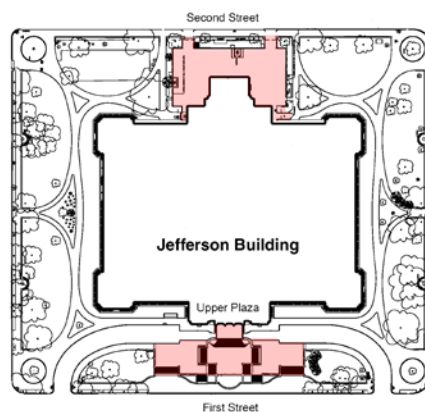
NEWS

Reminder: Library of Congress Smoking Policy

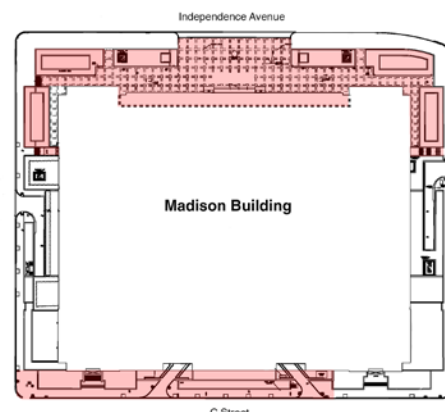


Recently, smoking has been observed at the Library in multiple spaces outside of designated areas. As a reminder of Library policy:

- Smoking outside of the Madison Building is prohibited at building entrances encompassing the Madison plaza, which includes the planters and the covered entryway on Independence Avenue, the entrance at C Street and the Madison loading dock.



- Smoking outside of the Adams Building is prohibited near entrances on Second Street and Third Street and at the Adams loading dock.
- Smoking outside of the Jefferson



Building is prohibited at entrances in the upper plaza and at other entrances. In addition, smoking is prohibited in both courtyards.

For more details, see [Library of Congress regulation 9-1411](#) (Smoking). ■

NO GAZETTE ISSUE ON JULY 7

The Gazette will not publish on July 7 because of the federal July 4 holiday. Publication will resume on July 14.

QUESTION & ANSWER



Georgina Warren

Georgina Warren is a library technician in the Mexico, Central America and Caribbean Section of the African, Latin American and Western European Division in the Acquisitions and Bibliographic Access Directorate.

Tell us about your background.

Everything began with me as an inquisitive and creative young girl in Winston-Salem, North Carolina. In my early childhood, I was homeschooled and spent my days painting, climbing trees and reading books.

When I was 15, I came to live in Washington, D.C., and enrolled in the British School of Washington and later the Field School. For me, these academic communities awakened a deep, lifelong passion for the visual and performing arts.

After high school, I attended Christopher Newport University and graduated with a bachelor's degree in French. This bold and ambitious young scholar was ready to make her mark upon the world!

What brought you to the Library, and what do you do?

In 2014, I was still undecided about my career. Since graduation, I'd

held a part-time job as an English as a second language instructor, but I needed more inspiration.

From an early age, I knew that I loved working in academic environments. I spent most of my life exploring books in shops and libraries.

At that point, when I was approaching the next stage of my professional development, I was invited to visit a friend, Cheryl Mitchell, who worked in the Library's Germanic and Slavic Division. I knew Cheryl as a singer in my church choir. I observed her at work, and then she led me to the chief's office in the African, Latin American and Western European Division.

What are some of your standout projects?

As a library aide in the division in 2015, I processed bibliographic records, applied call-number labels to physical volumes and organized book shipments. I then took several jobs in customer service and developed more business skills. In 2017, I returned to the Library and worked briefly in the former Binding and Collections Care Division, where I learned about the tools and techniques for repairing damaged books.

During the COVID-19 pandemic, I enrolled in online courses to earn my master's degree in library and information science from Catholic University. Upon graduation last year, I returned to the Library as a contractor and served in the U.S./Anglo Division, where I digitized index cards for the Retrospective Cataloging Conversion Project.

In February, I transferred into a

new position in the Mexico, Central America and Caribbean Section, where I have reunited with old friends and continue to develop my bibliographic cataloging skills.

What do you enjoy doing outside of work?

There's always something fun to do in this town! I enjoy musicals and dramatic plays all year round. During the warmer months, I like to go out biking and enjoy the scenery. Otherwise, you're just as likely to find me getting lost in one of the exhibits at the Smithsonian museums.

What is something your co-workers may not know about you?

One little-known secret about me is that I love to write stories. As a child I was always reenacting stories with my toy animals, heavily borrowing elements from books and films that I already knew. Many years later, I developed a deep passion for literature through my English classes and found another level of creativity.

When my parents separated and my father remarried, I experienced growing pains while adjusting to having a stepmother in the family. Some of that discomfort occurred because all the stories I ever heard about stepmothers cast them as wicked villains.

But after some initial struggles, my stepmother and I developed a supportive and loving relationship. I recently completed my first book, "Tales of Virtuous Stepmothers," to celebrate the bond I share with my stepmother and to provide other blended families with new fairy tales that are entertaining and inspiring. ■

OIG WOULD LIKE TO KNOW

Report suspected illegal activities, waste, fraud, abuse and mismanagement in Library of Congress administration and operations to the Office of the Inspector General (OIG). A link to all Library regulations is available on the [staff intranet](#).

To make a report, contact OIG via the online form [here](#) or report by mail to 101 Independence Ave., S.E., LM 630, Washington, D.C., 20540-1060.

FRD, CONTINUED FROM 1

were “united in their opinion that impactful and effective policies at all levels of government must be grounded in quality evidence-based research,” Mark Sweeney, principal deputy Librarian of Congress, said in opening remarks.

Providing such research by leveraging the Library’s vast collections is FRD’s specialty.

Part of the Library Enterprises Directorate, FRD administers one of the Library’s revolving funds, the Federal Research Program. The division depends entirely on external funding and operates much like a small business.

Luther H. Evans, the 10th Librarian of Congress, authorized FRD in March 1948. At the time, it was known as the Air Research Unit, and its efforts supported the newly created U.S. Air Force.

Several mission expansions and name changes later, the division now serves all federal agencies (excluding Congress), the D.C. government and federally funded research centers, providing its clients with customized research and analytical services on domestic and international topics.

“FRD’s staff ask clients the tough, thoughtful questions that are foundational to rigorous research,” Rorem said. “They bring their expertise across numerous disciplines to bear and communicate insights in ways that are easily grasped and understood.”

The briefings, memos, reports and innovative research products – such as interactive maps or data visualizations – FRD produces have been used by countless decision-makers over the past seven and a half decades to craft and enact strong policy guidance.

At times, the call for guidance comes from the very top of government, as in the case of the Independent Review Commission on Sexual Assault in the Military. Directed by President Joe Biden, Defense Secretary Lloyd

Austin ordered the commission to take bold action to address sexual assault and harassment among U.S. service members.

Upon release of the commission’s report in July 2021, the Department of Defense’s (DOD) Sexual Assault Prevention and Response Office – responsible for implementing the report’s recommendations – called on FRD for assistance in identifying and evaluating necessary leadership competencies, prevention models, victim support and culturally competent advocacy training.

FRD recently provided similarly high-level research support to the U.S. Small Business Administration, a long-standing client, concerning equity in the Paycheck Protection Program, established in 2020 to help business owners keep their workforces employed during the COVID-19 pandemic.

Division staff designed and conducted a survey of small business owners around the country to gather insights into their experiences with the program. The survey analysis focused particularly on determining potential barriers to entry for underrepresented groups.

This focus on equity and representation is a hallmark of FRD’s work, which in 2004 helped to right an old wrong. FRD assisted the U.S. Army Human Resources Command with looking into whether deserving service members from past conflicts were denied the Medal of Honor, the nation’s highest military award, because of religious or racial prejudice.

As a result of FRD’s efforts, 24 service members – including veterans of World War II, the Korean War and the Vietnam War – were ultimately recognized (nearly all of them posthumously) for their courage under fire.

More recently, FRD partnered with the American Folklife Center to help the National Park Service expand its documentation of African American and American Indian experiences and perspectives.

One project centered on gathering information related to Lewis Mountain Campground, an area that operated as a segregated section of Shenandoah National Park from its opening in 1939 to 1950, when the park was desegregated. Farther west, a team of researchers worked with several Indigenous tribes to document their relationships to the Lolo Trail, a segment of the Lewis and Clark National Historic Trail that crosses from Montana into Idaho.

Often, FRD’s work results in greater transparency. For the past seven years, the division has worked with DOD’s Office of Local Defense Community Cooperation on an annual report on defense spending by state. The report details total spending across all 50 states and 3,000-plus counties, including personnel and payroll information.

“This snapshot provides public and private leaders with a starting place to assess how defense investments ... can be optimized,” the office wrote upon release of its 2021 report.

Transparency also is key for Charles and HSD, particularly when it comes to translating medical and public health findings into practical, straightforward guidance, a task for which FRD’s expert staff provided support during the pandemic.

“With COVID,” Charles said, “we were having to look at the research and documentation as we were going along, ... making sure it was relatable and understandable, ... but not scaring people half to death.”

This is how one division furthers the Library’s mission to make its archives available to government leaders and the American public.

“It is so incredibly powerful when somebody from the Library comes and talks to you,” Sen said. “It has a different ring than the [Department of Homeland Security] wanting to talk to you. And that’s where there is such a value added for working with FRD.”

Here’s to 75 more years! ■