

OBITUARY

A Farewell to Jane Sánchez



When an institution suffers the loss of a leader whose much-admired work has breathed life into its mission over the course of years, a profound sadness follows. The Library has lost such a driving force: Deputy Librarian for Library Collections and Services Jane Sánchez, who was also law librarian of Congress, passed away on March 26. As often happens, sorrow has given way to recollections from her colleagues, memories that are a tribute to her character and her impact as well as expressions of gratitude for the indelible imprint she has left.

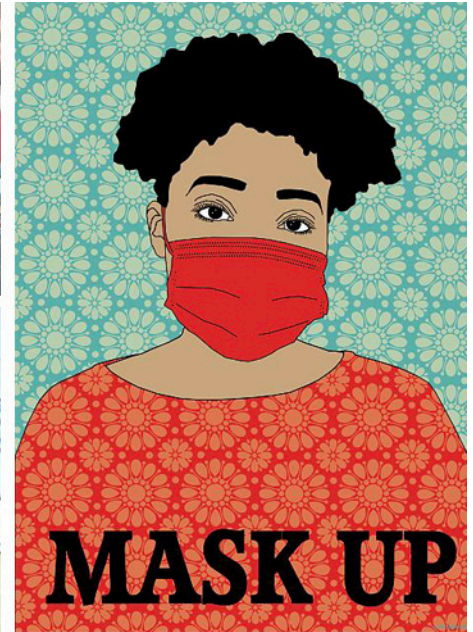
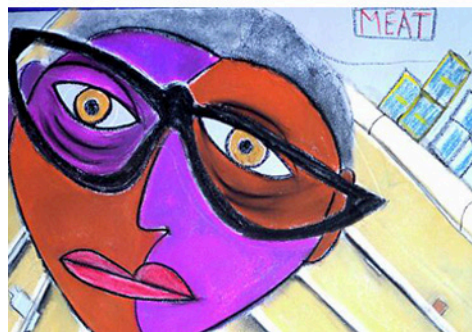
“Our hearts are broken with the passing of Jane Sánchez,” Librarian of Congress Carla Hayden said. “She was the consummate and devoted professional, but it was her positive and good-natured spirit that distinguished her. ... We will all miss her dearly.”

Sánchez joined the Library in

OBITUARY, CONTINUED ON 7

Librarian names leaders to acting positions

PAGE 3



Toni Lane/jcox on Flickr/Amplifier, Prints and Photographs Division

Original art by Toni Lane (clockwise from bottom left), photos submitted to a new Flickr gallery and a poster by Lisa Vollrath are among the collection items acquired to document the pandemic.

Collecting the World’s Response to COVID-19: One Year On

Library staff continue to strategize methods for capturing reactions to the pandemic.

BY LEAH KNOBEL

Staff across the Library have kept busy over the past year documenting the pandemic’s impact on everyday life in America and around the globe. As the United States marks the one-year anniversary of lockdowns and measures taken to stop the spread of COVID-19, the Library has amassed collections and embarked on initiatives to capture this unrivaled time in history.

The task is monumental, partly because staff must assess what to collect. “We are selective when it comes to identifying items,” said Joe Puccio, the Library’s collection development officer.

“With the deluge of content in all formats about the pandemic, a primary challenge has been to identify selective items that will in the aggregate fully tell the story of COVID-19 for the researchers of tomorrow.”

Gathering and archiving web content has been a big part of telling the story. But an internet search of “COVID-19 pandemic” retrieves about a billion hits, Puccio said. “Identifying the relatively small amount of web content that we will harvest, preserve and make accessible forever is quite a job.”

The Collection Development Office and the web archiving team in

PANDEMIC, CONTINUED ON 6

DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Lisa Davis at ldav@loc.gov.

Eric Wolfson
Bailey Cahall

William Mahannah

COVID-19 UPDATE

The Health Services Division (HSD) recognizes that some employees have received COVID-19 vaccines. However, variants of the virus that causes COVID-19 are present in the Washington, D.C., region. Evidence suggests that the vaccines now available are effective against all the variants identified, but accepted transmission control practices remain important.

Therefore, at this time, the Library is not modifying its on-site health and safety protocols based on the vaccination status of employees. Library staff are required to wear masks when they are in shared workspaces where at least six feet of distance cannot be maintained and in common areas, hallways and restrooms.

HSD continues to monitor Library staff members with symptoms, clinical diagnoses or positive test results associated with COVID-19. On March 25, HSD announced that it had received three new reports of symptoms of COVID-19 or confirmed cases since its previous COVID-19 announcement on March 18. Most employees reporting symptoms are not diagnosed with COVID-19, but, out of caution, the Library is monitoring all reports of symptoms.

More information on the Library's pandemic response: <https://go.usa.gov/xdtV5> (intranet) or <https://go.usa.gov/xdtVQ> (public-facing staff webpage)

UPDATED EMERGENCY GUIDANCE

With enhanced security measures continuing to remain in place on Capitol Hill, the Security and Emergency Preparedness Directorate has made available phase 2.2 of its protective action guidance for responding to building emergencies (<https://go.usa.gov/xs9d3>). The updated measures include detailed information about social distancing during emergencies, evacuation assembly areas and best ways to contact emergency services.

Staff are encouraged to download the Joint Emergency Mass Notification System (JEMNS) on their personal devices to receive alerts. For instructions and more information, go to <https://go.usa.gov/xs5mR>.

Learn more about the Library's emergency guidance: <https://go.usa.gov/xs5mQ>.

Questions? Call (202) 707-8708 or send an email message to ep@loc.gov.

SPECIAL SOLICITATION TO SUPPORT STORM RECOVERY

The U.S. Office of Personnel Management has announced that the Combined Federal Campaign (CFC) is conducting a special solicitation to support charities responding to Winter Storm Shirley, the severe snow and ice storm that devastated Texas and other states in February. Millions of Americans remain in great need, and many are still without water, food and other basic needs. Federal employees can voluntarily support the nonprofits that are responding. The special solicitation runs through April 9.

Access the CFC giving portal at www.opm.gov/ShowSomeLoveCFC.

loc.gov/staff/gazette

APRIL SLAYTON
Executive Editor

MARK HARTSELL
Publications Editor

WENDI A. MALONEY
Writer-Editor

CONTRIBUTING EDITORS
Deanna McCray-James, calendar
Kia Campbell, Moving On
Lisa Davis, donated leave

PROOFREADER
George Thuronyi

DESIGN AND PRODUCTION
Ashley Jones

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.

Library of Congress Gazette

Washington, DC 20540-1620

Editorial: Mark Hartsell, 7-9194, mhartsell@loc.gov

or Wendi Maloney, 7-0979, wmal@loc.gov

Design and production: Ashley Jones, 7-9193,

gaze@loc.gov

ISSN 1049-8184

Printed by the Printing Management Section

GAZETTE DEADLINES

The deadline for editorial copy for the April 16 Gazette is Wednesday, April 7.

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.

Librarian of Congress Announces Acting Leaders

Sweeney and Bulut named to lead LCSG, Law Library.

Librarian of Congress Carla Hayden announced on Wednesday that Mark Sweeney will serve as acting deputy librarian for library collections and services, effective March 30. He will serve concurrently in his role as principal deputy librarian of Congress. On Tuesday, Hayden named Aslihan Bulut acting law librarian of Congress. These appointments follow the death of Jane Sánchez, whose obituary appears in this Gazette issue.

Sweeney will work closely with managers of the Library Collections and Services Group (LCSG), including the John W. Kluge Center, the National Library Service for the Blind and Print Disabled, the Law Library and Library Services, to ensure continued successful operations pending the selection of an individual to lead LCSG on a permanent basis.

Bulut brings a wealth of experience to her new role as acting law librarian of Congress, Hayden told staff in announcing Bulut's appointment. Since 2019, Bulut served as deputy law librarian for collections. In that role, she managed and oversaw the Global Legal Collections Directorate as it established priorities and designed, launched and executed Law Library initiatives related to physical and digital collections.

Before joining the Law Library, Bulut was an administrator in the California State University system, where she was director of academic services at the Dr. Martin Luther King Jr. Library at San Jose State University. There, she provided leadership, planning and administration for collection development, research support and instruction.

Earlier, she served as program coordinator and librarian for foreign, comparative and inter-



Geracilme Davila Gonzalez

Aslihan Bulut

national law at the Langdell Law Library of Harvard Law School. Her duties included coordinating library services for students enrolled in graduate programs in the law school; overseeing projects involving the library's international, foreign and comparative collections; selecting for jurisdictions across Central, South and Southeast Asia; and providing research services to faculty members, including preparing bibliographies and conducting legal, academic, interdisciplinary and policy-related research.

Bulut also worked as a reference librarian and lecturer in law at the Arthur W. Diamond Law Library of Columbia University's School of Law. She completed yearlong rotations there as Interlibrary Loan Department supervisor, first-year legal research and writing coordinator, Westlaw/Lexis liaison and foreign, comparative and inter-

national law coordinator. She also provided reference services in Anglo-American, international and foreign law to faculty, students and patrons and co-developed and co-taught a legal research instruction class for first-year law students, created and taught in a summer research refresher program and wrote research guides on topics including human rights and Islamic law.

Bulut has presented at numerous national and international library forums, such as the Boulder Conference on Legal Information, the Global Legal Skills Conference and the Annual Conference of the Special Libraries Association.

Bulut has a J.D. from the City University of New York's School of Law, a master's in library science from Rutgers University and a bachelor's degree from Montclair State University. ■

Your Employee Personal Page (EPP) is at www.nfc.usda.gov/epps/

Retirement Planning Seminars

To help staff make informed decisions about retirement, the Human Capital Directorate (HCD) is offering virtual seminars this year for employees at different stages of their careers.

Preretirement Planning (LCRET300) June 22-24; Aug. 10-12; Sept. 21-23

This three-day class is for staff who are five or fewer years away from retirement or who have 20 or more years of service. It will help staff assess their readiness for retirement, calculate their retirement benefits and create a retirement budget. Topics covered include health-care benefits and estate planning.

Midcareer Retirement Planning (LCRET200)

April 7-8; May 5-6; Aug. 25-26

This two-day class is for staff in the middle of their careers. It will help them understand how retirement benefits are calculated and assess their current financial planning, including whether they are investing in the right Thrift Savings Plan (TSP) funds. Topics covered include insurance options and estate planning.

New Employee Financial Planning (LCRET100)

April 14; June 9; Sept. 8

This one-day class for newly hired staff members with up to five years of service introduces TSP and the Federal Employees Retirement System. It will help staff understand their eligibility for benefits and create a budget and investment plan for retirement.

For more information and to sign up for courses, visit HCD's retirement planning webpage (<https://go.usa.gov/xsjHd>). Question? Contact HCD staff at Ask HCD (<https://bit.ly/31fqIKw>) or (202) 707-5627. ■

Survey on Sexual Harassment at the Library Coming Soon

The Library's Office of the Inspector General (OIG) is conducting a 10- to 15-minute, web-based survey on sexual harassment in response to a request made by the U.S. Senate Committee on Rules and Administration in 2018 for the OIG to provide information on sexual harassment. The committee also requested this information from other legislative branch agencies. The purpose of the survey is to understand how well sexual harassment and other related unwelcome behaviors are prevented and addressed at the Library.

The OIG will email a link to the survey via Library email addresses on April 7. You must complete the survey by April 21 to have your responses included.

The OIG is an independent office authorized by law to detect and prevent fraud, waste, abuse and mismanagement at the Library and to provide recommendations to improve economy, efficiency and effectiveness.

Sexual harassment was one of several topics covered in the Congressional Climate Survey administered by the Office of Congressional Workplace Rights (OCWR) in October 2020. The OCWR, however, is a separate agency, and it has not shared the survey's results with the Library. The OCWR's survey also collected broad, high-level data and not programmatic data

that could better help the Library. Therefore, in addition to the OCWR survey, the OIG's survey will collect more in-depth, Library-specific information on this one topic. Survey results will help to inform the Library of what is working effectively and what to improve.

Participation in this anonymous survey is voluntary, but the OIG encourages you to participate so that its staff can gather complete and accurate data. If you want to participate but not through the survey, you can contact the OIG on an anonymous basis via its online hotline form (<https://go.usa.gov/xs9yJ>). If completing the survey could trigger memories of a traumatic experience, please use the hotline form to provide whatever relevant information you feel comfortable sharing.

Completing the survey does not mean that you have filed a complaint of sexual harassment because responses are anonymous. If you would like to file a complaint, or raise concerns about an incident of suspected harassment, contact the Library's Office of Equal Employment Opportunity and Diversity Programs at (202) 707-6024 or FEODP@loc.gov or contact the OCWR at (202) 724-9250.

Contact the OIG at OIGsurvey@loc.gov with questions, concerns or issues about the survey. ■

**HOME EQUITY
OPTIONS THAT
SAVE YOU MONEY!**

Home Equity Line of Credit with fixed
2.75%APR* for first 6 months & revolving term

Home Equity Loan with low, fixed rates
& terms up to 15 years

**LIBRARY OF
CONGRESS**
FEDERAL CREDIT UNION

Better BANKING for Less

Contact us
202-707-5852

or visit
LCFCU.org

WE'LL MAKE IT EASY TO GET YOUR BEST EQUITY OPTION



*APR = Annual Percentage Rate, limited time and subject to change without notice. Contact us or visit LCFCU.org for restrictions.

A New Digital Collections Strategy Is on the Horizon

BY JOE PUCCIO

Just over four years ago, Librarian of Congress Carla Hayden approved a new digital collecting plan for the Library (<https://go.usa.gov/xstDd>). Since then, tremendous progress has been made toward acquiring born-digital content as part of a coordinated strategy.

Highlights include establishing a program to receive newspaper e-prints through copyright deposit and making them available in reading rooms; offering open-access e-books on [loc.gov](https://www.loc.gov) to users everywhere; implementing processes to make e-books acquired by the Cataloging in Publication (CIP) program available to library users; greatly expanding the Library's web archiving program, including through targeted efforts, such as acquiring U.S. state government websites; and enlarging the Library's licensed electronic resources collection, which today provides access to more than 1.9 million e-books and 550,000 e-journals.

Now that a majority of the plan's objectives have been achieved, it is time to start planning again.

Library Services has therefore launched a project to develop a digital collection strategy for fiscal 2022-26 and hopes to have it approved by the end of this fiscal year.

Organizational stakeholders, including service units outside of Library Services, will be involved throughout the process. Elements of the strategy will be embedded in the Library Services directional plan and in the directional plans of the other participating service units. Since the strategy will cover only the acquisition and full lifecycle of born-digital materials, the Library's program to digitize existing physical collections will not be included in this planning effort.

Trevor Owens, head of the Digital Content Management Section,



Examples of e-books acquired include (from left) a graphic novel, a monograph documenting theater architecture and a biography.

and I will co-lead development of the new strategy, which will have four pillars, mirroring the Library's strategic plan and its associated objectives and goals as follows.

Expand Access. To expand access to collections, the strategy will focus on open content; provide the broadest possible access to rights-restricted content; evaluate serving all acquired digital content in integrated Library systems; and simplify and unify access and discovery.

Enhance Services. To enhance user services, the strategy will expand copyright e-deposit; transition to e-preferred, in which digital formats are the preference instead of traditional physical formats, as appropriate across major collecting streams; modernize documentary collecting to digitally document diverse perspectives on everyday life; and determine a unified approach to support collections use for digital scholarship.

Optimize Resources. To help modernize operations, the strategy will reorganize and realign processes and structures to support an increasingly digital collection; train staff to manage a primarily digital acquisition program; and review all digital collections policy and governance groups.

Measure Impact. To measure the impact of efforts, the strategy will

engage in user research to best enable access to the collections; establish data tracking and analysis for collections to inform further collection development; and provide tools and data to staff to support continuous improvement of digital collections activities.

A working group with representatives from Library Services, the Law Library, the Copyright Office, the Office of the Chief Information Officer, the Congressional Research Service and the Strategic Planning and Performance Management Office has been convened to develop the full strategy.

"It's exciting to collaborate with expert colleagues from across the organization to envision what we can accomplish in the next five years," Owens said. "From our initial planning activities, it is already clear that digital collections work is becoming a core part of nearly all areas the Library collects. This strategy can help us map out how we all get there together." ■

HAVING TECHNICAL ISSUES?

The Office of the Chief Information Officer's service desk is staffed around the clock with technicians ready to help. Contact ocloservicedesk@loc.gov or (202) 707-7727.

PANDEMIC, CONTINUED FROM 1

the Digital Collections Management and Services Division quickly developed a collecting plan, and staff subject matter experts started recommending a steady stream of sites and pages to collect.

The plan established a new Coronavirus Web Archive and charged the Science, Technology and Business Division (ST&B) with leading its implementation. The plan has three objectives: to fill major collection gaps, determine high-priority subtopics and better identify and organize material that had already been collected, some of which was incorporated into pre-existing thematic web archives.

The goal is to have a well-balanced collection of archived pandemic-related websites that will be preserved and eventually made accessible to the Library's users – web content is embargoed for a year in adherence to Library policy.

The core Coronavirus Web Archive team includes nine staff members from across the Library – the American Folklife Center, the Law Library and the Hispanic, Music, Researcher and Reference Services and Serial and Government Publications divisions. Jennifer Harbster and Gulnar Nagashybayeva of ST&B are leading the team.

Harbster, head of ST&B's Science Reference Section, said the team brings skills and expertise to the effort that will help the Library build a well-rounded resource. "One of my goals from day one was to find ways to balance all the government, science, business and policy content with more human stories."

Example of sites collected so far include the U.S. Department of Education's COVID-19 resources for schools and families, the Black Doctors COVID-19 Consortium, the Independent Restaurant Coalition and the Together LA Festival, a virtual showcase of work from theater companies in the Los Angeles area.

The Prints and Photographs Divi-

sion (P&P) also wasted no time in capturing documentary and creative responses to the pandemic. Photographs by Camillo José Vergara of urban residents grappling with lives suddenly changed were among the very first items the Library acquired – P&P is the archival home for the noted photographer's work.

At the same time that P&P curators initiated such "rapid response" collecting, they began to work on a strategy to address changes in pandemic collecting over an unknown time.

"Like poets and other creative voices, visual artists can bear witness to society, history and culture with tremendous immediacy and eloquence," said Katherine Blood, curator of fine prints in P&P. "Visual response and storytelling has been, and continues to be, critical to a fuller understanding of ourselves and of our world."

Blood cited drawings by local artist Toni Lane as an example of the personal lens artists can offer. Lane conveys her response to lockdown and quarantine – a mixture of anxiety and creative outpouring – in works including "Seniors First," which shows a worried-looking elderly woman amid emptying grocery store shelves. P&P acquired Lane's drawings last summer.

The division has also acquired posters from the nonprofit design lab Amplifier, which put out a global call for artists to create posters promoting mental health, well-being and social change during the pandemic. Blood noted striking parallels between the Amplifier posters and posters from World War II that celebrated essential workers as frontline heroes.

To capture the everyday experiences of the public, the Library collaborated with Flickr's Creative Commons to invite people to submit their personal images documenting the pandemic. To date, more than 700 individuals have submitted more than 2,000 images, and over 300 have been selected for the collections. P&P

curators continue to review submissions to feature in the gallery "COVID-19: American Experiences."

Since the start of the pandemic, the images and messages P&P has considered for collection have evolved, Blood said. Early images focused on mask wearing, food shopping, social distancing and gratitude toward essential workers. When last summer's Black Lives Matter protests took place amid the pandemic, items such as a mask printed with the words "I Can't Breathe" were drawn into the collection. More recent images reflect long-term effects of COVID-19 that were not known at the start of the pandemic.

There's been no shortage of pandemic-inspired creative works from performing artists, either. The Music Division recently established the Performing Arts COVID-19 Response Collection. It is amassing musical works and primary source materials documenting performing artists' response to the pandemic. Some digital works have already arrived, and the division anticipates building the collection over the coming years.

"Focused collecting will likely continue until the pandemic ends," Puccio said. "After that, though, we will continue to acquire books and other materials about the pandemic as they are created and made available."

See the June 5, 2020, Gazette issue for a story about early pandemic collecting and the Sept. 4, 2020, issue for an article about mapping the pandemic. ■

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).

To make a report, contact OIG via the online form at www.loc.gov/about/office-of-the-inspector-general/contact-us/ or report anonymously by mail to 101 Independence Ave., S.E., LM 630, Washington, D.C., 20540-1060.

OBITUARY, CONTINUED FROM 1

2014 as chief of the Humanities and Social Sciences Division to lead a team whose work included research services in the Main Reading Room, including local history and genealogy and digital reference, and the Microform and Electronic Resources Center.

Immediately, she set out to improve the Library's reference services by interviewing reading room staff across the Library and compiling extensive recommendations, recalls Jay Sweany, formerly of HSS and currently the Law Library's Digital Resources Division chief. Sánchez expanded services to researchers and outreach through the division's RSS feed, and the result was a transformative increase of collections and services. "Jane led by example, something that always impressed me," Sweany said.

"Jane always pushed us to be innovative and achieve what we thought might not be possible," said Roberto Salazar, chief operating officer in the Library Collections and Services Group (LCSG). "She inspired all of us with her servant leadership as she rolled up her sleeves and worked shoulder-to-shoulder with us to make it happen."

Associate Librarian for Library Services Robin Dale reflected on Sánchez's impact as "a kind and caring leader at her core, who brought years of experience to the Library." She was always willing to figuratively roll up her sleeves and contribute to the work of LCSG, Dale said. "Jane always began every Skype/Zoom/WebEx meeting and Fireside Chat with 'I hope you are all doing well,' and she always meant it."

Sánchez held a J.D. from American University's Washington College of Law, a master's in library science from Simmons College and a bachelor's degree in English from the University of New Mexico.

In 2017, she was appointed the 25th law librarian of Congress and charged with managing the Law

Library's operations and policy administration. One of her great accomplishments was creating the Legal Research Institute, which increased the number of webinars the library offers, said Robert Brammer, chief of the library's Office of External Relations.

"So, even though the Library campus has been closed due to the pandemic, the Law Library actually increased the number of people it reached during this period, all due to Jane's foresight in creating the Legal Research Institute," Brammer said. "I'd sum it up this way: Jane's vision helped increase legal information literacy across the world."

"For me, every day working with Jane was a learning experience," said Peter Roudik, assistant law librarian for legal research. "And every time I look at the small mementos on my desk she used to bring from her travels, I am reminded of both the many good things her leadership created at the Law Library and our incredibly interesting four years working together."

Mary Mazanec, director of the Congressional Research Service, remembers Sánchez as a dedicated civil servant. She was "deeply committed to furthering the Library's mission," Mazanec said, adding that she was also a cherished friend and colleague. "We bonded over our shared experiences at this beloved institution."

In 2019, concurrently with her position as law librarian, Sánchez was appointed deputy librarian for the newly formed LCSG. It brought together three units – the Law Library, Library Services and the National Library Service for the Blind and Print Disabled (NLS). LCSG also includes the John W. Kluge Center.

"It was clear from the start that she valued the work we do, and she stood ready to support us whenever and however the need arose. We will miss her," said Karen Keninger, NLS' director.

Always attuned to how the Library connects with other government entities, Sánchez built new relationships across agencies and strengthened existing ones. Eliz-

abeth Pugh, the Library's general counsel, called Sánchez's career an amazing journey. "She and I shared stories about our time at the Department of Justice and of all of our contacts at the Government Publishing Office," Pugh said.

Before arriving at the Library, Sánchez was a business unit managing director at the U.S. Government Publishing Office and an associate director of Justice Libraries in the Justice Management Division of the U.S. Department of Justice.

Sánchez led the Law Library during a time of profound change and challenge, overseeing the process of enriching the library's extraordinary collections and making them accessible worldwide, said Deputy Law Librarian for Collections Aslihan Bulut. "It was an honor and a privilege to have worked for her, witnessing firsthand her commitment to our team and our mission. She has left a profound mark on the Library of Congress and will be deeply missed."

Earlier in her career, Sánchez served as the head of History and Culture Libraries at the Smithsonian Institution Libraries and acquisitions manager for electronic databases at BNA Inc., a news organization. Sánchez was the recipient of numerous awards, including recognition from the U.S. Department of Energy for sustained superior service as associate director of Justice Libraries at the Justice Management Division and from the Smithsonian Institution for workflow improvements.

Sánchez's devotion to the Library was surpassed only by her devotion to her family – her husband, Christopher Freitas, and their children, Adam, Andrew and Alyson.

Principal Deputy Librarian of Congress Mark Sweeney summed up both the Library's bereavement and its gratitude: "Jane was a gift to the Library as a strong and innovative leader, as an esteemed colleague, as a true and treasured friend. We hold Jane's family in our hearts as they mourn this deep loss. Rest well, Jane." ■