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Zachary Strong

**Acting Register of Copyrights Maria Strong conducts Copyright Office business from her home during pandemic operations.**

## Copyright Office Responds to the Coronavirus Pandemic

Mission-critical functions and service to Congress and the public continue with few disruptions.

**BY NICOLE LAMBERSON**

When the Copyright Office began shutting down its on-site operations and expanding telework on March 13, it was in a relatively strong position: Seventy-five percent of its staff were telework-ready. By the end of the month, 98 percent were teleworking. The quick transition to off-site work, while not without challenges, has enabled the office to maintain its services to Congress and the public.

The move to off-site operations was, of course, in response to the COVID-19 coronavirus pandemic. In concurrence with the Library's

health and safety guidelines, the office facilitated expansion of telework so staff could remain safe at home while continuing to carry out their duties.

Many Copyright Office employees began working remotely the week of March 16. Coordinating with the Library's Office of the Chief Information Officer, the Copyright Office distributed laptops to more staff members over the following two weeks. The office has not had staff on the premises in any regular capacity since March 26.

"Despite these new realities, we are working hard to perform mis-

**COPYRIGHT, CONTINUED ON 7**

# NOTICES

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## DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Lisa Davis at (202) 707-0033.

Craig Andrews  
Sharif Adenan  
Lynette Brown  
Eric Clark

Sharron Jones  
Terri Harris-Wandix  
Donna Williams

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## STAFF INNOVATOR APPLICATIONS INVITED

Library Collections and Services Group (LCSG) staff, including in the Law Library and Library Services, are invited to apply for a 120-day detail as a staff innovator, a pilot initiative of LCSG and LC Labs. The detailee will design and execute a project that takes an innovative approach to a Library collection, workflow or service.

**Apply by May 29:** <https://go.usa.gov/xvEAK>

Questions? Contact Eileen Jakeway of LC Labs at [ejakeway@loc.gov](mailto:ejakeway@loc.gov).

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## NEW COMMISSION TO PREMIERE LIVE ONLINE

**May 28, 7 p.m.**

<https://bit.ly/2WkqBU>

The Music Division is concluding a yearlong celebration of women performers and composers with a special event: the virtual world premiere of a Library-commissioned composition by Suzanne Farrin titled “Nacht.”

The 90-minute program is being cosponsored with the International Contemporary Ensemble (ICE) and Portland Ovations, a Maine-based concert presenter associated with Farrin.

The program will also feature a world premiere of Ashley Fure’s “Interior Listening Protocol 1,” paired with Olivier Messiaen’s “Louange à l’Éternité de Jésus for ondes Martenot”; discussions among Farrin, Fure and members of ICE; and excerpts from a documentary about the creation of “Nacht.”

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## TELEWORK-APPROVED PROFESSIONAL DEVELOPMENT

The Human Capital Directorate (HCD) continues to develop a series of Skillssoft training guides to help Library staff develop and improve core Library competencies. “Building Adaptability and Resilience Skills” (<https://go.usa.gov/xvzem>) is the newest module in the series, curated from LOC Learn offerings. Earlier modules focus on teamwork, information technology and communications skills.

To access the trainings, have your Library email address and password ready, go LOC Learn (<https://bit.ly/3e04BwK>) and follow the prompts.

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## IN MEMORIAM: MARIA PEMBROOK

Maria Pembrook, who retired in 2000 from the American Law Division of the Congressional Research Service, died on May 15. The United Church of Washington, D.C., will host a virtual memorial for her on May 23. To participate, go to [www.zoom.us](http://www.zoom.us) and click “join meeting.” The meeting ID is 843 5756 6736, and the password is Maria. To dial in, call +1 646 876 9923, using the same meeting ID with the password 731190.

# GAZETTE

LIBRARY  
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[loc.gov/staff/gazette](http://loc.gov/staff/gazette)

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Publications Editor

**WENDI A. MALONEY**  
Writer-Editor

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

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**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](http://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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**Editorial:** Mark Hartsell, 7-9194, [mhartsell@loc.gov](mailto:mhartsell@loc.gov),

or Wendi Maloney, 7-0979, [wmal@loc.gov](mailto:wmal@loc.gov)

**Design and production:** Ashley Jones, 7-9193,

[gaze@loc.gov](mailto:gaze@loc.gov)

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### GAZETTE DEADLINES

The deadline for editorial copy for the June 5 Gazette is Wednesday, May 27.

Email editorial copy and letters to the editor to [mhartsell@loc.gov](mailto:mhartsell@loc.gov) and [wmal@loc.gov](mailto:wmal@loc.gov).

To promote events through the Library’s online calendar ([www.loc.gov/loc/events](http://www.loc.gov/loc/events)) and the Gazette Calendar, email event and contact information to [calendar@loc.gov](mailto: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](mailto:mhartsell@loc.gov) and [wmal@loc.gov](mailto:wmal@loc.gov).

**Read the Gazette in color  
at [loc.gov/staff/gazette](http://loc.gov/staff/gazette)**

## Rare Korean and Japanese Collections Released Online

Researchers worldwide gain access to critical research materials.

BY CAMERON PENWELL

The Asian Division launched two new digital collections last month, making some rare and unique materials in Korean and Japanese available to the public online for the first time ever.

The North Korean Serials digital collection (<https://go.usa.gov/xvMgH>) includes periodicals published in North Korea between 1948 and 1964, while the Ainu and Ezochi Rare Collection (<https://go.usa.gov/xvMgJ>) contains Japanese books and maps from the 18th and 19th centuries that document the customs and homelands of the indigenous Ainu people.

The first release of North Korean Serials covers eight titles and 340 issues published between 1948, when the Democratic People's Republic of Korea (DPRK) was established, and 1964. All the issues online have no known copyright restrictions. Over the next two years, the scope of the digital collection will expand to encompass 146 serials titles comprising some 4,038 issues published through 1964.

The Library's collection of North Korean materials is one of the largest in the world; with 300 titles, its holdings in serial publications are particularly strong. Due to their scarcity, these periodicals are among the most frequently requested items in the Asian Reading Room.

In addition to providing a historical glimpse at the everyday lives of North Koreans, the collection's coverage of the DPRK's early decades is both rare and noteworthy. The broad treatment of topics among these serial titles is especially valuable for providing historical context to contemporary North Korean studies. The launch of the digital collection makes these



Asian Division

In an image from the Ainu and Ezochi Rare Collection, Ainu people exchange a traditional greeting.

critical research materials freely accessible to a diverse international community of readers.

This new digital resource is complemented by a unique research tool created at the Library, the North Korean Serials indexing database (<https://go.usa.gov/xvM4C>). So far, the database has indexed 34,000 articles in 21 of the most frequently requested North Korean serial titles, including seven of the eight titles recently digitized. It greatly facilitates research by allowing users to search for articles of interest by author, title, subject heading, keyword, publisher and publication date.

Meanwhile, the first release of the Ainu and Ezochi Rare Collection draws from the rich holdings of the Asian Division's Japanese Rare Book Collection and comprises 63 printed books and manuscripts, as well as two rare maps from the Geography and Maps Division. In coming months, the collection will expand to include more than 100 book and map items.

The Ainu are an indigenous people who historically have resided in the far north of the Japanese archipelago on the island and prefec-

ture known today as Hokkaido, as well as islands that are now part of Russia, such as Sakhalin and the Kuril Islands. Prior to the late 19th century, this area was known to the Japanese as Ezo or Ezochi ("Ezo land").

Because the Ainu did not possess a written language, the materials in this collection include some of the earliest textual accounts of Ainu culture and descriptions of the unique flora and fauna found in the region. They also feature colorful illustrations documenting the Ainu people's distinctive clothing, housing, cuisine and customs, albeit from the perspective of the Japanese rather than the Ainu themselves.

The number of individuals in Japan who identify as having Ainu ancestry remains difficult to calculate, but estimates range from 20,000 up to 200,000. As Ainu cultural preservation initiatives in Japan have increased over the past two decades, it is hoped this digital collection can contribute to ongoing efforts around the world to document, preserve and share the cultural heritage of the Ainu people. ■

# Pandemic Response to Change Workplace Practices

Staff should anticipate some changes in how the Library conducts its day-to-day work once on-site operations resume, Librarian of Congress Carla Hayden said in a video address (<https://bit.ly/3b0KpMR>) on May 14. She said a plan for gradual reopening will be released soon, following closures to mitigate the spread of COVID-19 on the Library's campus.

Expected adjustments include changes to work spaces and ways in which staff move around Library buildings and interact with colleagues. In-person meetings will be limited, for example, and staff will be required to wear masks or cloth face coverings.

"We hope that you will embrace some of these new practices that are designed to keep us safe," Hayden told staff, emphasizing that the adjustments are being developed in consultation with health professionals. "They will in time become routine, and they are essential to the Library fulfilling its mission."

As part of its planning, the Library is carefully considering the needs of staff who are, according to guidelines of the Centers for Disease Control and Prevention (CDC), at high risk of developing serious complications from COVID-19. These include people who are 65 or older, those who are immune-compromised and those who have diabetes; heart conditions; lung, kidney or liver disease; or other health issues.

Since staff first certified their high-risk status in March, understanding of the virus has grown, and the CDC guidelines have evolved. As a result, staff will be asked to recertify but will not have to supply medical documentation at this time (<https://go.usa.gov/xvuak>). The Library will soon provide instructions on how to do so.

Also last week, the Human Capital Directorate (HCD) reminded staff that transit benefits can be used only to commute to and from

work. Metro rail and bus benefits will continue as long as a staff member's enrollment in the transit subsidy program remains active, but the benefits cannot be used for personal travel. Staff who use benefits for purposes other than commuting will be subject to disciplinary action.

Staff who use Commuter Bus, MARC, VRE or Vanpool services should cancel or halt their automatic payments until they return to work. Details are available in the Library's May 14 (<https://go.usa.gov/xvzzp>) staff update.

The Health Services Division (HSD) notified staff that as of May 18, Metro is requiring cloth face coverings or masks in all Metro stations, trains and buses.

For staff who need to remove personal items from Library buildings because they are retiring or separating from the Library, HCD provided steps to follow last week. Supervisors can authorize staff to remove personal belongings by email. The email should list the belongings to be taken, the date of their removal and the supervisor's title and contact information.

Once staff members receive an email authorization, they should contact Joe McClain ([jmmc@loc.gov](mailto:jmmc@loc.gov) or 202-707-1341) in the Security and Emergency Preparedness Directorate to coordinate a time to come to the Library.

As of May 22, two new cases of COVID-19 were reported to HSD. Because the newly reported cases involve employees who have not been in the Library recently, contact tracing has not been necessary.

HSD is communicating with all staff members who become ill. In cases in which ill individuals were present in Library buildings, HSD is also notifying their close work contacts and cleaning and disinfecting the areas affected. The same process is being followed when contractors in Library buildings become ill.

More information is available about the Library's response to the pandemic on the coronavirus intranet page (<https://go.usa.gov/xdtV5>) and on the public-facing staff page the Library created (<https://go.usa.gov/xdtVQ>) to assist those without access to the Library's network. ■

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## QUESTION & ANSWER



Shawn Miller

*Darren Jones is a reference librarian in the Researcher and Reference Services Division and program director for the Daniel A.P. Murray African American Cultural Association at the Library.*

### **Tell us a little about your background.**

I was born and raised in Washington, D.C. I attended public schools in the District and graduated from Cardozo High School. I have an undergraduate degree and a master's degree from the University of the District of Columbia (UDC), and I also earned a master's degree in library science from the Catholic University of America. Before arriving at the Library, I taught in the District of Columbia Public Schools System and at UDC.

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

I started working at the Library in 1990. I applied because the District of Columbia was going through a financial crisis, and I was concerned about the stability of my employment at UDC. I began as a deck attendant in the Serial and Government Publications Division. In 1994, I was selected for the Library's Affirmative Action Intern Program and was placed as a public affairs information specialist in the former National Reference Service. From there, I was hired into my current position as reference librarian in 2001.

I provide research and reference assistance to patrons who come into the Main Reading Room and the Microform and Electronic Resources Center. My job also includes training new patrons on how to use the Library's collections and collection development duties.

### **How has the coronavirus pandemic changed your work?**

The coronavirus pandemic has changed my work (and that of my office) drastically. As a reference librarian, I usually spend the bulk of my day working face-to-face with researchers. Everything now is done remotely. I assist researchers from home – the pandemic compelled me to quickly upgrade my technical equipment there – by responding to requests from online platforms like Ask a Librarian.

### **How is the Murray Association operating during the pandemic?**

We usually sponsor lunchtime programs that are culturally and educationally relevant to Library staff, researchers and the public.

Now, we're offering condensed programs to our members and friends by video and sending weekly emails. Recently, we've provided links to articles by the association's founder, Sylvia Lyons Render, and offered our members the opportunity to share with one another their fondest memories of the association's programs and activities.

### **What do you enjoy doing outside work?**

I enjoy walking the dog, watching cooking programs and spending time at the playground with my grandchildren, Rosalyn (7) and Zaheer (5).

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

Most of my colleagues do not know that I am a native Washingtonian. I have spent a lot of time in South Carolina and talk about it often with them. So, many of my colleagues presume that South Carolina is my home. I may decide to retire there. ■

## BREAK OUT YOUR CRAYONS AND COLORED PENCILS



Missing the Library? Consider coloring some of its gems: The Library last week made available new images, adapted from the collections, for you to color as you wish. Staying within the lines is completely optional! Access downloadable pages, created by graphic designer Ashley Jones, from this (<https://go.usa.gov/xveqm>) blog post.



Jessalyn Zoom

## T. Michael Womack

Librarian T. Michael Womack passed away in April at age 66. He retired from the Library in April 2016 after 25 years of federal service.

Womack was born in Magee, Mississippi, in 1953 and received a bachelor's degree in music and organ performance from Mississippi College, a master's in Germanic linguistics from the University of Michigan and a master's in history with an emphasis in archival management from New York University.

From 1986 to 1991, Womack worked at the Beinecke Library of Rare Books and Manuscripts at Yale University, where he processed the collections of writer Hermann Broch and philosopher Ernst Cassirer. Womack then joined the Library's Manuscript Division as an archivist and processed collections on American history and literature, focusing on psychoanalysis in German. In 2000, he joined the Germanic and Scandinavian team in the former Social Sciences Cataloging Division, where he cataloged Dutch and German items.

Womack joined the History and Military Science Section of the U.S. Arts, Sciences and Humanities Division of the Acquisitions and Bibliographic Access Directorate (ABA) in 2008. There, he cataloged works of history in English as well as German, Dutch and French; served as acting head of the History and Military Science Section; and completed a detail as a cataloging-in-publication program specialist.

Throughout his career, Womack served on Library committees and participated in employee organizations. He founded the Forum for the Study of Comparative Religion and coordinated its activities for more than 12 years. He was a long-time steward of the Library of Congress Professional Guild, AFSCME Local 2910; and he was a member of the ABA Labor-Management Consultative Group.

Womack was also active in LC GLOBE, the organization for the Library's LGBTQ+ staff, from its founding in 1994 and served two terms as the GLOBE's chairperson.

In his retirement, Womack was an active member of St. James Episcopal Church in Jackson, Mississippi, and he sang in its choir.

He is survived by his mother, Nevis McAlpin Womack of Magee, Mississippi; his brother, Fred Womack of Diamondhead, Mississippi; his sister, Jean Redding of Jackson, Tennessee; and the many colleagues, friends and family members whose lives he touched. ■



## Patricia van Ee

Patricia Molen van Ee passed away on April 24 at age 76. Known as Pam by those who worked with her, she was a specialist in cartographic history and made significant contributions to the Library's Geography and Map Division.

Van Ee was born in Glendale, California, on April 24, 1944. In 1966, she graduated from the University of California, Berkeley. She continued her studies at Johns Hopkins University and William and Mary, from which she earned master's

degrees in American History.

Van Ee joined the Library's staff in 1971 as a historian with the American Revolution Bicentennial Office. She next worked briefly in the Copyright Office but found her compass in the Geography and Map Division, where she remained for the rest of her career.

Van Ee helped to increase the division's outreach to scholars, collectors and the public as executive secretary of the Philip Lee Phillips Society, the division's friends group. In that role, she contributed to the planning of many successful conferences and served as an editor for the division's journal, *The Occasional Papers*. Van Ee retired from the Library in 2011.

Van Ee's scholarly work appears in a number of important publications, most notably "Maps and Charts of North America and the West Indies, 1750-1789: A Guide to the Collections in the Library of Congress," which she compiled

with John R. Sellers (1981). She also contributed to "American Women: A Library of Congress Guide for the Study of Women's History and Culture in the United States" (2001); it contains two of her original essays.

Van Ee's deep passion for all things maps was matched by her genuine concern for the workplace rights and professional advancement of her colleagues. An elected leader of the Library of Congress Professional Guild, AFSCME Local 2910, she held positions as chief negotiator and steward. Those in need of counsel often turned to her.

In retirement, Van Ee provided expert consultation to the Boston Public Library's Norman B. Leventhal Map and Education Center as a member of the board of review. She also served on the Map Fair Advisory Committee of the History of Miami Museum.

Van Ee is survived by her husband, Daun van Ee, a retired Manuscript Division specialist. ■

## COPYRIGHT, CONTINUED FROM 1

sion-critical functions with as little disruption as possible,” said Maria Strong, acting register of copyrights.

Continuing to support these functions – foremost among them administering the Copyright Act and serving Congress and the public – has required some adjustments. For example, the office and its divisions are now using Skype for Business and Webex to support communication among teams and keep projects moving forward.

Such changes have enabled the office to maintain its services. Examination of electronic registration applications and digital deposits continues, as does processing of cable statements of account and recordation of documents such as notices of termination and documents related to pre-1972 sound recordings. The e-deposit program, managed by the Copyright Acquisitions Division to acquire published copyrighted works for the Library, has been largely unaffected. The division continues to manage electronic material, monitor open cases and liaise with publishers.

Outreach and education efforts are also ongoing. While the Public Information Office is closed to in-person visitors, staff are answering phone calls and emails from the public during usual business hours. The Outreach and Education Section is regularly updating [copyright.gov](http://copyright.gov) with information regarding changes to policies and operations. In addition, the section is exploring concepts for virtual events. For the first time, it hosted its annual April celebration of World Intellectual Property Day on Webex.

The office also remains focused on the legal and policy work needed to serve Congress; its regulatory duties, including implementation of the Music Modernization Act; and its activities with executive branch agencies.

Likewise, copyright modernization development and planning con-

tinue. The office released its recordation modernization pilot project in April and is making steady progress on the enterprise copyright system, the public records system and business intelligence tools (<https://bit.ly/2AG0aZu>) to aid in integrating and analyzing office data, among other projects.

For staff members who can't complete their typical duties remotely, the office has arranged opportunities for them to help type titles submitted for recordation and support the Licensing Division's digitization project, among other Librarywide efforts.

Making the necessary changes was not without challenges. On March 26, the office began rerouting mail and other deliveries to its off-site records facility in Cabin Branch, Maryland, where they will remain until staff members can return to the office. Moreover, the office is not accepting deliveries from courier services.

While staff cannot process physical applications, deposits and other materials at this time, the office is offering accommodations to users and expanding electronic capabilities, including by using the emergency relief authority granted in the recently passed Coronavirus Aid, Relief and Economic Security Act.

These temporary accommodations relate to registration special handling, copyright registrations including physical deposits, electronic submission options and the format of letters refusing copyright registrations and requests for reconsideration.

For example, for applicants who need to register their works on an

expedited basis, the office modified its special handling policy to allow users to upload digital copies of physical deposits. This will make it possible for teleworking examiners to review claims within five business days.

The office also established interim rules for electronic applications accompanied by physical deposits. In certain circumstances, applicants will have the opportunity to upload an electronic copy of a physical deposit with an electronic application, so that examiners can process applications remotely.

In addition, the office temporarily expanded its capabilities to receive electronic submissions for certain services, including notices of termination for recordation, requests for reconsideration of refusals to register and requests for removal of personally identifiable information from public records.

Because copyright examiners are working remotely and unable to send hard-copy letters, the office has also decided to send refusal letters and responses to requests for reconsideration by email to the address provided by the recipient to ensure applicants receive a timely decision.

“We understand how difficult this challenging time is for the public, and we are dedicated to continuing our work for the nation's benefit,” Strong said of the office's efforts during the pandemic.

More details about the office's pandemic response are available on a dedicated web page (<https://go.usa.gov/xvFes>) the office created to keep users informed about its operations. ■

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## HAVING TECHNICAL ISSUES?

It is important to report any technical issues you experience to the Office of the Chief Information Officer (OCIO). The OCIO service desk is staffed around the clock with technicians ready to help. Contact [ocioservicedesk@loc.gov](mailto:ocioservicedesk@loc.gov) or (202) 707-7727.

OCIO has developed fact sheets and frequently asked questions to help teleworkers accomplish their work. They are available on the Library's public-facing web page (<https://go.usa.gov/xdtVQ>) in the technology resources section.