

## 2020 Combined Federal Campaign Kicks Off

The Library is hosting virtual events this year to support the federal charity drive.

**BY CHRIS FREDERICKS AND STEVE MAGUIRE**

The Library launched its annual Combined Federal Campaign (CFC) charitable-giving drive on Monday, setting a goal to collect \$300,000 in pledges and volunteer hours between now and the end of the campaign on Jan. 15.

Librarian of Congress Carla Hayden is chairing the Library's campaign, which is being led this year by two service units, the Copyright Office and the Congressional Research Service (CRS). Lillian Gassie of CRS and Kimberley Isbell of the Copyright Office are serving as vice chairs, and we – Chris Fredericks of the Copyright Office and Steve Maguire of CRS – are the campaign managers. In addition, almost 50 staff members from across the Library's divisions, many of whom are returning volunteers, have agreed to be CFC coordinators and keyworkers.

The Library's campaign is part of a federal governmentwide initiative that provides financial support to vetted charitable organizations (<https://go.usa.gov/xGnKF>) addressing a number of pressing social and economic issues.

"CFC is a convenient way to donate to your favorite charity or cause and to increase your impact by combining your donations with those of thousands of other fed-

**CFC, CONTINUED ON 4**



Jay Premack/USPTO

**Shira Perlmutter**

## New Register of Copyrights Appointed

Hayden names Shira Perlmutter as the 14th person to hold the post.

Librarian of Congress Carla Hayden announced her selection of Shira Perlmutter as the 14th register of copyrights this week.

"I am pleased to announce that Shira Perlmutter will serve as the 14th United States Register of Copyrights," said Hayden. "Shira brings to this role a deep knowledge of domestic and international copyright law and policy and a background in negotiating international intellectual property agreements. She has experience working with a wide range of stakeholders and finding common ground on complex issues."

Perlmutter will step into the role of

register of copyrights in late October and will assume leadership of the organization during its 150th year.

"I'm honored to have the opportunity to lead the U.S. Copyright Office during its 150th year," said Perlmutter. "I look forward to working with Dr. Hayden and rejoining the dedicated staff of the Copyright Office on its mission of promoting the creation and dissemination of works of authorship, to the benefit of the American public."

Maria Strong, who has served as acting register since January 2020,

**COPYRIGHT, CONTINUED ON 7**

## DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Lisa Davis at 7-0033.

Craig Andrews  
Sharif Adenan  
Lynette Brown  
Eric Clark  
Laurie Harris

Sharron Jones  
Terri Harris-Wandix  
Donna Williams  
Eric Wolfson

## COVID-19 UPDATE

The Library's Health Services Division (HSD) continues to monitor Library staff members with symptoms, clinical diagnoses or positive test results for COVID-19. On Sept. 17, HSD announced that eight employees reported exposure to COVID-19 or symptoms associated with the virus last week. Most employees reporting symptoms of COVID-19 are not diagnosed to have it, but, out of caution, the Library is monitoring all reports of symptoms.

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 followed when contractors in Library buildings become ill.

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

## JOIN THE LCPA ONLINE

The Library of Congress Professional Association (LCPA) has unveiled a new website (<https://staff.loc.gov/sites/lcpa>) and a new option for paying dues electronically. LCPA is open to Library staff, contractors and retirees. Dues are \$10 a year and help to finance the organization's programs, activities and Continuing Education Fund, which offers staff professional development grants annually.

To join online, click the "become a member" link, complete the online membership form and select the option to pay electronically. You will then be taken to PayPal, where you can submit your payment. You can also join by completing the PDF membership form that is available on the website and returning it with payment by postal mail.

Questions? Contact Khadijah Camp at [kcamp@loc.gov](mailto:kcamp@loc.gov).

## GET YOUR FLU SHOT

The Health Services Division (HSD) is offering free flu shots by appointment to Library staff and volunteers and employees of the U.S. Capitol Police and the Architect of the Capitol. Because of the increased risk of respiratory illness now, it is especially important to get a flu shot this year.

Sign up: <https://bit.ly/3ccCDhm>

Locations:

### Jefferson Carriage Entrance Circle

First Street and Independence Avenue, S.E.  
(drive through)  
Sept. 28 and Oct. 2, 5, 9  
9 a.m. to 4 p.m.

### Mumford Room

Madison Building  
Sept. 29, 30 and Oct. 1, 6, 7, 8  
9 a.m. to 4 p.m.

Shots will also be offered soon at the Taylor Street annex and at the Packard Campus.

Questions? Contact HSD at [hso@loc.gov](mailto:hso@loc.gov).

[loc.gov/staff/gazette](http://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](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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### GAZETTE DEADLINES

The deadline for editorial copy for the Oct. 9 Gazette is Wednesday, Sept. 30.

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).

# New Librarians-in-Residence Sign into Work

BY DONNA SOKOL

Eight newly minted librarians joined the Library’s staff in July as librarians-in-residence. Instead of showing up to a Library building, however, they signed into a virtual orientation from their homes across the country. As with many other things during the pandemic, their residencies will be carried out from afar.

When the Library announced maximum telework this spring because of the COVID-19 pandemic, divisions planning to sponsor residents pivoted some of their originally planned assignments to projects that residents can complete online. The Internship and Fellowship Programs (IFP) office, which administers the residencies, supported them in doing so. Earlier this year, IFP transitioned several of its other internship programs to a virtual format.

“Building on this success, the Librarians-in-Residence Program started on its originally scheduled date, with residents able to connect and begin contributing to the Library on their very first day,” Kimberly Powell, IFP’s chief, said.

The Librarians-in-Residence Program launched in 2018 to bring newly graduated students from accredited library programs to work at the Library for six months, with a possible four-month extension. Two classes have completed residencies so far; the current class constitutes the third cohort. This year, the program is expanding to offer residencies in the Copyright Office and the Congressional Research Service and connections with program alumni.

“This third cohort is talented, agile and willing to learn and share,” Powell said.

IFP matched each resident with a seasoned Library staff member. Each month, mentors meet with the residents assigned to them and offer advice on furthering the residents’ careers in librarianship



**Kelly Bilz (top row, from left), Brian Cheung and Marilyn Creswell. Katherine Daughtry (middle row, from left), Deanna Giardino and Jennifer Horton. Teresa Lewandowski (bottom row, from left), Meghan Lyon and Louis Myers.**

and other professional development topics. In addition, a monthly enrichment program introduces the residents to the Library’s vast and varied collections and services by inviting Library staff to give an overview of their respective service unit, directorate or division.

The 2020 librarians-in-residence are Kelly Bilz (University of Kentucky), Geography and Map Division; Brian Cheung (University of Hawaii at Manoa), Asian and Middle Eastern Division; Marilyn Creswell (University of Illinois at Urbana-Champaign), Copyright Office; Katherine Daughtry (University of Maryland), Preservation Reformatting Division; Deanna Giardino (Uni-

versity of South Carolina), National Library Service for the Blind and Print Disabled; Jennifer Horton (University of Toronto), Serial and Government Publications Division; Teresa Lewandowski (University of Maryland), Congressional Research Service; Meghan Lyon (Pratt Institute), Digital Collections Management and Services Division; and Louis Myers (Kent State University), Law Library.

While you may not be able to run into the residents in the hallways, you can see them in action online during “power lunch” presentations they will be giving this fall. Keep an eye out for announcements about upcoming presentations. ■

# Researchers to Be Allowed Limited Access

As more work is being done on-site at the Library during phase two of operations restoration, planning continues to welcome researchers and other visitors to the Library when conditions allow.

Regular reading room and visitor access will not resume until phase three of operations restoration. However, if local conditions permit, beginning on Sept. 28, the Library will provide limited access, by appointment only, for researchers to access rights-restricted digital content and other licensed electronic resources on-site. These resources will be made available in a temporary Electronic Resources Center located in LM 139.

Researchers with appointments will be required to follow the Library's health and safety policies and practices, including wearing a mask or cloth face covering that fully covers the nose and mouth in the building. They will also have to complete the health-screening process, checking their temperatures and responding to the same health questions that employees answer when they arrive on-site.

Just as with employees, researchers will be turned away if they answer yes to any of the health-screening questions.

Researchers will have access only to the temporary Electronic Resources Center and will not be able to access any other parts of the Library. A final decision about providing researchers with this limited access will be made by Sept. 25, and the scheduled start may change based on local area and on-site conditions.

The opportunity for researchers with appointments to use rights-restricted digital content and other licensed electronic resources in LM 139 will end once phase three begins and limited access to some reading rooms resumes. ■

## CFC, CONTINUED FROM 1

eral employees," Gassie said. "The need across the area is especially acute this year as a result of the economic disruptions that have accompanied the COVID-19 epidemic."

Because of reduced on-site work at the Library this fall as a result of COVID-19 precautions, much of this year's campaign will shift to focus on virtual, asynchronous events that will allow Library employees to engage with the CFC community from wherever they are.

"We anticipate the CFC intranet page (<https://go.usa.gov/xGnkD>) playing a much larger role as a hub for CFC activities at the Library this year," Isbell said. "We will also more closely tie the Library's campaign and activities to the larger CFC of the National Capital Area."

The National Capital Area CFC held two events this week to kick off the 2020 campaign. "Be the Face of Change," an online event on Tuesday, featured messages from campaign leadership, remarks from charitable organizations and performances. A charity panel held yesterday featured speakers from several CFC partners who are creating a positive impact in our community.

Future campaign activities will include the solicitation of submissions from the Library community related to the campaign's themes of the week, as well as virtual twists on more traditional campaign events.

Weekly themes will focus on charities addressing timely needs such as hunger, global health, public safety, education and literacy and animal welfare. Again this year, the theme of the campaign is "Show Some Love." Employees are encouraged to "be the face of change" by submitting selfies to the Library team and the CFC website, GiveCFC.org.

Last year, thousands of federal employees collectively contributed more than \$86.4 million in donations and volunteer hours to their favorite causes and charities, and

the Library exceeded its 2019 goal of \$305,000.

As in recent years, staff will be able to pledge their time as volunteers with CFC charities and have those hours count toward the Library's goal, and retirees will be able to pledge recurring gifts from their annuities.

Donors to this year's campaign are encouraged to use the online pledge portal (<https://cfcgiving.opm.gov/welcome>), which offers a range of pledge options, including payroll deduction, use of credit and debit cards and electronic checks and the contribution of volunteer hours. By increasing use of the electronic pledge system, the Office of Personnel Management, which manages the CFC, hopes to increase CFC's administrative efficiency.

The whole CFC effort comprises almost 200 individual campaigns in the U.S. and overseas. For more than five decades, CFC – the world's largest workplace-giving program – has provided financial support to a wide range of charitable organizations. Since the first campaign in 1964, federal employees have donated more than \$8 billion.

Volunteer groups of federal employees manage each of the individual campaigns, working with nonprofit executives in their communities to raise funds and distribute them to eligible charities. The CFC management team is working closely to ensure that everyone stays well informed and to provide the support needed for the Library to have another successful campaign.

For more information, contact the Library's team at [cfc@loc.gov](mailto:cfc@loc.gov), speak to your office keyworkers or coordinators or visit the intranet site (<https://go.usa.gov/xGnkD>). ■

# New Tool Enables Searching of Newspaper Images

Photos from historical newspaper issues are now easily discoverable online.

The public can now find more than 1.5 million images from historical American newspapers thanks to Newspaper Navigator (<https://go.usa.gov/xGmZv>), the latest machine-learning experience from LC Labs. It was launched on the Library's website last week after months of testing and development.

Library Innovator-in-Residence Ben Lee created the tool by training computer algorithms to sort through 16 million newspaper pages in *Chronicling America* in search of photographs, illustrations, maps, cartoons, comics, headlines and advertisements. *Chronicling America* is the Library's database of American newspapers published from 1789 to 1963.

Previously, those looking for specific images had to page through individual issues. Newspaper Navigator makes images in the newspapers discoverable by enabling users to search by visual similarity. A user begins by entering a keyword that returns a selection of photos. Then, the individual can choose photos to search against, allowing identification of related images that had been undetectable by search engines.

"Ben Lee's work at the LC Labs is a first-rate example of how computing can help us understand our cultural heritage in new and unexpected ways," said Jim Casey, an assistant professor of African American Studies at Penn State University who was part of a test group for Newspaper Navigator. "I expect that the Newspaper Navigator platform is going to open up many new areas of research, because it allows us to ask new kinds of questions."

The idea for Lee's project began



Shawn Miller

**Innovator-in-Residence Ben Lee spends time earlier this year with paper versions of the Library's newspaper collections.**

with a Library crowdsourcing experiment called *Beyond Words* (<https://go.usa.gov/xGQj8>) by 2017 Innovator-in-Residence Tong Wang. It invited the public to help identify cartoons, illustrations, photographs and advertisements in World War I-era newspapers. Users could draw boxes around visual content on a page, transcribe captions or review others' transcriptions.

"When I first encountered *Beyond Words*, I was captivated by the thousands of photographs, illustrations, cartoons and maps identified by volunteers. I began to wonder whether this identified visual content was the key to throwing open the treasure chest of visual content throughout all 16 million pages in *Chronicling America* using machine learning," Lee said. He applied to the Library's Innovator-in-Residence Program to find out.

The Library's longtime collaboration with the National Endowment for the Humanities created the

National Digital Newspaper Program, which produces *Chronicling America*.

All code used in Newspaper Navigator is open source and placed in the public domain for unrestricted reuse. The dataset code can be accessed at GitHub (<https://bit.ly/2ZP4vD8>).

Kate Zwaard, the Library's director of digital strategy, finds it inspiring that Newspaper Navigator grows out of collective vision and innovation.

"Ben's creative work builds on other open-source software projects, open data from *Chronicling America* scanned by libraries and archives across America and the shared contributions of *Beyond Words* users," she said. "It allows us to see the exponential effect of sharing information and technology." ■

# QUESTION & ANSWER



Davin Peterson

## Davin Peterson

*Davin Peterson is an office automation assistant/automation liaison in the Science, Technology and Business Division.*

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

I was born in Arlington, Virginia, and grew up in Woodbridge, Virginia. I graduated from Woodbridge Senior High School in 1996, then went to Northern Virginia Community College, where I received an associate's degree in information systems technology. I worked temporarily in IT jobs, including at the Defense Threat Reduction Agency and Booz Allen Hamilton, before landing at the Library.

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

My father worked in the Preservation Reformatting Division of the Library until his death in 2004. When I was growing up, he would take me to the local public library. So, I had an affinity for libraries and was happy to start a temporary position in the Science, Technology and Business Division (ST&B) in summer 2002. At the end of the summer, I was hired permanently.

As a technician, I pick up and file collections materials and help

with the division's website. I also retrieve materials for researchers. I currently serve as the division's automation liaison, which means I also troubleshoot staff computer problems and submit service requests to the Office of the Chief Information Officer. In addition, I arrange for audiovisual equipment to be present for the NASA talks ST&B co-sponsors.

### **What accomplishments are you most proud of?**

Putting a notebook together of all the conference proceedings we received on USB sticks is an accomplishment I'm proud of. ST&B's Technical Reports and Standards Unit used to receive conference proceedings on CDs and USBs, which I filed. We had to figure out how to store the sticks and came up with the idea of putting them in a notebook, which makes it easy to browse them. We rarely get these items anymore – proceedings are posted online now, not saved on physical media. We are currently working on putting CDs and USBs in an online archive, which is a slow process.

### **How has the pandemic affected your work?**

During maximum telework, I couldn't help staff with their computer problems in person or retrieve or file Library collections. Also, we had to cancel our NASA talks, so there was no need to set up audiovisual equipment or meet with NASA employees. While working from home, I transcribed By the People collections. I returned to work on-site part time during phase two of operations restoration, and I've been working with the Office of the Chief Information Officer to schedule installation of docking stations for staff who have also returned.

### **What do you enjoy doing beyond your job?**

I enjoy watching TV shows and YouTube videos, socializing on Facebook and spending time outdoors. Because of the pandemic, I have not been able to travel anywhere, something I also enjoy.

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

In high school, I was in Future Business Leaders of America and the Boy Scouts. My father started the Library of Congress Toastmasters club 20 years ago. I am an active member of the club and of my local Presbyterian Church, where I am an usher. I help with the church's websites and Facebook page. I also have the book "Treasures of the Library of Congress," autographed by author Charles Goodrum. My father gave it to me. ■

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## **NEW FRAMEWORK FOR LIBRARY SURVEYS**

**Sept. 29, 11 a.m. to noon**

Webex: <https://bit.ly/3mGQZLS>

At the next meeting of the Library's User Data Community of Practice, members of the User Survey Optimization Pilot Project team will present a new survey framework that includes guidance, templates and a question-and-answer bank. They will also share their recommendations for streamlining and simplifying the survey process. All interested staff are welcome to attend.

Questions? Contact Emily Roberts at [eeroberts@loc.gov](mailto:eeroberts@loc.gov).

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## **REMINDER ABOUT POLITICAL ACTIVITIES**

With election season underway, the Office of the General Counsel encourages you to review LCR 9-1780 (Political Activity), LCR 9-1730 (Outside Employment and Activities) and OGC's Political Activities FAQ (<https://go.usa.gov/xfScT>). Here's one Q&A:

### **May I solicit votes?**

You may not solicit votes on Library premises, while using Library systems or while using your Library title or affiliation. But you may do so in your personal capacity, on your own time and with your own resources. Additional restrictions may apply if you are a supervisor or provide non-partisan support to Congress.

Questions? Contact [ethics@loc.gov](mailto:ethics@loc.gov).

## COPYRIGHT, CONTINUED FROM 1

will return to her role as associate register of copyrights for policy and international affairs.

“I appreciate Maria for stepping into the role of acting register and for providing excellent leadership to the U.S. Copyright Office,” said Hayden.

Perlmutter has served since 2012 as chief policy officer and director for international affairs at the United States Patent and Trademark Office (USPTO), working in all areas of intellectual property, including copyright. She was a liaison for the USPTO to other agencies including the U.S. Copyright Office, the Office of the U.S. Trade Representative and the U.S. Department of State.

At USPTO, Perlmutter guided the work of teams of policy experts, the Office of the Chief Economist and the IP Attaché Program, oversaw the development and implementation of training and outreach plans and served as lead author on significant Department of Commerce papers on copyright issues.

She co-led the U.S. delegations that negotiated two copyright treaties at the World Intellectual Property Organization, notably the Marrakesh Treaty and the Beijing Treaty on Audiovisual Performance. She engaged with multiple copyright stakeholders, including author organizations, copyright industries, technology companies, consumers, libraries and academics.

Prior to USPTO, she served as the executive vice president for global legal policy at the International Federation of the Phonographic Industry in London, where she was responsible for the development and international coordination of policy positions on copyright, trade and other legal issues for six years.

Perlmutter previously served as vice president and associate general counsel for intellectual property policy for Time Warner Inc. As chief intellectual property counsel, she oversaw the development of positions on domestic and international copyright issues associ-

ated with the provision of creative content and journalism as well as online services.

From 1995 to 1999, Perlmutter served as associate register for policy and international affairs at the U.S. Copyright Office. In that role, she advised Congress and the administration on copyright and related matters, including changes to the Copyright Act to implement international treaties and address the challenges of digital technologies. She prepared congressional testimony and responses to congressional inquiries and was the lead author of a report on digital distance learning that resulted in amendment of the Copyright Act.

Perlmutter began her career working for two different private law firms, developing a specialty in copyright and trademark law.

For a number of years, she was on

the faculty of the Catholic University of America’s Columbus School of Law, teaching copyright and trademark law as well as international intellectual property. She continues to serve on the boards of several organizations that focus on intellectual property issues and is a frequent writer and speaker on the subject.

Perlmutter earned a B.A. from Harvard University and a J.D. from the University of Pennsylvania Law School.

Copyright functions were first centralized within the Library of Congress in 1870; in 1897, Congress created the U.S. Copyright Office as a separate department of the Library. The register of copyrights serves by appointment of, and under the general direction of, the Librarian of Congress. ■

## HE’S BACK! JON SCIESZKA AT THE FESTIVAL



David Rice

Children’s literature legend Jon Scieszka (right), the Library’s first national ambassador for young people’s literature, entertained audiences at last year’s National Book Festival with Steven Weinberg, illustrator of Scieszka’s new “AstroNuts” series. Scieszka will answer questions live at 3 p.m. tomorrow (<https://go.usa.gov/xGPYP>) on the children’s stage of the 2020 book festival.

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