

Georgia Library Quarterly

Volume 59
Issue 4 Fall 2022

Article 1

11-1-2022

Fall 2022

Georgia Library Quarterly
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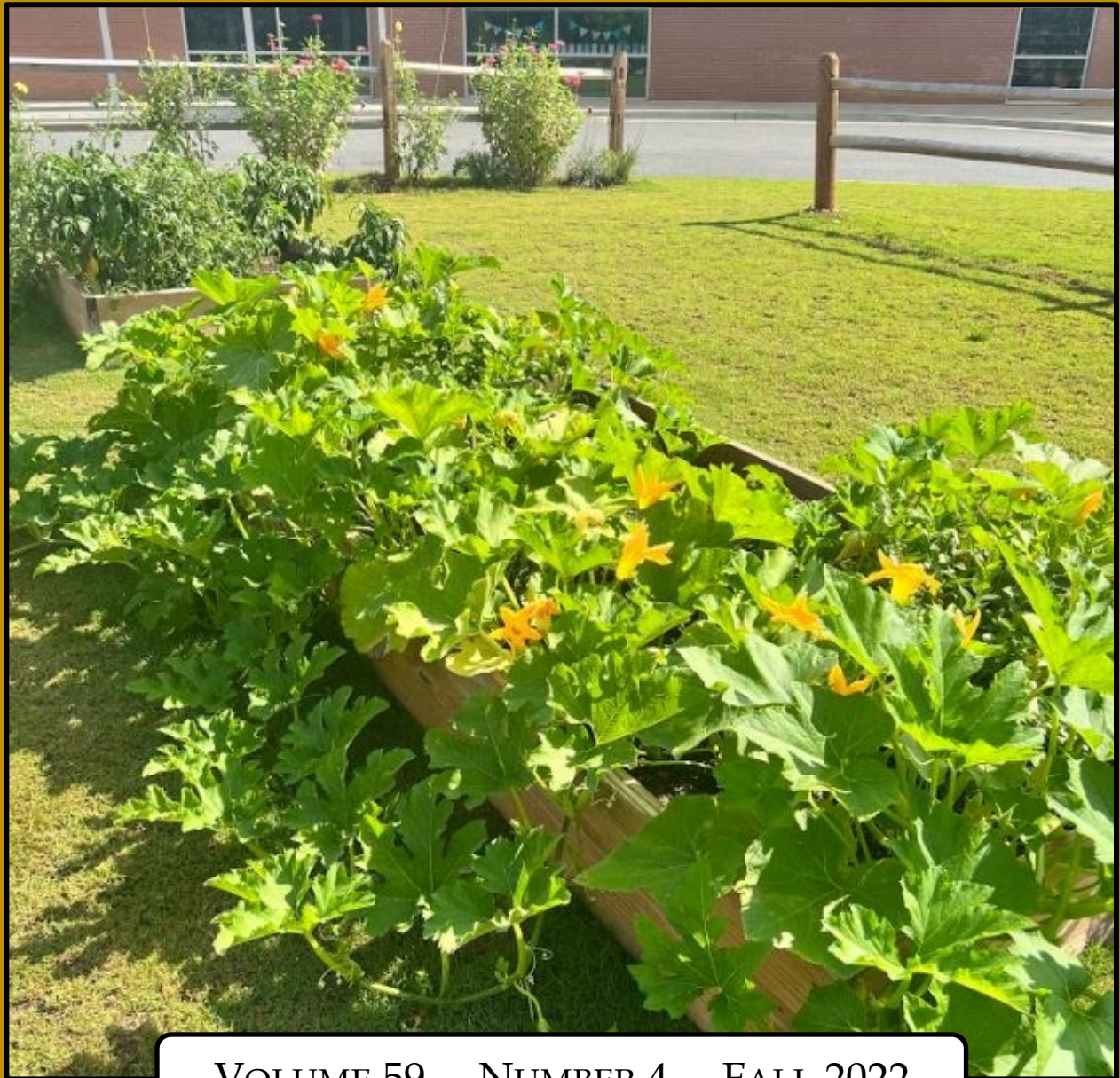
Recommended Citation

Quarterly, G. (2022). Fall 2022. *Georgia Library Quarterly*, 59(4). Retrieved from <https://digitalcommons.kennesaw.edu/glq/vol59/iss4/1>

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GEORGIA LIBRARY QUARTERLY



VOLUME 59 NUMBER 4 FALL 2022

From the EDITOR



Chelsea Dickson

Fall has arrived in Georgia and with it comes a myriad of changes. While the leaves turn from green to red and orange, we prepare for the upcoming holidays and, if you're in academia, anticipate a restful winter break.

Speaking of change: while you may

know me as the associate editor for the *Georgia Library Quarterly (GLQ)*, for this issue I take the role of editor. Ashley Hoffman has placed the *GLQ* in my hands as she embarks on the biggest change of all: welcoming a new member to her family.

I began working with the *GLQ* as a copy editor in 2020, an opportunity that I embraced wholeheartedly. As a then-newly published author (in the *GLQ* itself, I might add), I felt a rush of pride knowing my work would be read by others, both in Georgia and potentially worldwide. While copy editing everything from spotlights to feature articles, I've helped others polish their work into its best version, being mindful to maintain the author's unique voice.

In 2021, former Editor Virginia Feher and then Associate Editor Ashley Hoffman promoted me to associate editor, and I accepted. I formally took this role in January 2022. As the associate editor and peer review coordinator of the *GLQ*, I've been given the opportunity to read the amazing work of writers from around the state of Georgia. Their research topics and methods astound me, and I am incredibly proud to be

able to contribute to the Georgia Library Association (GLA) in this way.

While this is a temporary change, I hope you'll find my stint as interim editor of *GLQ* to be seamless. This issue contains much of your favorites, including regular columns, book reviews, news items, and articles. You'll be delighted by our library spotlights on the Azalea Regional Library System's Underground Railroad Quilt, Georgia Library Service for the Blind and Print Disabled, and a new partnership between UGA Law Library and the Digital Library of Georgia. You'll be regaled by Gabrielle Hale and her journey to becoming a reader and developing her "Own Private Library."

We have two feature articles: one which describes North Cobb Regional Library's community garden and another that will introduce you to this year's record number of Georgia's ALA Emerging Leaders. Our peer-reviewed article about the toll of burnout on librarians who are parents has also won the Academic Library Division's (ALD) 2022 paper contest. News and happenings from the Georgia Libraries Conference (GLC) can be found within these pages. And our book review section explores "punkhouses" in the deep south and nineteenth century southern commercial dining. Additionally, you'll find updates and announcements from the Georgia Library Association, including the results of the latest election and awards.

To our *GLQ* editorial team and our authors, I'd like to say a huge thank you for putting together this issue under unusual circumstances. To our readers: please enjoy!

Chelsea Dickson is the interim editor for the Georgia Library Quarterly

From the PRESIDENT



Karen Manning

Autumn is a time of communal gatherings. The “You Belong Because We’re Better Together” themed Georgia Libraries Conference (GLC) in Macon, Georgia was in-person and successful! The sessions were educational and engaging (included folk

dancing); we had our first ever live streamed keynote speaker who was dynamic, inspirational, and motivational; and the social events were fun, filled with great food and fellowship (we had literary characters)! The beautiful spirit and abundant sense of belonging was evident in the way we interacted. I implore all who attended in-person and virtually to reap the harvest of the conference, follow-up, and share something that you learned.

Autumn is associated with harvest and producing. Georgia Library Association (GLA) leadership and members worked diligently to fulfill tasks set forth by me and their respective committees, divisions, or interest groups. Implementing the BIPOC (Black, Indigenous, and people of color) grant, merging the advocacy groups into one division, adding accessibility features to the GLA website and media content, and moving forth with a mentorship program are goals that satisfied a portion of our strategic planning. It was not always a hayride, and sometimes it took a while to get through the maze of business matters. There is more work to be done, but the bountiful production of work speaks volumes about the efforts put forth by members.

The different hues of colorful trees and foliage is a reminder that we all are different. Like mosaics forming alluring snapshots, you all are multicolored works of art that add greatly to the beauty and strength of the GLA landscape. I met many of you this year and learned so much about the wonderful work that is being performed in the library profession. Impromptu and planned conversations revealed our creativity and innovative ideas about the work that we do. These personal, invaluable moments have remained with me and provided knowledge in ways that I may have never gained.

There is abundant beauty in change. The autumn season is a time for change and a metaphor for me. Like the leaves separating from the trees, it is a transitory time to let things go and turn over a new leaf. I am ready to lay low, gather my thoughts, prepare for new endeavors, and renew myself for the spring.

Through my observations and the need to support a gap in outreach, I am personally creating two grants: “Adopt a School Librarian,” and one to support a conference attendee with accessibility challenges. I hope that the grants will bring value to GLA.

Thank you for your support. You all have been an **inspiration** to me, have provided the **motivation** that I needed to lead GLA, and I have enjoyed and will continue the **collaboration** with so many of you! “You Belong Because We’re Better Together.”

Karen Manning is the 2022 president of the Georgia Library Association. She can be reached at president@georgialibraryassociation.org

Azalea Regional Library System's Underground Railroad Quilt

A unique piece of history has been added to Greene County Library in the form of a replica of an Underground Railroad quilt. Underground Railroad quilts were used to communicate information to enslaved people about how to escape lives of exploitation and servitude. These quilts were used by those who supported the efforts of enslaved people, communicating messages or places of safety to those who fled to the North. Although the validity of these quilts has been questioned, there are stories from the descendants of enslaved people that claim that the stories of the quilts are true, and their ancestors escaped to their freedom through the silent, coded messages of the quilts and traditional songs laced with directions, warnings, and signs.

The quilt depicts the different patterns used in actual Underground Railroad quilts to spell out codes for enslaved people to use during their journey to freedom. The patterns found on the quilt were taken from the book, *Underground Railroad Sampler (Quilt in a Day Series)* by Eleanor Bur. This book was inspired by the novel, *Hidden in Plain View: A Secret Story of Quilts and the Underground Railroad* by Jacqueline L. Tobin and Raymond G. Dobard.

Greene County Library's manager, Lonya Jackson-Sarden, had this to say about the importance of the addition of the quilt to the library's walls:

I am excited about the Underground quilt replica being here at the Greene County Library for a couple of reasons. First of all, it provides an opportunity for our patrons to learn more about slavery that they might not have knowledge of, and second of all, because the Quilt Guild of the Episcopal Church of the Redeemer in Greensboro,



made and donated the quilt, letting others know that Black history lives on.

Abrielle Boatfield, a staff member, states that the quilt is “a beautiful symbol of victory” and that the manager and staff “are honored to have this quilt on display for those in the community who visit regularly to appreciate this wonderful work of art.”

The quilt, which was added to the library as a part of Greene’s 2022 African American History Month display, will continue to hang on display for the library’s patrons and community to view.

To learn more about the Azalea Regional Library System, please visit <https://azalealibraries.org/>.

*Ashley Pearson is member services librarian at
Azalea Regional Library System*

GLA SPOTLIGHT

Georgia Library Service for the Blind and Print Disabled (GLS)



Georgia Library Service for the Blind and Print Disabled (GLS) (formerly known as GLASS) is Georgia's free talking book and braille library, tailored to the needs of Georgians of all ages who cannot use standard print materials and require alternative, accessible formats.

Beyond people with blindness or low vision, who else can qualify as print disabled? The answers might surprise you. It could be someone whose physical condition prevents them from holding a book or turning the pages. A person with a diagnosed reading disability that prevents them from accessing standard print can also receive services from GLS. Even if the condition is temporary, GLS is here to help for as long as services are required.

Users of GLS have choices about how they access and enjoy materials. A special digital

talking book machine and cartridges loaded with books or magazines arrive by mail. Patrons can also download both audio and braille books digitally with Braille and Audio Reading Download (BARD) and Bookshare. Printed braille items are delivered by mail upon request. GLS patrons also benefit from a partnership with Georgia's PINES consortium, allowing them to receive by mail any of the large print books or audio-described movies held by libraries throughout the state.

The GLS Atlanta Library is located at the Fulton County Public Library Central Branch. GLS Atlanta is open to the public Monday through Friday from 10:00 a.m. to 5 p.m. and has computer stations equipped with assistive technology. A small collection of children's braille books is available. Like other public libraries, GLS Atlanta provides a variety of

engaging programs and classes for its patrons. Book club and peer support group meetings are made accessible to GLS patrons across the state via conference call. GLS Atlanta also offers braille classes and assistive technology training classes. Throughout the year, GLS hosts several virtual and in-person events, including poetry slams, bingo, patron proms, and ice cream socials. The GLS Summer Reading Program, running through August 1, is inclusive and open to all ages.



It's easy to get connected to GLS. The application for service is online at <https://gls.georgialibraries.org/> and can be submitted by mail or email. Every application must be signed by a certifying authority, attesting to the applicant's eligibility. The certifying authority can be a staff member at any type of library, or one of many other approved service providers listed on the Application page of the GLS website.

Prospective or existing patrons can call 800-248-6701 toll free, Monday through Friday, 8:00 a.m. to 5:00 p.m. to reach a reader advisor. The GLS reader advisors are trained to answer questions, help with applications, assist in

fulfilling book requests, and offer technical support.

Ready to learn more? Connect with the GLS outreach team at glsoutreach@georgialibraries.org or go to <https://gls.georgialibraries.org/> to request promotional materials, schedule staff training, or propose other innovative ways to put GLS to work for eligible patrons at all types of libraries.

Sarah Trowbridge is an outreach librarian with Georgia Library Service for the Blind and Print Disabled (GLS)

Brandi Robertson is an outreach librarian with Georgia Library Service for the Blind and Print Disabled (GLS)

GLA SPOTLIGHT

UGA Law Library Expands Partnership with the Digital Library of Georgia, including the Historical Georgia Treatises Special Collection

The Alexander Campbell King Law Library is unique among library collections at the University of Georgia (UGA). In addition to managing its holdings in a separate ILS (integrated library system), it has also hosted its own institutional repository on a Digital Commons site since 2008, where it has continued to make traditional School of Law resources more visible and easier to find. Contents include faculty scholarship and law review journals, historical Georgia codes and digests, dean's reports, student directories, press releases, and photographs.



Through a partnership with the Digital Library of Georgia (DLG) in 2021 and 2022, OAI (Open Archives Initiative) harvesting has helped increase the number of searchable full-text online items from 29 to 3,000, all of which are free.

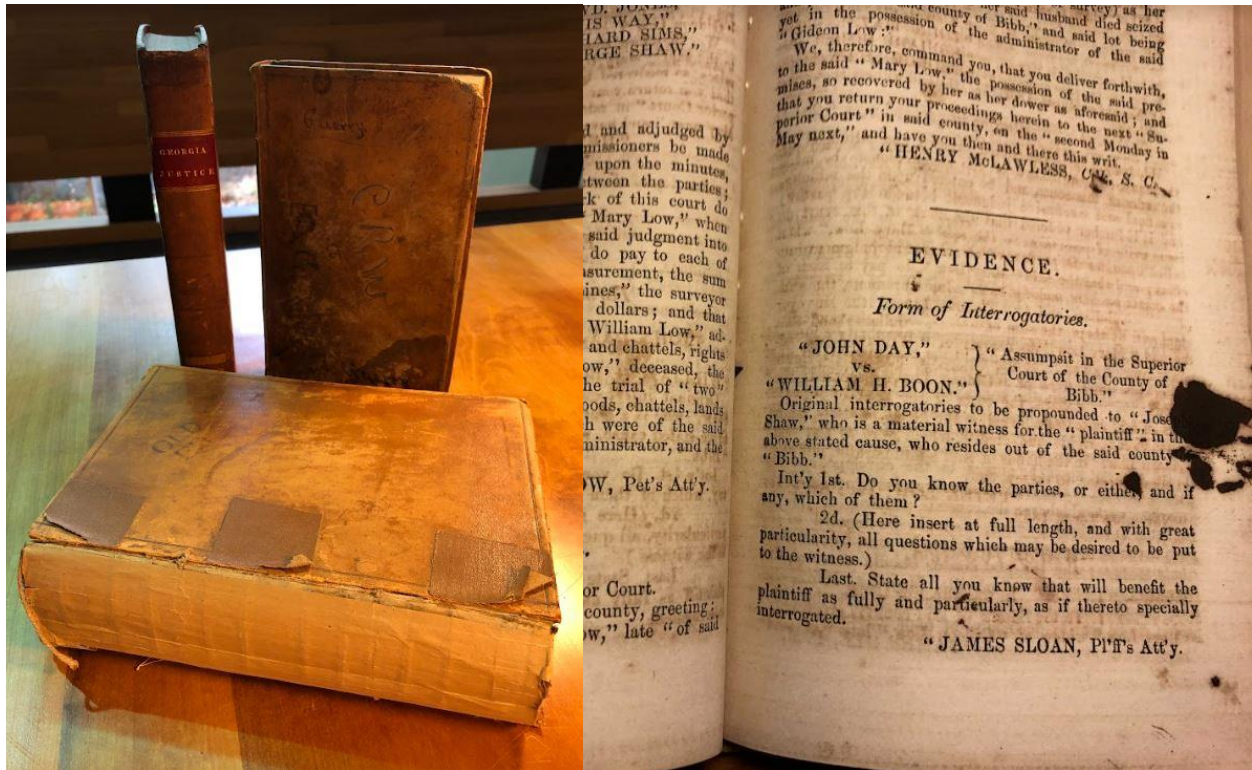
Highlights include a newly digitized set of rare Georgia legal titles ranging in date from 1819 to 1917 (https://dlg.usg.edu/collection/ugalaw_historic-treat), now available to scholars from all disciplines, all made possible through a project grant from the Legal Information Preservation Alliance (<https://www.lipalliance.org/>).

For this small grant, the UGA Law Library focused on digitizing the oldest items first, many of which were in different stages of decay because of their age and the way they were bound. Librarians also factored in the number of libraries that held the same titles (for one

title, the UGA Law Library was the only holding institution in the country). Each of these resources provides insights from attorneys and scholars as to how the law existed during that time.

Books cover a wide span of legal topics, including property, probate, tort, and family law. Some of them cover a wide range of legal topics and show examples of court documents and contracts that lawyers used at a certain time.

Researching the development and analysis of the law created by the legislative, executive, and judicial branches of government gives scholars and students a perspective as to how our norms and culture have changed across time and how our society has changed based on the laws it has produced. By expanding online access to these and many other early Georgia



legal materials, the UGA Law Library and the DLG make possible the ability to conduct comparative research of our state's and society's history in a way that has not been freely available in the past.

Readers are encouraged to explore the collections by visiting <https://dlg.usg.edu/institutions> and selecting Alexander Campbell King Law Library. For more information about the library itself, go to <https://www.law.uga.edu/library>.

For more information about the UGA Law Library's special collections and archives, contact Metadata Services and Special

Collections Librarian Rachel Evans at rsevans@uga.edu. For more information about the DLG and how your organization can partner to have your collections harvested and made more discoverable across the state, contact Nicole Lawrence, Assistant Director of the Digital Library of Georgia, at nicole.lawrence@uga.edu.

Rachel Evans is a metadata services and special collections librarian at the University of Georgia Law Library

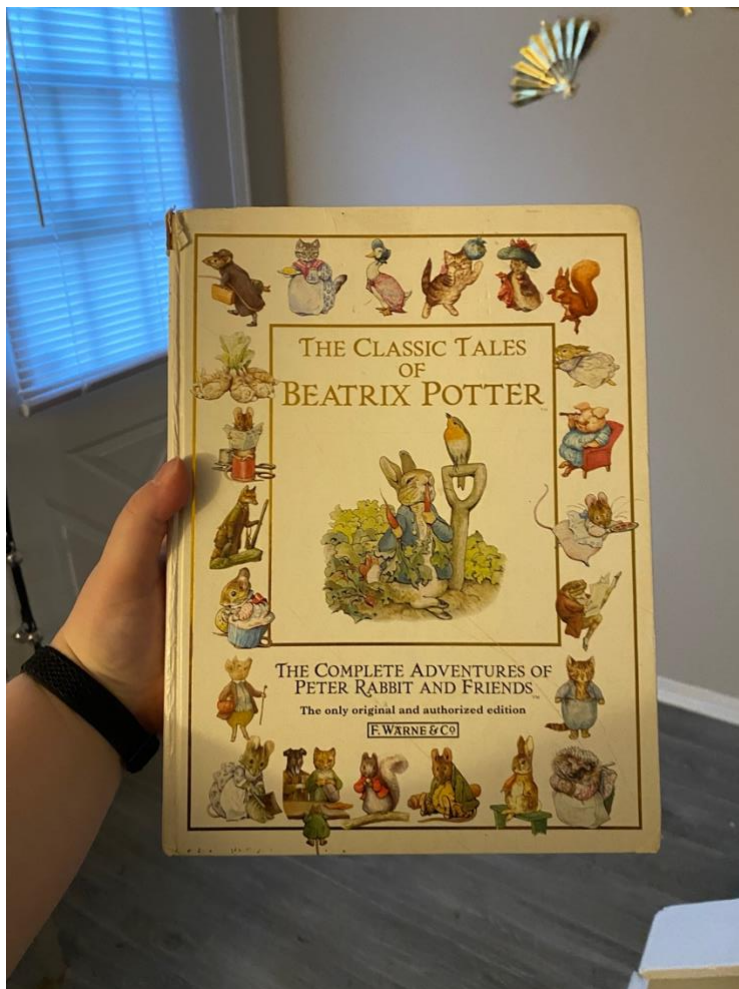
Mandy Mastrovita is a digital projects librarian and archivist with the University of Georgia Libraries

My Own PRIVATE LIBRARY

When I was very little, someone had given my family a large Beatrix Potter book, filled with all the Peter Rabbit & Co tales. I remember making my mom read a story a night to me as I stared at the illustrations (my favorites being the ones of the little black Pomeranian and the cats wearing clothes). I desperately wanted to read the words on those pages, but they just didn't make sense to me. I learned years later that both my preschool and kindergarten teachers had told my parents that they didn't think I was ready for the next grade, but they were going to promote me anyway. A large reason for their hesitation was that I couldn't read. However, I don't remember anyone actually *teaching* me how to read—until Mr. I's class.

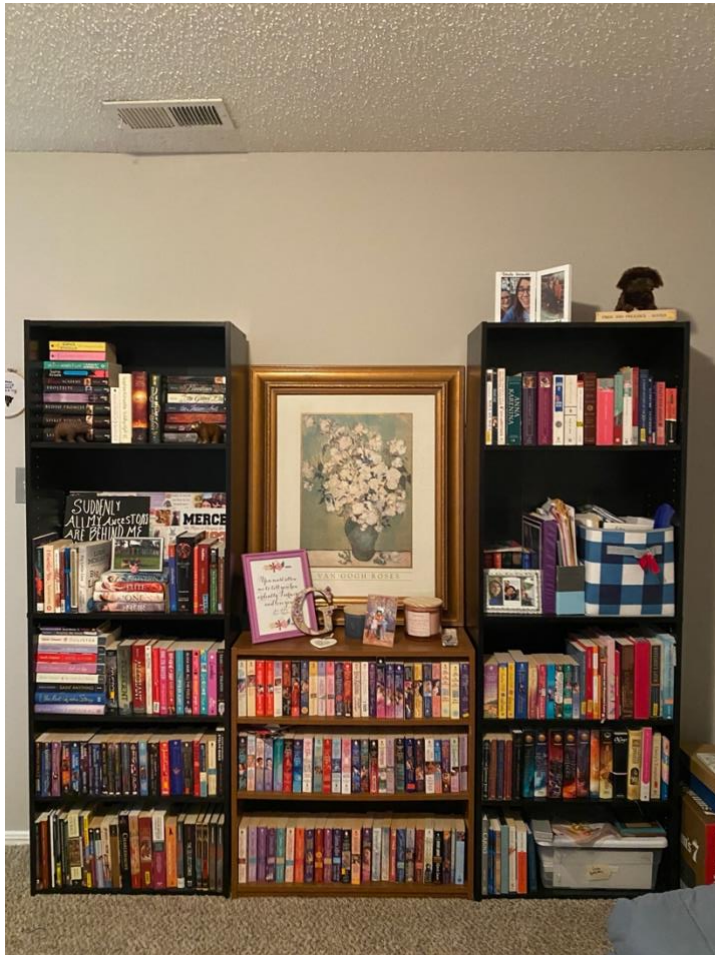
Mr. I had a long name and told me and his other first graders to shorten it—a godsend for me, since I could hardly spell at all. Like my instructors before him, he also noticed that I had fallen behind my peers when it came to words. Unlike the others, he did something about it. He encouraged my parents to enroll me in both an in-school and after-school program that would help me catch up.

The teachers in these programs gave me the one-on-one attention I had so desperately needed. We wrote words on long strips of paper and then cut them up until I learned how to sound out each individual part. Something clicked. Within a few months, I was reading ferociously. I remember being so proud to read part of an Amelia Bedelia book to my class. I started reading as much as I could get my hands on. This is when my love of libraries and librarians started. My family and I would go to a



little branch of the Cobb County Library System and spend hours there. I worked my way through all the Laura Ingalls Wilder books, then all the American Girl books, and then all the Dear America ones (an early sign that I would become an archivist, perhaps?).

As I got older, I still read historical fiction, but I started branching out—YA horror series by Darren Shan, coming of age novels by Judy Blume, and then all of the Sarah Dessen books once I hit middle school. I brought a book with me everywhere I went, and I still remember my mom scolding me once for reading in a



Because of my love for stories, I decided to do the “Great Books” track in college to fulfill my general education requirements. Instead of reading *Vampire Academy* for the fourth time, I was reading Plato’s *Republic* and the *Divine Comedy* and discussing them with my peers. While I didn’t love every book I had to read for those seven courses, I still hold them within me. Every winter, I think of Dmitri Karamazov’s question about the wee one being cold in his dream. Whenever I start to criticize Mrs. Bennet for wanting to marry off her five daughters, I remember the words of Mary Wollstonecraft.

Over the years, I have collected these books that are important to me, mostly from library book sales and thrift stores (and that one time that Borders went out of business—RIP). My personal library reflects all these stages of my life—from Beatrix Potter to the *Bridgerton* books. My family often gives me grief for the number of volumes I own, especially when I was packing them all up in liquor boxes to transport them to my first big girl apartment for my first big girl job. But

restaurant. The books that I read became a part of me. I was encouraged by a friend’s parent to read the Percy Jackson books in 8th grade, which led me to a love of mythology and six years of Latin. The friends I made in high school shared the same interest in reading that I did, and we would swap YA dystopian and vampire novels amongst us. My college friend group, which consisted of English, history, and political science majors, would share the interesting parts of our studies with each other during our all-nighters. Later, when I got to graduate school, I was introduced to the world of romance novels over glasses of wine by my new friends.

when I see their titles lined up on the shelves, I am reminded of how lucky I am. I think of kindergarten-me who wanted so badly to know what signs said and who felt afraid to speak up in class. Who would I be if I hadn’t learned how to read? Because of books—and a teacher who took the time to help me—I have lived a thousand different lives. I became an archivist, and I now get to share the written word (and read people’s mail) for a living.

Gabrielle Hale is a processing and reference archivist at Mercer University Libraries

FEATURED ARTICLE

Meet Georgia's 2022 ALA Emerging Leaders

By John Mack Freeman

The [American Library Association \(ALA\) Emerging Leaders program](#) is a professional development program targeted towards newer library workers. It provides an opportunity to create professional connections, network with peers and library leaders, gain experience in a professional association, and contribute to the ongoing work of ALA.

Those selected attend two ALA conferences in a calendar year (LibLearnX and ALA Annual) for day-long work and learning sessions. Between the two conferences, participants work on projects assigned to their work group. For the 2022 cohort, results were presented at the Emerging Leaders Poster Session on Friday, June 24, 2022.

This year, [49 library workers were selected](#) from a competitive process to join the 2022 cohort. Of those, three were from Georgia. After the poster session during which the participants were asked to reflect on their experience as an ALA Emerging Leader, the following interviews were conducted.

Rebecca Ballard

Q. Please introduce yourself.

Ballard: Hi there! I'm Rebecca, and I am the head of children's services for the Athens Regional Library System. I'm a Georgia Library Association member, along with the Association for Library Service to Children, ALA, and Public Library Association. I love working with children and getting them excited about reading; I think they are the best patrons! I'm also a musician,

and I have two bunnies, a bird, and way too many cats.

Q. What project did you work on for Emerging Leaders?

Ballard: I worked on the Intellectual Freedom Syllabus as a project for the Intellectual Freedom Round Table. My team and I created a syllabus with information and resources for all types of libraries as well as librarians dealing with intellectual freedom issues. The syllabus also includes suggested readings, sample assignments, and discussion prompts to help any library or Master of Library and Information Studies (MLIS) program develop trainings and courses on intellectual freedom. We want the Intellectual Freedom Syllabus to be a living document, so future groups can keep it up to date as new challenges arise.



Rebecca Ballard at the ALA Emerging Leaders Poster Session, June 24, 2022, in Washington, D.C.

You can view the syllabus at <https://intellectualfreedomssyllabus.wordpress.com/> and watch a short video about our project at <http://tinyurl.com/IFsyllabus>.

Q. What was your favorite part of the program?

Ballard: My favorite part of the program was meeting and working with my team; they are such amazing librarians and also just fabulous people and lots of fun to work with. We had been working on this project together since January, and I really looked forward to our regular Zoom meetings where we could plan and chat. I also especially enjoyed getting to attend the ALA conference and finally meeting my team in-person, since we live all over the country. We ended up planning meetups and spending a lot more time together at the conference than we had originally planned.

Q. What was the most challenging or interesting part of the experience?

Ballard: I think planning meetings was the most challenging part of the experience, simply because my team members are all in different time zones! It was sometimes hard to get everyone together in a meeting at the same time. I really loved that my team was made up of a group of people who had vastly different careers and experiences in librarianship, and I think that was super-interesting and made us a better team. Everyone brought something unique to the table.

Q. Is the program something you would recommend to other new professionals? Why or why not?

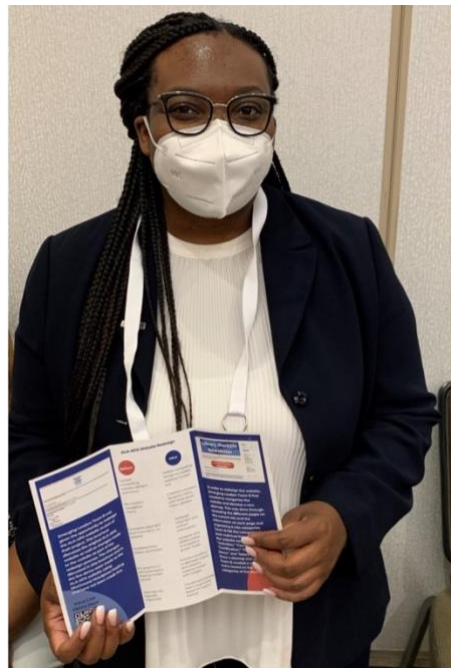
Ballard: I would definitely recommend the program to other new professionals. Do be aware, though, that there's work involved! But it was work I enjoyed and also really rewarding. And I got an amazing experience creating a project; I met tons of awesome librarians from all over the country; and I also learned a lot

about how round tables work in ALA. When I applied for the Emerging Leaders program, I had no idea what I was in for, and I am glad for the experience.

Q. Is there anything else you'd like to share?

Ballard: I think my Emerging Leaders teammates and I will probably stay in touch forever; I love that this experience created a cohort of people who like working together and love helping each other. Everyone needs more people who are there for them.

Tomeka Jackson



Tomeka Jackson at the ALA Emerging Leaders Poster Session, June 24, 2022, in Washington, D.C.

Q. Please introduce yourself.

Jackson: Hello, my name is Tomeka Jackson. I worked as a catalog and metadata assistant/metadata specialist at Kennesaw State University (KSU) from 2018–2022. Now I am working at Clemson University as a resident librarian.

Q. What project did you work on for Emerging Leaders?

Jackson: The project I worked on was redesigning the ALA Allied Professional Association (ALA-APA) website. In my group, we worked on website design concepts and ADA accessibility issues by creating a companion test site as part of our visual presentation. Also, we wrote a report documenting our progress and future interactions for the site.

Q. What was your favorite part of the program?

Jackson: My favorite part of the program was meeting and collaborating with library professionals on my team. I also enjoyed learning about website design concepts and incorporating electronic data interchange (EDI) techniques into the site.

Q. What was the most challenging or interesting part of the experience?

Jackson: One of the most challenging aspects was learning about website design concepts and designing in WordPress. Although it was challenging, I enjoyed the hands-on learning experience. In the near future, I may take a website design course!

Q. Is the program something you would recommend to other new professionals? Why or why not?

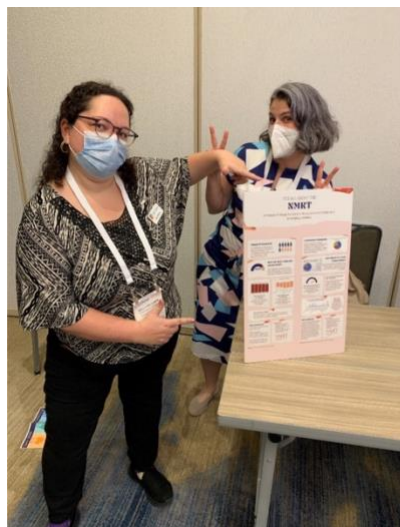
Jackson: Yes, I recommend the ALA Emerging Leaders program because it not only looks great on a resume and fulfills service requirements, but it offers collaboration, networking, and the opportunity to gain inside knowledge of the ALA structure.

Q. Is there anything else you'd like to share?

Jackson: I want to thank my supervisors for their support and encouragement throughout my six months in the program: Ann Mills,

cataloging and metadata librarian at KSU; Hyun Chu Kim, director of technical services at KSU; and Ariel Turner, associate dean of collections and discovery at Clemson University.

Kelly Williams



Kelly Williams (left) at the ALA Emerging Leaders Poster Session, June 24, 2022, in Washington, D.C.

Q. Please introduce yourself.

Williams: Hi! My name is Kelly Williams, and I'm a supervisory librarian for the Suwanee Branch of the Gwinnett County Public Library. I love library programs, working with customers, and helping lead my branch and team.

Q. What project did you work on for Emerging Leaders?

Williams: My group was selected to help the ALA New Members Round Table (NMRT) understand why their 24 committees are underserved and not meeting their goals. ALA committees require prior committee work for people to be able to work on them. In order to help support new members, the NMRT allows people to volunteer for their committees in order to gain that experience.

We surveyed NMRT members and current/past committee members and found that most

people are not even aware of the committees! Current/past committee members also shared that they felt that the goals of their committees were not met and that their work felt unfulfilling. My group analyzed the data and offered suggestions for improvement: to winnow down the number of committees from 24 to 12; to improve outreach to new members in order to help them understand what NMRT offers; and to make a series of videos that could be used to introduce members to what each committee works on.

Q. What was your favorite part of the program?

Williams: My favorite part of the program was definitely working with my team! We started as a group of five, lost one of our members, and then of the four of us only two others and I could attend the ALA Annual Conference. We met biweekly at first, then every week as the project ramped up. Our group didn't have a ton in common; we're spread out over three time zones, and our interests don't intersect much. However, over the course of the project, we became close friends. We even met outside the sessions at the conference, relying on each other for introductions to social events, finding great places to eat, and walking around [Washington] DC together. It was an amazing experience!

Q. What was the most challenging or interesting part of the experience?

Williams: Identifying the best course of action by utilizing survey data was definitely something I haven't done since college, and even then, it wasn't on a project that would be

immediately useful. I found that I enjoyed data analysis more than I thought; I definitely have an analytical mind, and seeing our data come to life was so enriching. We also had an immediate tangible effect: following our presentation to the NMRT board in June, they voted to dissolve three of the committees!

Q. Is the program something you would recommend to other new professionals? Why or why not?

Williams: You have to be aware that, although sponsorships are available, you do have to foot the bill for conference attendance, hotel, transportation, and other miscellaneous expenses up front. I was actually sponsored by the NMRT and received reimbursement for \$1,000 of my expenses, but everything beyond that came out of my pocket. There are also conference scholarships and other professional advancement opportunities to receive money to help pay for the conference. If that's doable for you, I would highly, highly recommend applying! I grew my leadership skills, networked, made friends, and had some amazing experiences.

Q. Is there anything else you'd like to share?

Williams: If you are a Georgia librarian and are interested in or get selected for a future Emerging Leaders cohort, please reach out! I'd love to answer any questions you may have and chat about what kinds of projects you are working on.

John Mack Freeman is the head of public services librarian at the Georgia Institute of Technology

FEATURED ARTICLE

Cobb County Public Library Garden

By Vidhya Jagannathan

A community garden is a great way of expanding the library's service beyond its four walls and promoting patron collaboration. The library's garden was imagined with the purpose of teaching and involving families in growing food and experiencing the immense satisfaction derived from harvesting and donating home-grown produce. Library gardens are a natural setting for promoting nutritional literacy and hands-on environmental learning. The North Cobb Regional Library Garden reflects Cobb County Public Library's mission of being a vital resource center and providing services to enrich people's lives.

A sensory garden that encourages patrons to see, smell, touch, hear, and taste promotes cognitive learning, improves gross motor skills, and nurtures the mind. The North Cobb Regional Library hosts a weekly meetup for neurodivergent adults every Thursday morning, and it was with this group in mind that Makerspace Coordinator Vidhya Jagannathan created two ADA-compliant wheelchair-accessible garden beds with the help of an Eagle Scout from Troop 75. Along with the two ADA-compliant beds, the garden also has six regular raised beds that Cobb County PARKS generously constructed for the garden. Funding for garden supplies and infrastructure has been made possible by a grant from the Food Well Alliance that

Jagannathan applied for with support from the Cobb Library Foundation and Branch Manager Nichole Knox.

Cobb County Master Gardener Jeanne Young provided immense help, support, and advice for the garden. Young generously donated her time, expertise, and plants to the North Cobb Regional Library Garden! In addition to the Boy Scouts, Master Gardeners, and PARKS, the Cobb





Library Foundation has been extremely supportive in assistance with acquiring needed supplies. Several workdays were conducted in spring 2022, with the help of volunteers from Emory University and Kennesaw State University, as well as family members and library staff. The raised beds were filled with compost and made ready for planting. The sensory beds were planted first by participants of the Adults with Special Needs Meetup Group. Robin Boyer, one of the caregivers, spearheaded the effort and acquired herbs like basil, mint, and oregano; textural plants like ferns and cacti; colorful Celosia; and vegetables like tomatoes and peppers. The planting activity was immensely enjoyed by members of the meetup group. They have been enjoying the garden weekly during their visits and have since installed a bird house and colorful painted rocks. A few weeks ago, meetup members enjoyed harvesting close to six pounds of jalapeños.

For the six other regular raised beds, Jagannathan wanted to involve patrons of the Cobb County community, so she formed a family garden club. This intergenerational club met Monday evenings from 5:00 p.m. to 6:00 p.m. throughout the summer. After deciding as a group, two beds were designated for a salsa garden and planted with tomatoes (Roma and cherry) and jalapeños. The idea was to grow the vegetables and make fresh salsa from scratch to have a fiesta party! In addition, onions, potatoes, sunflowers, blueberries, and radishes were also planted.

A whole row of pollinating flowers was planted and included a mix of annuals like zinnias, bachelor buttons, campanula, and African daisies and perennials like dahlias, alliums, and asters. The flowering row looked spectacular in the summer and drew in so many admiring visitors who have expressed their admiration. The pollinators that visited the flowers have kept most insect pests at bay and contributed

to sizable harvests. During the club meeting, patrons planted, watered, and weeded. Watering was usually a relay race activity! Jagannathan also had several STEM lessons woven into the events. Children tested the soil's pH levels using a cabbage juice indicator, learned about seed and plant parts, identified good and bad bugs, and learned why weeding is essential and how pollination works. The club attracted more than 85 participants overall.

Some challenges the program encountered were pests like deer and rabbits with whom the library has made its peace. Presently, leaf-footed bugs are wreaking havoc with the pumpkins, but the library does not spray any pesticide besides neem oil; the library is finding that the adult bugs scoff at organic controls! The intense heat wave during June in Georgia delayed the fruit setting in tomatoes. It also took the concerted efforts of several staff members to keep the garden watered during

the heatwave. Straw hats, long sleeved UV block shirts, and sunglasses quickly became a uniform for the garden waterers. A special mention of staff members Rita Spisak and Marie Lee who worked hard to water, weed, and aid Jagannathan in all her gardening efforts.

September saw the tomato and jalapeño bushes loaded with produce, and it was time for the promised salsa party. The creative staff at North Cobb Regional Library made piñatas shaped like tomatoes, a cactus ring toss game out of cardboard, and a pin the tail on the burro game. The library staff advertised the party on social media and invited all patrons, even if they did not participate during the summer. The library requested patrons to bring bowls and kitchen prep tools from home. The library provided recipes, other vegetables needed for the salsa, chips, juice, water, and spices. On the day of the party, 57 patrons showed up and harvested nearly 80 combined pounds of





tomatoes and jalapeños. The produce was gleefully hauled to the community room kitchen where it was thoroughly washed.

With lively music playing in the background, family groups worked together and made salsa from scratch using produce they had grown. It was farm to table at its best! After the salsas were heartily consumed, the participants played all the fiesta games and finished the party. They were effusive in their praise and wanted the library to repeat this event the following year!

The first year of the gardening program has been enriching and educational. Once the pumpkins are harvested, the garden will rest until next spring. The library plans to come back stronger and provide more educational and hands-on gardening programs next year. Jagannathan and the North Cobb Regional Library staff are immensely thankful to the Cobb Library Foundation and the Cobb County library administration for their

constant support and guidance in this endeavor.

Vidhya Jagannathan is a senior library assistant at the North Cobb Regional Library

PEER REVIEWED

Rising from the Flames: How Researching Burnout Impacted Two Academic Librarians

By Robert Griggs-Taylor and Jessica Lee

The Georgia Library Quarterly (GLQ) is proud to present this paper, which was the winner of the 2022 Georgia Library Association Academic Library Division academic paper competition. As part of the contest, this paper underwent peer critique and judging rather than the GLQ's peer review process.

Prior to the pandemic, the boundary lines between work and home were often blurred. One author, who is tenured, often found themselves fielding emails and phone calls during events that usually called for rest and respite from work—on their honeymoon, on the evening before Thanksgiving, on maternity leave and while breastfeeding their daughter, and on vacation hoping that the internet connection would be strong enough to resolve an issue.

During the COVID-19 pandemic, the lines blurred even more while working from home. While the author was writing a book chapter on occupational burnout in library workers who parent, they were also interrupted regularly during Collaborate meetings. Questions arose such as: “What are the boundaries when an issue needs to be resolved?” and “How can I be the best supervisor and employee if I’m not constantly in contact due to the ‘as-needed’ nature of my position?” The author recognized that a “return to normal” meant something would have to give because this lifestyle was not sustainable.

The boundaries between work and home used to be kept rigidly separate by the other author, who is tenure-track but has yet to attain tenure. A long-time local, the separation between the untenured author’s home and work life began to bleed into and beyond each other as the author progressed through college and worked

in the university library. The feeling of increasing successes at work and school buoyed and sustained the author through otherwise difficult times, making it easier to ignore the cracking boundaries.

These small reprieves from the continual chaos of their life gave the author the sense that they had found their rhythm in life. Perhaps they could even plan a future rather than just eternally survive the present. However, as the author experienced life, they, through both necessity and interest, actively relaxed more of the boundaries built between the spheres of their life. Just before the COVID-19 pandemic hit, the author accepted a demanding tenure-track faculty position.

The pandemic, combined with other notable and heartrending national and international events, shattered any surviving boundaries the author hoped to keep between work, life, home, and school, and left the author reeling in an endless unavoidable feeling of interconnectedness and helplessness. Instead of being troubled by this, they took comfort in the daily opportunities to meaningfully connect with others.

Introduction

“Burnout” remains a buzzword as the COVID-19 pandemic continues to impact daily life. In 2021, four librarians from Valdosta State

University (VSU) co-wrote a book chapter by gathering survey data from academic library workers who parent to determine their level of occupational burnout and gauge their perceptions of the relationship between parenting and burnout. The four librarians distributed the survey to national listservs resulting in 684 complete responses and 253 incomplete responses (Holt et al., in press). The survey asked participants to answer three initial qualifying questions to establish them as a parent or caregiver, as employed in an academic library, and as someone who self-identified as having experienced or is experiencing burnout. Any participant who failed to answer yes to the first two questions exited the survey. Participants then self-selected into one of two groups: those who have experienced burnout and those who have not. Both groups answered three similar sets of questions to help the authors gauge how academic library workers who are also parents experience occupational burnout and parental burnout and how they perceive the two forms of burnout interacting with each other.

All participants were asked a standard set of demographic questions regarding their age, income level, job duties and title, gender expression, marital status, etc. For those who indicated that they experienced burnout, the survey asked for a description of symptoms, questions regarding parental burnout, presence or lack of institutional support systems, and the effect of the presence or lack of institutional support symptoms on their symptoms of burnout. The survey contained many opportunities for participants to leave qualitative comments, and they most certainly took the opportunity.

Two of the librarian co-authors left VSU, first one in 2021 and the other in 2022. The two authors who now remain at VSU both work in the Collection and Resource Services department as faculty librarians and managers. A departmental restructuring event occurring shortly after the close of the survey caused the

two librarians to begin actively adjusting their management styles using the insight they gained. The qualitative survey comments from fellow burned-out academic library workers validated the authors' emotions, resulting in a sense of community in what the world was experiencing throughout the COVID-19 pandemic. Many of the survey comments served as discussion points for improving their individual management styles.

The collective loss of human resources in a building impacts many of the factors leading to burnout. Since 2011, VSU has lost six faculty and nine staff jobs. 2020 brought another loss for the Collection and Resource Services department, where both authors work. A full-time staff member retired, and those duties were subsequently divided among the remaining faculty and staff. Departmental restructuring and budget cuts remain the top reasons for the loss of positions. One survey respondent echoed a statement familiar to all authors of the book chapter: "Job loses [sic] on campus also make a 'skeleton crew' where a person feels bad for taking needed time because they make fellow employees that are already doing multiple jobs do theirs as well..." (Holt et al., in press.). Further, the authors grappled with, and continue to struggle against, the same issues and frustrations that so many respondents expressed in the open-ended survey responses.

Literature Review

The World Health Organization (WHO) (2019) defines burnout as a workplace syndrome stemming from chronic stress that is not successfully managed. The primary three characteristics of burnout are feeling exhausted, negative feelings about your job, and reduced job effectiveness (WHO, 2019). The literature revealed many articles stressing self-care as the answer to relieving and preventing burnout (Arar & Öneren, 2021; Kendrick, 2017; Gewin, 2021; Bartlett, M. J., Arslan, F. N., Bankston, A., & Sarabipour, S.,

2021); however, many articles also pointed to an additional necessity for institutions to begin addressing burnout (Weyant, Wallace, & Woodward, 2021; Townsend & Bugg, 2020; Gewin, 2021).

Weyant et al. (2021a) found that individual supervisors and their relationships with their employees either positively or negatively impacted employee morale. The authors (2021) go on to state, “some articles have indicated that bullying, microaggressions, and burnout can be issues negatively impacting the culture of libraries. These concerns may be under-reported and may point to conflict within libraries as a source of stress and drain on morale for employees” (p. 859). These factors ultimately cause workers to flee toxic work environments.

Some library workers use their sense of dedication to the profession to push through difficult times. In turn, that oft-praised sustained dedication to an institution acts as the force that burns out a library worker. Dedication, where it crosses the line to vocational awe, pushes individuals to burnout and often leaves the library worker open to exploitation from toxic leadership (Kendrick, 2017; Ettarh, 2018). Ettarh (2018) defines vocational awe as “the set of ideas, values, and assumptions librarians have about themselves and the profession that result in beliefs that libraries as institutions are inherently good and sacred, and therefore beyond critique” (para. 3).

Ettarh continues, arguing that placing librarianship so high on the pedestal and the servant-librarian so far below results in a false image of libraries and librarianship. Vocational awe creates a large blind spot by setting “up an expectation that any failure of libraries is largely the fault of individuals failing to live up to the ideals of the profession, rather than understanding that the library as an institution is fundamentally flawed” (Ettarh, 2018, para 14). Individuals who feel very dedicated to a job

or profession may not necessarily suffer from vocational awe but should monitor themselves for their own boundaries versus the needs of the institution.

Librarians on the tenure track feel the pinch when trying to fulfill all the obligations required to earn tenure. Completing scholarship and service on top of regular job duties requires academic librarians to routinely work more than the standard and expected 40-hour work week. Bartlett, et al. (2021) reveals that academia often favors productivity over personal well-being and “academics report less time for research” as a result of other increasing responsibilities (p. 1). Kendrick’s (2017) phenomenological study on the experience of low morale in academic librarians found “ineffective communicators” to be the most common reason for low morale and that a focus on self-care activities and a healthier work-life balance helped alleviate low morale (p. 858).

Many standard self-care activities typically listed, such as exercise, medication, and spending time with family, should be encouraged in individuals, but these solutions do not tackle institutional issues on a larger scale. Kendrick (2017) continues by pointing out that making “conscious efforts to re-prioritize their work” made an impact on an individual attempting to attain a better work-life balance and lessen the effects of burnout and low morale (p. 864).

The COVID-19 pandemic provided new avenues for relieving burnout and low morale. Mayer, Wegerle, and Oosthuizen (2021) found providing employees with virtual work opportunities fosters a better work-life balance for employees and creates more productive employees who “feel more motivated” (p. 2). They also found that supervisors should cultivate a culture of resilience for managers and employees to successfully maintain healthy “mental and bodily health and well-being” (Mayer et al., 2021, p. 2). The relationship between staff and faculty can be a delicate

balance to navigate as expectations differ for both parties.

As managers, we should focus on “measuring and attending to employee’s day-to-day emotional states and well-being and improvements in employee health” (Mayer, et al., 2021, p. 2) by learning to accept that there will be bumps in the road, practicing positive reinforcement, and owning up to mistakes. In most cases, being attuned to an employee’s “emotional states” can be challenging or unrealistic, especially if you are managing several employees. Balancing your own mental wellness and your employee’s mental wellness can feel like a circus act; can you juggle and walk the tightrope without falling? Although being keyed into an employee’s needs may be difficult to get right all the time, that is not an excuse for phoning it in and not being an active participant in their work lives.

Reflections and Strategies

The COVID-19 pandemic found many suddenly at home all the time. While some thrived in the work from home environment, others suffered through it. As we “returned to normal” and went back on campus full time, the authors saw a need to continue allowing employees to work from home and provide more flexibility in their work schedule. Employees recovering from illnesses or drastic life changes continued to work through their recovery periods at home and eagerly picked up tasks that needed completion. The additional flexibility gave our employees the ability to rest while working at home as they chose. Remote work also helped alleviate the common stressor of commuting, allowing an employee to stretch out their eight-hour workday and have more personal time before and after work.

During the pandemic shutdown, VSU followed the lead of others in higher education and quickly pivoted to an online teaching and work environment. Long after the requirement to return to campus, the institution began drafting

an official telework policy. Once the university enacts the policy, hopefully in spring 2023, the authors intend to encourage all library workers that they supervise to apply for the ability to telework if they feel it would be beneficial to their life. Employees desire remote work for a variety of reasons. Some employees commented on how useful it would be to have at least one day a week that could be completed at home as a method to help ease the rushed feeling. Others may use the time to allow them to ease into the workday and thus sustain a better focus throughout the day.

The COVID-19 pandemic certainly exacerbated the current problem with burnout, but the problem is not a new one. For tenure track faculty members, the expectations of responsibilities are high. In order to achieve tenure and promotion (and to simply keep our jobs), we must publish peer-reviewed research, present at conferences, serve actively (ideally in a leadership role) on committees, and more in addition to our normal librarian job duties. Academia inherently carries these stressors.

Desiree Dickerson, a mental health professional, pointed out that “burnout is a problem inherent in the academic system: because of how narrowly it defines excellence, and how it categorizes and rewards success” (Gewin, 2021, para 17). These external expectations of excellence can wreak havoc on one’s mental health when the allotted amount of time to fulfill the requirements of tenure and promotion actively ticks down. Additional responsibilities, such as supervising, only add to the mental load.

The expectation for faculty librarians at Odum Library is to spend 70% of the work week on defined job responsibilities, 15% on service, 10% on research, and 5% on professional development. These expectations are not set in stone, and there are times when one area (for example, research) may need to swallow the time of another (for example, service) depending on the need. It can feel daunting to

complete research projects within only 10% of your devoted work week.

Depending on the chosen topic, one could easily spend 40 hours of a work week completing a research project, especially if it involves survey data (which will also require IRB approval), reading and writing a literature review, analyzing data, and writing the results. It is an extremely time-consuming project that often leaves librarians with no choice but to pursue research pursuits after hours and on the weekends.

The tenured author was the first person in a technical services position to submit a dossier for tenure until the new Promotion and Tenure policy was implemented in 2018. They found themselves fretting over their dossier at nine months pregnant and submitting the document almost immediately upon returning from maternity leave. Because of this, the author found themselves overcompensating and over explaining what their job was and how it tied into student success, since much of the work may result in little to no contact with students. Working towards tenure while supervising and completing regular job duties often feels like being Pepa Madrigal from the Disney movie *Encanto* (Howard et al., 2021), whose magical gift is that her emotions control the weather.

As someone who constantly looks towards preparing for the future, this author also worked towards a second master's degree in public administration before and after receiving tenure, as the new promotion and tenure policy required a second master's degree or doctorate to achieve full professor status at VSU. This author had no desire to pursue a second degree but did it purely for promotional reasons. At times, juggling the workload of it all can feel like a raincloud is constantly dumping water on your head.

This author was relieved to find that Odum Library did not house the mentality of "you must suffer since I suffered through tenure,"

however, there is not a formal mentorship program. Thankfully there are librarians who are willing to have you hitch your car to their wagon and figure out your research interests and the best way to accomplish the extensive list for tenure.

Imposter syndrome can also be exacerbated in academic libraries that are tenure-track; faculty, when interacting with other library faculty, are surprised and baffled that librarians are given the same status as teaching faculty. This can also be compounded by the type of Master of Library Science program one attends if a thesis or capstone is not required. There are some new faculty who may not have written articles for publication or presented in a professional setting before. These tensions can sow thoughts of self-doubt and the inability to say no when juggling new tasks.

Another response from our survey on library workers who are experiencing burnout as parents noted the importance of an active supervisor, stating that "checking in with an understanding supervisor is important" (Holt et al., in press). The responses from the survey instilled a sense of urgency for open and honest communication between an employee and their employer as a method of establishing positive relationships for both the supervisor and the supervisee. Both authors possessed limited supervisory experience prior to taking their current jobs and found themselves treading a steep learning curve together. Both authors admit to a mostly hands-off management style which may originate from the sense that an employee knows their job better than their supervisor. Old habits of communication do not always provide information in a manner useful for staff to contextualize and manage their priorities as the fiscal year progressed and workflows and job duties changed, sometimes drastically.

The tenured author, after experiencing extreme burnout caused and sustained by the pandemic, tried to make additional time for self-care. By

the middle of 2021, several self-care strategies included ignoring emails after hours and following through with previously avoided doctor appointments. At one point, several appointments within a week's time kept them physically out of the office. They recognized that to prioritize their own self-care, they needed to manage their own guilt from spending so many hours out of the office and recognize that self-care also involved using paid sick leave without guilt.

Resting does not always come easy to some individuals, particularly near the end of a project when they may tend to work through lunch just to finish the project. When analyzing where the guilt for resting comes from, it can stem from imposter syndrome and wanting to prove to yourself that you are worthy of this position. The tenure-track author managed their self-care with medication, therapy (including the act of open advocacy for appropriately managed medication and therapy), and active community building efforts for validation and support.

For a variety of reasons, the author can no longer and no longer desires to maintain a separate work-life mentality. Instead, they work to establish work-life boundaries tailored to their current needs. The tactic of using personal leave time for mental health days in addition to using leave to take care of parental responsibilities has resulted in financial uncertainty every year. Library workers must have a significant amount of built-up leave to pay themselves over the winter holidays. Additionally, the timing of the burnout survey project coincided with another project on the author's plate. Both projects involved a heavy amount of emotional and mental energy, requiring the author to manage the emotions resulting from the projects in addition to a close personal loss and other struggles.

Both authors are the only faculty members in Odum Library who have children under the age of 18. One author has a child in preschool while

the other has two teenagers in high school. Maintaining a standard image of work-life balance increases in difficulty when adding the responsibilities of parenting. Another response in the survey project stated: "It is important to have discussions with my colleagues, not just those with children, but those with like minds or in similar roles at my institution. We are able to adjust our workloads to help each other balance work-life matters" (Holt et al., in press). The authors find themselves frequently giving each other pep talks focusing on successful supervising strategies, ways to manage workloads, activities to support tenure, and parenting tips. Commonly, these work responsibilities clash with children's activities and, thankfully, both authors have active parenting partners who help alleviate the pressures of being "on call" for a child's needs throughout the workday. Yet even with support, both authors still find themselves rushing to forgotten appointments or picking up sick kids because their partners do not have as flexible of schedules. Both authors often feel like they constantly have one foot out the door in case a familial need arises and have found themselves advocating for their parental needs more often than before.

One benefit of the pandemic has been the increasing awareness of the struggles of working parents, particularly working mothers, even if no change has occurred yet. Both authors tended to rely on the "mom brain" excuse to explain moments when they dropped the ball or forgot to follow up on a task. According to Eve Rodsky, the "cognitive labor of running a household is as intense as running a Fortune 500 company" (Bogen, 2022). Rodsky and her team conducted interviews with 200 moms and found that they managed over half of the "conception and planning" of what was needed to run their household on top of having a paying job. Every single interviewee had some kind of physical reaction to the stress which included the inability to sleep and other issues (Bogen, 2022).

Even with the spotlight on burnout and the stress on working mothers, there has yet to be a real reckoning on what that can do to an employee over time. A *New York Times* article focused on working mothers quoted a mother who shared her experience with the expectation to return to normal. Rebecca Bird Grigsby, when interviewed for the article, said that with her kids back to in-person school full time she should be able to “work at full capacity, I can focus on professional development, the kids will be fine,” but she continued to say that she does not truly feel that to be the case (Miller, 2022).

Both authors experienced the same pressure and anxieties regarding their children upon returning to work. One author’s child spent 18 months out of school during the pandemic and returned in fall 2021. The other author often retreated in and out of an old, very strict, day-by-day coping mechanism to balance the mental and emotional stressors. Finding the balance between being a good parent and a good employee feels even more like a tightrope walk than before the pandemic.

The authors often experienced the pressure to put efficiency over all else. These pressures do not always originate from the institution but could also be a general sense from broader society or a result of internal stress in addition to institutional expectations. Regardless, a similar drive towards the greatest efficiency continues to slowly creep into academia. In library technical services, efficiency may not be as crucial as correctness and attention to detail.

To foster productive and happy work environments, supervisors must openly communicate about their expectations, especially regarding project priorities. The authors used an increasing number of strategies to foster open communication around the office. Some of the strategies include encouraging staff to use leave, having semi-regular meetings, and providing opportunities for staff to give feedback or voice opinions on workloads and procedures. Many of these

strategies hinged on the ability to push past personal anxieties to accomplish a goal.

As more libraries move away from systems and programs that must be downloaded to a single physical station, more avenues for remote work have opened for employees, and the authors strongly believe the option should continue to be made available. Cloud based systems like Ex Libris Alma or OCLC WorldShare Management Services provide employees the ability to successfully work from home by accessing the same systems as they do in their office. We recognize that those who do not work in patron-facing positions can be given more flexibility than those who do, but that should not eliminate the possibility of patron-facing departments offering opportunities for remote work. Our department allows a little more flexibility because we do not have desk shifts that need coverage.

Proactive communication to staff on the use of leave and self-care during recovery has become an essential part of supervising. Anxiety sometimes surrounds the act of taking time off for any reason, pleasure or illness, and employees expressed concerns regarding how job responsibilities will be handled by another. The authors spent a lot of time consulting, discussing, and strategizing their management approaches together to smooth workflows and provide reassurance and information to employees. The authors additionally, increasingly, and openly acknowledged the importance of employees' mental wellbeing and health by recognizing opportunities to speak up and comfort a staff member going through life’s challenges. By being present and attentive, the hope is that employees will feel heard, understood, and comfortable bringing up future issues.

In the Weyant et al. (2021b) article, which focused on suggestions for improving morale in libraries, the authors identified research stating supervisors should meet regularly with their staff, comment on positive achievements, and

provide feedback for improvement as methods to positively affect morale. Weyant et al. (2021b) continued, noting that these tactics allow employees to “feel seen, voice concerns, and achieve” (p.1001). Another strategy for success came from realizing that “normal” and the nature of work and life have permanently changed since March 2020.

The authors now take a more encouraging stance with staff than previously. The encouragement includes strong advocacy for staff’s ability to actively pursue related avenues of interest during their workday, such as participating in campus committees, attending virtual professional development webinars and conferences, and other opportunities. The authors hope to continue to see these activities, combined with freely given encouragement, result in a more empowered staff confident in making suggestions to workflows and procedures that impact their workload. As supervisors, the authors rely on their staff to know their job responsibilities and in turn approach changes in workflows with understanding. While the two authors have a shared experience of parenting on top of a tenure track position, they recognize that everyone (parent or not) has commitments to family or their own personal needs, and this should not be overshadowed by work.

At some point during the reflection process, the authors realized that they often sought to model effective behaviors in the face of a lack of models to draw from in their day-to-day lives. Some effective personal strategies for maintaining purpose included keeping actions consistent with ultimate goals and inner ethics. Additionally, finding release-valve situations for venting and validation and identifying small, anxiety-disrupting actions can help manage anxiety spikes concerning boundaries and work. The authors found these practices helpful in openly encouraging colleagues to take their earned leave without any presumption of an excuse.

The pressure to fully justify and explain the reasons for an absence creates a barrier to using leave. These tactics can be as simple as stopping a person for an opportunity to think about how much they need to share during an emergency. There have been occasions when one of the authors or an employee have felt the anxiety-ridden draw to over-explain a crisis that is happening as a justification of why unexpected leave is needed. The authors exhort readers to take their earned leave time. They should share their reasons for using earned leave time as much or little as needed and wanted. They should take momentary opportunities to create spaces of awareness and act in ways that encourage a culture of flexibility. Part of that flexible response as a supervisor involves openly acknowledging and making space for those who process information differently. Institutions and employers play a crucial role in promoting a culture of healthy work-life balances and removing institutional barriers to healthy work-life balances among employees.

Conclusion

As both authors navigate managing employees, their own boundaries, and ever-changing job roles, they also work to keep a flexible mindset. The authors plan to continue to refine communication plans and job responsibilities as time moves forward. The authors intend to reflect again after several years to trace the effect of their changes. However, burnout and low morale continue to be an issue that institutions need to face now. To prevent a continuation of the “Great Resignation,” there needs to be a drastic change in how employers interact with employees and frame their expectations.

As the authors are on different timelines in terms of their careers, the authors believe that mentorship is an area of importance when reflecting on burnout and low morale. Mentorship can be a crucial component of a faculty member’s success in a tenure-track

position. While this article covered a wide range of topics, from work-life balance and the stresses of parenthood to personal strategies for self-care, most importantly, the authors want people to know that library workers are human too and are burning out.

Next Steps

Moving forward, the authors plan to use this reflection as a jumping off point to poll staff on what their needs are and where managers fall short. This process will be constantly evolving because someone's needs now may not be what they need in six months or in six years. Self-care and setting boundaries can only mitigate burnout to a point; there needs to be institutional change to make an impact on employees on a larger scale.

As managers, we need to be continuously modeling good self-care and finding ways to articulate that to staff. Additionally, the literature reveals a multitude of institutional support strategies to combat burnout and better prepare our employees for success. However, those that preach the sanctity of either firm work-life balances or "cultures of resilience" risk losing the ability to balance according to local conditions. The lines between the different spheres of responsibility in life may become blurred as individuals move through the different circumstances of life, but we must acknowledge that multiple living realities exist. Racial and social justice problems exist in our buildings, and not everyone can or should be expected to toe a specific invisible line at work. People should not be burning themselves out for a lie.

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Georgia Library Association 2023 Election Results

The Georgia Library Association (GLA) held an election between September 1–20, 2022, to elect new GLA Executive Board and division leaders for 2023. This year, all divisions participated in the September elections. Elections for interest group leaders will continue to be held separately in November.

GLA Executive Board Officers

The following individuals were elected as new GLA Executive Board officers. Their term of office will begin in January 2023.

- **Vice President/President Elect:** John Mack Freeman
- **Vice President for Marketing and Branding:** Deborah Hakes
- **Secretary:** Betty Wright
- **SELA Representative:** Austina M. Jordan

Additionally, Richard Coleman has accepted the currently vacant role of 2nd Vice President/Membership Committee Chair.

They will join the following officers currently serving on the GLA Executive Board:

- **2023 President:** Rebecca Ballard
- **Treasurer** (3-year term 2022-2024): Justin Nobles
- **ALA Councilor** (3-year term 2022-2024): Angela Cortellino

Division Leaders

Academic Library Division

- **Vice-Chair/Chair Elect:** William Brogdon
- **Secretary:** Sheeji Kathuria

Georgia Library Trustees, Friends, and Advocates Association

- **Vice-Chair/Chair Elect:** Melissa Brown
- **Secretary:** Angela Cortellino

Library Staff Division

- **Chair:** Dawn Dale
- **Vice-Chair/Chair Elect:** Maame Grant
- **Secretary:** Shandy Frey
- **Awards Chair:** Rhonda Boozer

New Members Round Table

- **Vice-Chair/Chair Elect:** Kelly Williams
- **Secretary:** Justin Ellis

Public Library Division

- **Vice-Chair/Chair Elect:** Bel Outwater
- **Secretary:** Kelly Williams

School Library Media Division

- **Vice-Chair/Chair Elect:** John Stephens
- **Secretary:** Tanya Hudson
- **Georgia Library Media Association Liaison:** Ifeude Hill

Special Libraries and Information Services Division

- **Vice-Chair/Chair Elect:** Sheila Devaney
- **Secretary:** Gina L. Martin

Interest Group Council

- **Vice-Chair/Chair Elect:** Catherine Mancini

Thank you to the Nominations & Elections Committee Members: Kimberly Snoddy-George, Kelly Ansley, Angela E. Megaw, Jackie Blanton-Watkins, and Sofia Slutszkaya.

*Sofia Slutszkaya is head of resource description at
Emory Libraries and the chair of the
GLA Nominations & Elections Committee*

Georgia Library Association 2022 GLA Awards

The 2022 Georgia Library Awards were announced during the Georgia Libraries Conference (GLC) on October 13, 2022, at the Edgar H. Wilson Convention Center in Macon, Georgia.

Each year the Georgia Library Association (GLA) recognizes individuals for the contributions they have made in advancing the library profession, providing exemplary library service, and advocating for libraries in Georgia through a series of named awards (also known as the GLA Awards).

Many thanks to this year's awards committee members: Angela Megaw, Edward Whatley, Chelsee Dickson, and Rhonda Boozer.

Bob Richardson Memorial Award



Elizabeth McKinney

The Bob Richardson Memorial Award was established by the Executive Board in 1999 in recognition of Bob Richardson's dedicated

service to the GLA. It honors those who have given outstanding service to the GLA. Elizabeth McKinney, Public Information Network Electronic Service (PINES) program director with the Georgia Public Library Service, is this year's Bob Richardson Memorial Award winner. McKinney is a long-standing member of GLA who is highly regarded for her continual years of service and dedication to the organization.

Her accomplishments are many, including serving as 2017 GLA President. She is a recipient of the 2018 GLA Presidential Commendation, a former Scholarship Chair, and has been the Chair of the Pat Carterette Memorial Walk/Run since 2013.

McKinney is also well known for launching the t-shirt Booster Campaign, which benefits the annual GLA scholarships, and for planning the first Literary Ball and Murder Mystery Theatre preconference event. She is a thoughtful leader who is supportive of others and a role model for all.

Charles Beard Library Advocacy Award

The Charles Beard Library Advocacy Award was originally called the Library Advocacy Award. It was renamed in 2003 to honor Charles Beard, Georgia's strongest library advocate. The Charles Beard Library Advocacy Award is given each year to recognize someone not employed in or by a library yet who has made outstanding contributions to libraries.

Claire Chamberland Gaus is this year's award winner for her 28 years of dedicated service to the Commerce Public Library. She is a forever advocate for the library. At age 91, Gaus is still leading people to the library by telling anyone



Claire Chamberland Gaus

she meets, “See you at the library!” Gaus is a life-long reader and career educator who created a popular summer reading program for pre-teens and teenagers. The program explored historical periods in history in innovative and creative ways.

She is also known as Mrs. Claus around the holidays after originating this role for the library’s Children’s Holiday Program. This led to her appearance at a local Kiwanis holiday event, various school programs, and in the annual holiday parade.

Over the years, Gaus has taught ESL classes, organized fundraiser events, assisted patrons with citizenship testing, and shared her beloved three-legged Scottish Terrier with young readers as a reading therapy dog. Gaus’s dedication extends beyond the Commerce Public Library to include advocating for Georgia’s libraries while serving as a library board member on the Jackson County Library Board and Piedmont Regional Library Board. She often meets with local officials to champion support and funding for libraries. Gaus is still supporting her library as an active member of the Friends of the Library program and says, “my body may be tired, but I still have ideas.”

GLA Mid-Career Award

The GLA Mid-Career Award was established by the GLA Executive Board in 2018 to honor significant and ongoing contributions to the library profession, Georgia’s libraries, and the GLA by individuals who are in the middle of their library careers. This award honors the accomplishments of recipients while also denoting GLA’s belief in the ongoing potential of the recipients.

This year’s winner is Kimberly Boyd, head of research and instruction at Brenau University. Since 2012, Kimberly has served on the Carterette Series Webinar Planning Committee, skillfully managing the platform for best practice sharing and professional development for GLA members. Boyd has served on the Executive Board since 2014, holding leadership roles on the Atlanta Emerging Librarians planning committee, the scholarship committee, the new members roundtable, the nominations committee, and the Special Libraries and Information Services Division.



Kimberly Boyd

As a dedicated member of GLA and a proven professional, Boyd continues to demonstrate

her commitment to contributing to the advancement of librarianship.

Honorary Membership



Pat Herndon

Honorary Memberships are given to retired members of the GLA who have contributed significantly to the work of the association over a period of years.

This year's Honorary Membership Award goes to Pat Herndon, former assistant state librarian and Georgia Library Service for the Blind and Print Disabled director at the Georgia Public Library Service (GPLS). Herndon is a long-time member of GLA and a dedicated professional who is best known for leading the charge for improving library services for the disabled community.

As a seasoned and respected leader in the profession, Herndon is a sought-after presenter on management and accessibility topics. Over the years, Herndon was actively engaged with GLA and GLC and is beloved by many members for her dedication to the profession.

She started and organized the annual Georgia Accessibility Conference, which increased

awareness of accessible resources for library professionals. In October 2021, Herndon retired from GPLS after over 30 years in the profession, but she remains a champion for improving accessible services in libraries.

McJenkin-Rheay Award

The McJenkin-Rheay Award was established by an anonymous donor and approved by the Executive Board on July 17, 1981. It is given to recognize a librarian early in his or her career who has made outstanding contributions to the GLA and to leadership as exemplified by the careers of Virginia McJenkin (school libraries) and Mary Louise Rheay (public libraries). Ashley Hoffman is this year's McJenkin-Rheay Award winner.

She is currently a research support librarian at Kennesaw State University where she has worked for 10 years in positions with increasing responsibilities. As a dedicated GLA member, Hoffman has served on the new members roundtable, nominations committee, and as a member of the *Georgia Library Quarterly (GLQ)* editorial staff as a column editor for "My Own Private Library" and as the associate editor. Her early involvement in GLA and demonstrated



Ashley Hoffman

leadership since earning her Master of Library and Information Science (MLIS) in 2015 has led her to be the current editor for the *GLQ*. In addition, Hoffman is the former peer review coordinator for the *GLQ*, and in 2021 she revitalized the peer review process by updating the submission standards and guidelines. In that year, the number of peer-reviewed articles published in *GLQ* tripled.

Nix-Jones Award



Stacy Brown

The Nix-Jones Award is given to a practicing librarian for distinguished service to Georgia librarianship. It recognizes substantial contributions to the library profession such as: stimulation of library development, leadership in library programs, unusual and imaginative services, and outstanding support of Georgia's libraries.

Stacy Brown, executive director for Azalea Regional Library System, is this year's Nix-Jones Award winner. Under her leadership, the Azalea Regional Library System was named the 2021 Georgia Public Library of the Year. During the COVID-19 pandemic, Brown, while serving on the Regents Public Library Advisory Committee (RPLAC) developed and implemented the

recommendations for library services document.

She serves on the PINES executive committee and is the president of the Georgia Council of Public Libraries (GCPL). As President of GCPL, Brown advocates for public libraries by meeting with legislators and planning Public Library Day at the State Capitol. This year's event assembled many public library staff and supporters whose advocacy efforts resulted in increased funding for Georgia's libraries.

GLA Team Award

The GLA Team Award was established by the Executive Board in 2012. This award honors a team that has excelled in the past year by offering innovative programming or services, performing or acting on assessment activities, undertaking a successful outreach or promotion effort, or providing outstanding support to an individual Georgia library or Georgia libraries as a whole.

This year's winners are members of the Kennesaw State University (KSU) Library System's Scholarly Communications Programming Team. Team members include Chelsea Dickson, Heather Hankins, Jennifer Carter, and Rachel Schrauben Yeates. Since 2020, this team has coordinated, organized, and hosted multiple educational awareness weeks on Open Educational Resources, open access, and fair use. While intended for the KSU community, the events are promoted across the state and provide valuable professional development learning opportunities for Georgia library employees. The promotion of these events and other related resources are key to Georgia's academic success and have also reached colleagues across the southeast.

The team has worked diligently together to host a variety of events and webinars that range from speakers discussing accessible course design, Creative Commons Licenses, OER myth



busting, and testimonials from Affordable Learning Georgia's Affordable Materials Grants awardees to an author's spotlight panel discussion that showcased the scholarship and publishing achievements of KSU faculty and students.

Every year, the group assesses the attendance and responses from the previous year's events to improve the programming content for the current year. Reviews from their assessments continue to reflect positive feedback from the students, faculty, and professional library community.

Gina Martin is the outreach manager at the Georgia Library Service for the Blind and Print Disabled and the chair of the GLA awards committee

Georgia Library Association 2022 GLA Scholarship Winners

The Georgia Library Association (GLA) scholarship committee is excited to announce the 2022 recipients of the Hubbard and Beard scholarships.

The Hubbard Scholarship



Rachel Chandler

Rachel Chandler is this year's C.S. Hubbard Scholarship winner. Rachel currently works for Georgia State University Library as a science and data visualization

librarian. Her path to librarianship began in medical illustration with a desire to convey dense scientific and health information using a visual medium.

Coming from a family of medical professionals, Rachel writes:

[My father and grandfather] nurtured my interest in science from a young age; I learned to draw by studying my father's anatomy textbooks. But I never sought to be a doctor because I am more fascinated with how scientific information is acquired, managed, and communicated. Though a medical illustrator and a librarian may not appear similar, they share many of the same competencies and values. They are stewards of information who support research, cultivate scholarship, and ultimately increase the public good.

As a freelance medical illustrator, Rachel created illustrations for the Piedmont Brain Tumor Center and Emory University. These experiences strengthened her desire to empower individuals who engage with complex concepts through clear science communication and increased access to information. Rachel attends the University of Mississippi's School of Library and Information Science and intends to continue her work in new ways. Rachel writes:

I am honored to receive the Georgia Library Association's Charles Beard Scholarship, and thankful for the support it will lend to my budding career as a science librarian. With the support of this scholarship, I can finish my final year of my master's in library science and work in Georgia as a science librarian. It is especially important for librarians during a major public health crisis like the COVID-19 pandemic to counter misinformation and support all kinds of patrons throughout the state.

The Beard Scholarship

Brady Beard is the 2022 recipient of the Charles Beard Scholarship. Brady works for Pitts Theology Library at Emory University as a reference and instruction librarian. In this role, Brady looks forward to teaching and supporting researchers at the intersection of information studies and religious studies. Brady discussed some of the challenges facing divinity students from many different backgrounds.

As he states:

...our student population comes from multitudes of social backgrounds, students from historically Black colleges and universities (HBCUs) studying in a

predominately white institution (PWI) for the first time, students straight out of undergrad, and those who have worked two or three different careers. I engage daily with deeply ingrained strata of religious belief and identity as they interact with the information landscape. Providing reference support in this setting is dynamic. Because of this reality, my role requires that I constantly ask questions related to the structures of power, the library, the learner, and myself. How are my students and patrons accessing the information around them, and how can I help them find and employ reliable and factual information?

Brady began the Library and Information Science program at the University of Alabama in fall 2022. With this scholarship, he intends to continue advancing information literacy. He writes:

I'm so grateful to receive this financial support as I continue to grow as a librarian in the University of Alabama's Master of Library and Information Studies (MLIS) program. I'm currently the reference and instruction librarian at Pitts Theology Library at Emory University, and I plan to focus my training on information literacy. I plan to continue



Brady Beard

thinking about and developing curriculum around information literacy and religious literacy in my career.

Complete information about the scholarships, including application information and how to donate to the scholarship fund, is available on [GLA's website](#).

Robert Griggs-Taylor is the gifts and cataloging librarian at Valdosta State University and chair of the GLA scholarship committee

The Adult Programming Palooza: Sharing Ideas, Making Connections



Palooza attendees gather to kick off a day of learning

The Adult Programming Palooza is back! It's your library. All grown up. Adult Programming Palooza is a participant-driven day of learning that aims to bring library professionals from across the state of Georgia to share adult programming ideas, make connections and solve concerns in a collaborative environment. The Adult Programming Palooza is generously sponsored by GPLS and the Georgia Public Library Association's PACE (Professional and Continuing Education) Interest Group.

The first Palooza was held on December 7, 2018, at the Sharon Forks Library in Cumming, GA, and hosted by Palooza founders Angela Cortellino and Tracy Walker. Since then, Cortellino and Walker graciously passed the torch for coordinating the Palooza to Kara Rumble, deputy director of the Sequoyah Regional Library System and Amie Torok, adult services librarian for Chattahoochee Valley Libraries.

On September 9th, 2022, the Palooza was held in-person for the first time since the COVID-19 pandemic in Ellijay, Georgia, at the Gilmer Public Library, a branch library of the Sequoyah Regional Library System. Bringing Palooza back to an in-person format proved to be highly anticipated, with attendance for the event reaching maximum capacity shortly after registration opened.

Nearly 70 participants from across Georgia met collectively to learn and share adult programming ideas. The headlining segments of the Palooza are the Speed-Date-A-Program sessions, which highlights successful programs from across the state. Eight presenters, consisting of adult services librarians across the state, the GLA Programming Interest Group, and the Georgia Library Service for the Blind and Print Disabled shared the specifics of their programs and answered questions from attendees during timed segments.



Palooza attendees participate in Speed-Date-A-Program

virtual presenters shared about how they use the Beanstack app as a powerful tool for engaging adults at their respective library systems. This proved to be especially timely given that the Beanstack app is a tool that many public libraries have used with their patrons for summer reading in recent years with the potential to develop special challenges geared towards adults.

Presenters provided one-sheets detailing their programs and advice on how they could be recreated in other libraries. All Adult Programming Palooza one-sheets were archived and made available on the [GPLS Adult Services](#) website.

The afternoon segments began with Rebecca Ballard, president-elect of the Georgia Library Association, giving a talk on the benefits of GLA membership followed by Mazi Robinson, renowned Atlanta-based licensed professional counselor, as the Palooza's keynote speaker. During this lunch and learn session, Robinson spoke on the importance of "Leading Yourself" as it pertains to the public library sphere. Additional webinars led by Robinson can be found on the [GPLS Adult Services](#) website.

The last presentation, "Boosting Beanstack for Adults," featured Brandon West, development coordinator at the Independence Public Library in Kansas, and Silence Bourn, assistant manager of events & programs department at the Orange County Library System in Florida. Both

Per Palooza tradition, the day ended with an open mic session where participants take part in an open forum during which they can discuss Palooza takeaways and talk through the joys and challenges of adult services programming. One participant said, "I learned so much about all of the great ideas that libraries have implemented throughout Georgia." Another attendee said:

I just wanted to thank you again for such a great experience! It's not often that I get to network with librarians outside the Atlanta area, and it was so much fun visiting with everyone. We got a ton of great ideas out of it, and I look forward to implementing them!

The event proved to be a great day filled with sharing inspiring ideas and recharging as a collective of adult services librarians.

"I am so glad that we could bring Palooza back to an in-person format, where it truly shines best," said Rumble. "It is such an encouraging time of generating support and connection in adult library service, which can present great challenges and equally great opportunities."

“The Palooza is a much needed resource for library professionals who plan programs for adults,” said Torok. “It is rewarding to connect with others, especially in-person, to collaborate and spark ideas in a supportive environment. That is what makes the Palooza special.”



Palooza attendees share their thoughts during Open Mic

Given the interest and the increasing demand for adult programs in libraries, the Palooza will hold a virtual discussion to share and plan ideas for the summer of 2023 and another in-person Palooza in the fall of 2023. Dates and locations will be shared on the GPLS Adult Services Listserv. In the meantime, the organizers invite everyone to share all things adult programming on the Adult Programming Palooza’s social media pages:

[Facebook](#), [Pinterest](#) and the [GPLS Adult and Public Services Listserv](#).

Amie Torok is an adult services associate at Chattahoochee Valley Libraries

Kara Rumble is the deputy director of Sequoyah Regional Library System

Digital Library of Georgia (September 2022)

The Digital Library of Georgia Awards Six Subgrants to State Cultural Heritage Institutions

Six institutions are recipients of the tenth set of the Digital Library of Georgia (DLG)'s service. The program increases the diversity of contributors to the DLG and its content. Four of the six awardees are new partners to the DLG.

The recipients and their projects include:

- **Augusta Jewish Museum** (Augusta, GA.): Digitization, description, hosting, and preservation of the 200-year history of Jewish life in the Greater Augusta, Georgia, region. This content reflects cultural, political, and social situations impacting Jews living in Georgia. The Augusta Jewish Museum and its programming chronicle the life, history, and contributions of the Jewish community in the Central Savannah River Area. The museum also educates about the Holocaust and Israel, the homeland, and the Holyland. Their website is: <https://www.augustajewishmuseum.org/>.
- **Evans County African American Archive Museum** (Claxton, GA): Digitization, description, hosting, and preservation of African American funeral programs, primarily from Evans County in Georgia, dating from the early 1960s to the present. The mission of the Evans County African American Archive Museum is to provide means for all citizens of Evans County to obtain an excellent quality of life through programs and services. The archive was the recipient of a 2021 Georgia Historical Records Advisory Council Award for History Advocacy. Their Facebook group is: <https://www.facebook.com/Evans-County-Community-Center-343942125941003/>
- **Habersham County Historical Society** (Cornelia, GA): Digitization, description, hosting, and preservation of the archives of the independently owned Standard Telephone Company. Headquartered in Cornelia, it provided telephone service to rural northeast Georgians. The Habersham County Historical Society was formed on February 22, 1973, by a group of twelve citizens from Clarkesville, Cornelia, and Demorest, who met at Piedmont College and were interested in starting a historical society. Since then, they have published a book on their 200-year history and are planning their fiftieth anniversary celebration in 2023. You can find them online at: <https://habershamhistoricalsociety.org/>.
- **Smyrna Public Library** (Smyrna, GA): Digitization and hosting of the 1953 Smyrna "Better Home Town" Scrapbook. In the 1950s, Georgia Power sponsored the Better Home Town Contest to boost economic development. Communities' scrapbooks highlighted what towns considered to be their best attributes. Smyrna Public Library is the oldest city-operated library in the state of Georgia. It is fully funded by and serves the city's residents. The library is celebrating the 150th anniversary of its incorporation in 2022. Go to: <https://www.smyrnaga.gov/your-government/departments/smyrna-public-library>.
- **Sugar Hill Historic Preservation Society** (Sugar Hill, GA): Digitization and description of the Sugar Hill City Council

Records Collection of city council minutes, ordinances, resolutions, communications, economic studies, and other information from the city's incorporation in 1939 through June 1992. The Sugar Hill Historic Preservation Society meets on the third Wednesday of each month at 7 PM. All meetings are held in the History Museum Room at Sugar Hill City Hall. You can find out more at:

<https://cityofsugarhill.com/government/boards-commissions/historic-preservation-society/>.

- **Walter J. Brown Media Archives and Peabody Awards Collection** (Athens, GA): Enhanced (time-stamped) access to interviews with W. W. Law and other Savannah, Georgia, civil rights workers. These interviews were conducted by the late oral historian Cliff Kuhn and were shot just before Mr. Law's death. They are the most comprehensive accounts he

provided of his life and career as a civil rights activist. The Walter J. Brown Media Archives & Peabody Awards Collection is home to more than 90,000 titles and 5 million feet of newsfilm. It is the third largest broadcasting archive in the country, behind only the Library of Congress and UCLA. The Archives comprise moving image and sound collections that focus on American television and radio broadcasting and Georgia's music, folklore, and history. There are more than 50,000 television programs and more than 39,500 radio programs in the Archives, in addition to audio folk music field tapes and home movies from rural Georgia. Its mission is to preserve, protect, and provide access to the moving image and sound materials that reflect the collective memory of broadcasting and the history of the state of Georgia and its people. Learn more at libs.uga.edu/media/index.html.

Family Papers Documenting the Lives of Enslaved People in Liberty County, Dating Back to the 1700s, Are Now Discoverable Online

In partnership with the Midway Museum, the Digital Library of Georgia has just made the Julia R. King Collection available online at dlg.usg.edu/collection/midm_jkic.

King (1863–1952) was a descendant of the Roswell King (1765–1844) family of Georgia plantation owners and managers who owned land, property, and enslaved people across Georgia dating back to the 1700s.

The collection includes essential documents related to slavery, including estate appraisals and inventories that include the first names of enslaved African Americans. It will be of particular interest to those doing family research on people enslaved in Liberty County, Georgia.

Stacy Ashmore Cole, the creator of [TheyHadNames.net: African Americans in Early Liberty County Records](https://www.TheyHadNames.net), secretary of the Midway Museum Board of Governors, and president of the [Coastal Georgia Genealogical Society](https://www.CoastalGeorgiaGenealogicalSociety.org), describes the importance of these records:

The Midway Museum's Julia R. King Collection contains essential references to enslaved people unavailable elsewhere. These documents will interest them and others who have not yet discovered their ancestry. The study of these enslaver families, including the Kings, is critical to Liberty County African American genealogical and historical research. They had a long tradition of keeping enslaved people within their families through inheritance, lending, and gifting, including down the white female lines. Because of this, the only way to trace a particular enslaved person is often through probate and enslaving family documents. The small



Title : Julia King Collection - Man with Hands. Image courtesy of the Midway Museum.

size of the collection and its relative geographical remoteness have made it difficult for academic researchers to prioritize. The Midway Museum is also in an area vulnerable to hurricanes. Digitization ensures that we preserve these materials and make them easily accessible for future generations.

About the Midway Museum

Since its founding, the Midway Museum has

been supported by the descendants of the Midway Church members, who have provided 18th- and 19th-century family heirlooms, documents, books, genealogical lineages, and heirloom furnishings, paintings, and artifacts. Many Midway Church descendants still live in Liberty County and coastal Georgia, serve on the Board of Governors, and visit during the Midway Church's annual Homecoming. Visit themidwaymuseum.org/

Fifty Years of Materials from Lectures Delivered by Speakers Honored at the University of Georgia School of Law are now Available Online

The University of Georgia (UGA) Alexander Campbell King Law Library Archive and Special Collections and the Digital Library of Georgia have made 50 years of UGA School of Law speaker and lecture materials available freely online. The presenters are well-known national and state political figures, leading legal leaders

and current and former School of Law students and professors.

The collection features photographs of U.S. and Georgia political and legal figures during the latter part of the 20th century. Former President Jimmy Carter; U.S. Supreme Court Justices Ruth Bader Ginsburg, Antonin Scalia and Clarence Thomas; and U.S. Secretaries of State Henry Kissinger and Dean Rusk are among the prominent national figures. Important legal leaders include Lawrence Lessig, Brooksley

Born, and Sarah Weddington; Georgia politicians include former governors Carl Sanders, Roy Barnes and Zell Miller; U.S. senators Max Cleland and Sam Nunn; among others.

Christian Lopez, who is the head of Oral History and Media and the Oral History Program at the Richard B. Russell Library, outlines the significance to those researching Georgia's legal and political history:

This free and searchable body of images from Georgia's oldest law school will aid those studying economics, immigration, education, desegregation, race, gender, and more. The photographs document the School of Law's historical impact on the state during the period from the 1950s to the early 2000s.

The King Law Library's Metadata Services and Special Collections Librarian Rachel Evans

welcomes questions about the project and can be reached at rsevans@uga.edu.

About the University of Georgia Alexander Campbell King Law Library Archives & Special Collections

The mission of the Archives and Special Collections at the University of Georgia Alexander Campbell King Law Library is to collect, preserve, and share the history of the University of Georgia School of Law, including all members of its community—students, graduates, faculty, and staff—and their contributions to the state and society. Visit law.uga.edu/library to search the library's catalog and other resources; explore the School of Law's institutional repository collections at digitalcommons.law.uga.edu; or browse highlights from the library's physical and digital collections via the digital exhibit site at digitalcommons.law.uga.edu/exhibit.



Image courtesy of the University of Georgia Alexander Campbell King Law Library Archives & Special Collections

Mandy L. Mastrovita is a digital projects librarian and archivist with the University of Georgia Libraries

MacMillan Law Library Creates Elle “Haunted” Woods Scarecrow

The Atlanta Botanical Garden is celebrating the 20th anniversary of [Scarecrows in the Garden](#), and this year, the MacMillan Law Library decided to throw its hat in the ring.

Scarecrows in the Garden is an annual event that allows families, groups, artists, and other members of the public to bring in handcrafted scarecrows and put them on display in the garden. MacMillan’s Head of Access Services Kristi Tanner has wanted to create a scarecrow on the library’s behalf for several years. “Ever since I found out about the event, I thought that it would be a great way to connect the public to our library. The garden has had some fantastic displays in the past, and I was convinced that my staff could pull it off. And this year, we did.”

Deciding after whom the scarecrow would be modeled was difficult. While several great ideas were floated, including building Dorothy from *The Wizard of Oz* (to be named “Somewhere Over the Raincrow”), staff members eventually settled on Elle Woods from *Legally Blonde*. At Emory Law, Reese Witherspoon’s famous character is not only iconic but also extremely popular among the students.

Access services staff members constructed Elle “Haunted” Woods in two weeks using a skeleton, thrifted clothes, tree branches from a librarian’s yard, and other accessories. They strove to include as much pink as physically possible, right down to the fingernails that were glued onto her skeletal hands. The tree branches were used as a backdrop as she sat down and studied on a flowering stump, complete with fake bugs strewn throughout her spiderwebs and clothing. Her pink purse contains a “Boo” Book (a play on the Blue Book that our law students use during their studies).



Elle “Haunted” Woods Scarecrow

And of course, staff members could not leave behind her trusty skeleton dog Bruiser.

In the interest of durability, all her clothes (and her famous golden locks) were waterproofed. Fishing wire, glue, and other materials were used to secure her to her stump and help her sit

up, and staff members were careful not to exceed the 50-pound weight limit.

While designing Elle was meant to be a fun outreach initiative, it also turned out to be an excellent team building exercise. Daniel Goss, access services desk supervisor, noted:

We really saw how well we work together, especially in a creative and collaborative sphere. You really learn how people deal with stress when you're combing out a tangled blonde wig for the fifth time in less than ten minutes. You end up bonding over things like the struggle to nail a branch to a stool and make it stay.

Even outside of the access services department, other library staff members were kept abreast of the project's progress and made helpful suggestions and would come by the access services offices to see Elle. The hope is that we will have a similar effect on the public, who are not really aware of MacMillan Law Library and what we do.

Elle will be available to view in the Atlanta Botanical Gardens from October 1st-October 30th. If you go and visit her, be sure to snap a pic and tag **@macmlawlib** on Instagram.

Sarah Rodgers is the librarian for outreach and programming at Emory University School of Law

Off the SHELF

A Punkhouse in the Deep South: The Oral History of 309 by Aaron Cometbus and Scott Satterwhite (University Press of Florida, 2021: ISBN 9780813068527, \$19.95)

What started as an oral history class assignment at the University of West Florida has become a book of edited interviews by two former residents of a punkhouse in Florida. *A Punkhouse in the Deep South* collects the stories of residents of a dilapidated house near the railroad tracks in Pensacola.

What is a punkhouse? In the book, the authors state it is simply a place where punks live and say it is connected to the idea of communal living movements and squatting. People did pay rent, albeit much lower than for most places, to a landlord. The book has descriptions of punk bands and the scene, but the lives and experiences of the people are the focus rather than the music.

The 309 house is in a downtown neighborhood near train tracks, a Navy base, and the Alabama border. It was built in 1913 and served as a railroad flophouse at one time. Over the years, there could be four to ten people living together, with some paying around \$33 per month for a room or perhaps less for a tiny space somewhere in the house.

Although it was not the first punkhouse in Pensacola, 309 is the longest standing one. Residents mention a variety of reasons for why

they moved into the house, but it mostly came down to cheap rent, saving money for future travel and other plans, a pause in their train trip, or being with friends. Depending on who was living there at the time, the residents were engaged with booking or promoting bands, creating music and painting, participating in protests, vegan cooking, and writing zines.

What is fascinating about the book is the way some people's stories refer to other residents and fill in information about what they experienced or what was happening in the house and their lives. A reference to an apartment fire in one interview is later expanded on with a description of how someone escaped and was severely injured. It is interesting to read about former residents describing the issues of ants, rodents, and structural issues, saying

that they now realize it was not a great situation, but it did not bother them too much at the time.

At times, it is hard to know what time period some of the residents are talking about. There are references to war and war protests, but no further description is included. Footnotes do clarify some local references, but the book could use some more footnotes or other ways

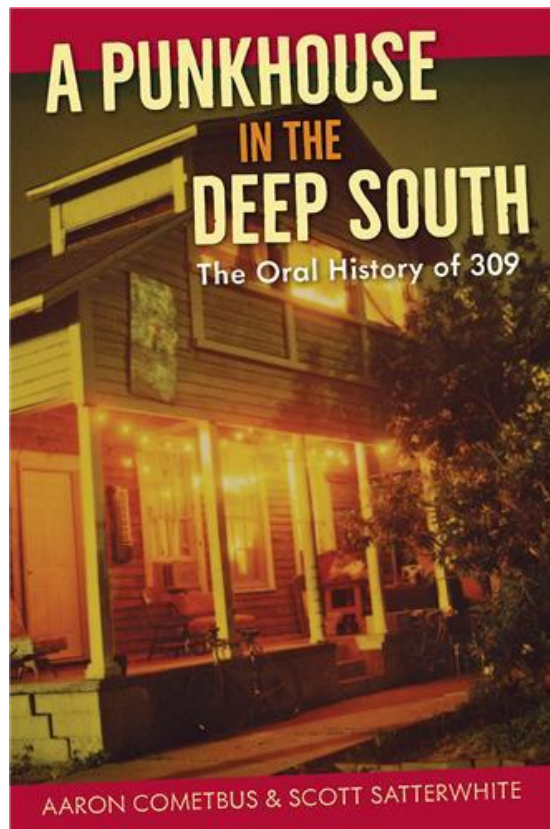


Image courtesy of the publisher

to identify the time period. It does include a brief history of Pensacola and the area in its introduction to help provide some context for the significance of this house. Descriptions of how the neighbors viewed the residents and the activities of the house would have helped provide more context, especially with the plans of turning the house into a museum and hosting an artist-in-residence.

This book covers lives and places that typically are not well documented or preserved. It is highly recommended for collections on subcultures and life in the U.S. South.

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Off the **SHELF**

The Lost Southern Chefs: A History of Commercial Dining in the Nineteenth-Century South by Robert Moss (University of Georgia Press, 2022; ISBN 9780820360850; \$27.95)

There is no shortage of research and writing on the topic of Southern food. Considering that the South in the 19th century was largely rural, it follows that most discussions around this topic have focused on the ingredients, recipes, and foodways of the farm and plantation house, including the contributions brought from the home cultures of enslaved peoples. In his new book, *The Lost Southern Chefs: A History of Commercial Dining in the Nineteenth-Century South*, culinary historian and food writer Robert Moss turns his attention to uncovering the stories of commercial food and dining practices in the urban South and the culinary professionals who created and sustained them—before, during, and after the Civil War.

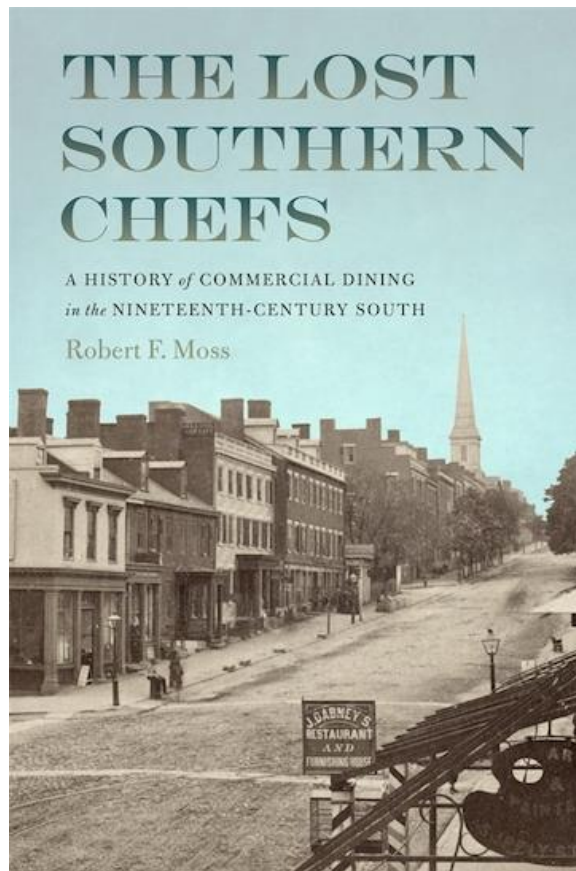


Image courtesy of the publisher

The commercial dining sector of the economy was in great flux in the early part of the 19th century. The boardinghouses, taverns, and inns of the colonial period were gradually giving way to more sophisticated forms of public food consumption: pastry shops, coffeehouses, hotels, and oyster houses. In contrast to the world of Southern home cookery, which was thoroughly influenced by the flavors and techniques of African foodways, commercial

cuisine in this era was of a different type. By the 1850s, there was an extensive procurement network for food items, whether canvasback ducks from the Chesapeake, oysters from the Gulf, or fresh game from west of the Mississippi River. Moss describes how urban entrepreneurs in these networks contributed to the creation of a typical fine dining menu that might bring together thoroughly American foods, such as green terrapin, with fine European imports like Madeira wine. These fine dining menus became somewhat standardized during this period, so travelers and businessmen could expect to see little variation in what was available from New Orleans and Charleston to Boston and New York.

Focusing on the urban centers of Charleston, Richmond, Louisville, New Orleans, and Washington, DC, Moss reconstructs the lives and fortunes of several caterers and chefs who were central players in a Southern commercial culinary past that has seldom before been a historical focus. This group, mostly consisting of recent European immigrants and free men and women of color, who made and lost fortunes in commercial hospitality throughout the 19th

century, had little of their lives captured in the historical records. By combing newspaper ads, city directory entries, and court records, Moss has been able to construct a vivid picture of the vibrant, sophisticated, and cosmopolitan world of Southern fine dining.

This lively and engaging look at a fascinating and little researched topic is recommended for undergraduate and graduate courses of study involving 19th century business practices and

culinary history. It is also an illuminating look at the professional lives of African Americans, enslaved and free, during this period, and how post-Reconstruction efforts to assert and romanticize the myth of the Lost Cause served to conceal the labor and fortunes of these commercial pioneers.

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