

## Virtual Snacks with Council – Audio transcript

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Please stand by for realtime captions.

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Hi, everyone. Welcome to day two of the conference. We are starting off with our snacks with counsel session today, and we have three facilitators here with us from the DLC, our chair, Will Stringfellow, and with that, we will pass it off to get it started. Thank you.

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Thank you so much, Kelly. Thank you all so much for joining us with this next accounts. We are really excited to discuss the current working conditions that you all are in. And this is something a little more casual, so we have about seven questions to have a conversation with you all, and we will ask that you please put your answers in the chat. And we are really excited. Since we got a bunch of questions, we will go ahead and get it started off. The first question that we have for you all is how is your organization handling work lease arrangements? So for example, are your staff back into your buildings full-time? Are they working remotely, or is there a mix? In the second part of this is how are those work arrangements going? So I will first ask my fellow members of counsel, Laura and Renee, to give you all just a few moments to put your answers in the chat. Renee, do you want to take that one first question marks Mac sure. We have nearly all staff back in the building. As of August of this year. However, we are not all in full-time. If you people are in full-time. The University is letting us and all other departments on campus do a remote pilot project this fall. So I would say that most library staff are in the building two or three days a week, and then working remote the rest of the week. And it has been working really well. You know, we all know that we use teams and zoom and we've gotten really good at working virtually. And so this has kind of been a seamless change for us, and I hope it continues.

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Great. And Laura, how are things over Texas A&M going?

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We are similar to Renee. Some of us, we all had to go back starting in June. But we were able to do what are called alternate work locations, and there are several librarians that are taking advantage -- I'm included. I get to work from home three days a week, and then I go in two days a week. And the library has made a proclamation that all library meetings will be over zoom, regardless of who is on campus at the time, just to keep up that social distancing. So I hope that the alternate work location is also continued past this fall as well.

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All right. Here at Vanderbilt, we have got -- So for your information, I'm back on full, all five days on campus. But we are also utilizing a mix where some people are utilizing the hybrids schedules, part work from home and part on-site. Some people, mostly her accent services people, are back full-time. So there's really a need for the work that you have to be on campus, those are the people that have higher priority, or are spending more time on campus. For those, it's been going pretty well so far, and we will see kind of how it goes in the future. So I guess now will be a really great time for us to look at what we got here in the chat. So we will go ahead and start with Holly, who actually got in before we put the question up. And Holly, she says our staff of been back in our library full-time since May of this year. Before that, we were a mixture of in person and working remotely. Margaret -- It says we are back full-time with a couple of staff who work remotely due to health issues. So Donald says, out of our staff, I was the only one working fully remote, and the others were working personal hybrid. I have been back Christmas. So Jessica, Jessica's in an academic library. And before June, hybrid is optional working

settles. But since this past June, everyone has been back with work arrangement options. Joanna. For her institution, they are back working full-time in person since August. And from Rick, our library staff, for example, cataloging, technical services, maintenance, are all back on campus. But instructionally comes to campus as needed, so they are in one or two days a week. The builders open to staff, faculty, but it's key card access. Members of the public and make appointments to access government documents. Elizabeth says the vast majority of 60 of us are working in the building. Many are teleworking, or working in person. I've been back in the building since June of 2020, only because they specifically asked be. I must admit, I also asked to be back. I was itching to get out of the home and back into the collection myself. So from Angela, she says big on work responsibilities, they are able to request help. Okay, that's very cool. Very. So from Thomas, Thomas says remotely -- I guess remotely, and continue to do so for about 98% of the staff. So basically, they still haven't returned to work. So from Suzanne, many of us are working a combination of on and off campus. Since around June, that was no longer optional unless you have COVID or caring for someone who has it. We pretty much are back to normal. Suzanne does miss yoga pants. From Chris, oh, yes. Thank you, Chris. If some of you would like to share your institutions, I would be helpful, but don't feel obligated to. I understand some may be uncomfortable with that. But if you would like to, that would be nice just to see where you are coming from. From blame, it says we are pretty much all back except for meetings. Oh, so it sounds a little bit like Texas A&M, where everyone is back except for the meetings, which are virtual. So from Rebecca, that is so nice that the library has decided that library meetings should be on zoom. And from Bradley, who is at the California State Library, it would depend on the section, but the section that I work in is currently working from home one day a week since June. From Benjamin, many of us have been back on the ground full-time here since the beginning of July. We are mostly assisting patrons with some face-to-face, safe of course, if requested. That's great to hear about the face-to-face, and it's good to hear that you all are making sure the safety is followed as well. So from Scott's, most staff are back time. Some of us are allowed one day a week remote work. Circulation staff are required and must medically excused. The faculty are only in the building when they need to be. All of the meetings that would've been held in person are not going to be held via zoom. The building is fully reopened. All students, faculty, and our general public are allowed in the building. Our governors mandated that all state buildings require mass. Many students are cooperating with that, but there are still quite a few who are not and have been taken out by campus police. I know that can be a challenge. Let's hear from Elizabeth. 60 of us at UNC Wilmington -- Okay, so Elizabeth is from you and the Wilmington. And from Sarah, here at the public library, we've been back in the office since May of 2020, working since the late summer of 2020. And again, starting in February of 2021. Our branches is a capacity limit, but the main branch is large enough to get base. Masks are required, and I consider myself lucky to be able to be surrounded by my books, my staff, and I patrons. That's wonderful. Thank you all so much for sharing about your work is arrangement. We left here about that. And right now, I think we are probably ready to move on to our next question, so I'm going to advance the slide and handed over to Renee.

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Okay. How are you and your colleagues writing consultation, instruction, reference, and other library services for your users? Like the first question, the three members of council will go ahead and share our variances and give you sometimes to populate the chat. So I will start with Laura.

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So we are providing both online and in person consultation and instruction, and reference. So with my situation, where I work at home, I try to schedule in person instruction, and reference services when I am on campus. Occasionally, I have to go into my day off just to meet the needs of the students of the faculty instructors. So it just depends on what best suits the patron. But most people, I think, want to do it online. It's just less hassle.

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Nice. Will?

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So here at Vanderbilt, that's a great question. We are using a mix of just about everything. So we've seen a lot in the chat, a lot of virtual reference, we utilize our suites. But we also do allow for some in person, as well. We do have some users that are able to come in. And especially in the government information side of things, we do a lot of via, so people contact me and with the government information side, we are happy to provide the services, whatever is best for the user. The one restriction we have though is for non-Vanderbilt users. So people who are not faculty, staff, or students, those we have to conduct virtually, because we know are not allowing non-Vanderbilt -- Non-Vanderbilt users in the buildings. But otherwise, it's a great mix.

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Nice. We are also kind of a mix. And it's largely being left up to individual librarians how they would like to provide service does. Most are offering in person and zoom virtual consultations and instruction. Similar to Laura with, you know, times that we are working remotely or in person, I will flex my schedule to be able to provide in person instruction when professors ask for it. But consultations, I give students my on-site virtual schedule and say, you know, if you want consultations at this time, as when have to be virtual. If you want them this time, it can be in person or virtual. And that seems to be -- You know, it's a mixed. Some people are choosing virtual sump, some people are choosing in person. I met with several groups of students in person. Let's see. I'm going to go to the chat here. Okay. Let me get to the top of this question. Rick says that references virtual, instruction is mostly online but with some in person instruction. But not in the library classroom. Other services like circulation are in person. However, there are still shipping materials to students homes. So mostly online with some in person. Chris at the University of Denver says they have an online form where they can select in person or zoom. This may be 40% in person and percent zoom. Holly says we are providing both online and in person library services. We are pretty much back to go. Joanna says since we are back to normal for the most part, we offer in person services again, and still offer online of patrons are more comfortable. John is Syracuse University, most references with a little in person. Instruction is all in person now, and consultations are virtual or in person. Elizabeth at UNC Wilmington, back to a relative normal. In person help desk shift, teaching classes in person and virtually if asked. An online chat and email reference. Elizabeth has taught two classes in person in the library classroom. Angela says we offer face-to-face and chat for reference, but also zoom if that's for the individual. Instruction is mostly in person, and we still offer curbside pickup, too. Yeah, we have kept that as well. Patrons seem to like that. Valerie at University of Georgia says we are providing a mix of in person and virtual instruction. One exception is workshops, and leucine Mitch Moore present it participation by holding them in zoom than we ever did in person. That's really interesting. Jessica says consultations have been mixed. Some do zoom, phone, email. Others do in person as well instead of zoom. Instruction and library services such as tors are mostly in person, but some virtual or in the instructors classroom, where it's more space friendly. References back to having someone at the desk and being in person with a shield protecting the person at the desk, but also phone, email, and chat options. One hard thing about being in person again is having the mask on and all of these cases, so it is harder to hear. And some of us were mask shields given to us over the masks. Donald says we have in person reference and reference email. Our circulation desk has remained open during COVID, and legal instruction is gone back to in person. Rebecca says most classes are back in person this semester, with a few mostly virtual -- Still virtual ones, mostly asynchronous. Using Zoom for research consultations and finding that it is actually easier to walk users through the databases and the resources in Zoom. But it's up to the individual librarian, and there is a little bit of a make. Occasional walk-ins, and that on-call librarians, but no reference desk. Sarah says Cleveland public, in addition to online chat, they are offering mail service to get books at home. And one dollar of printing a day. My goodness, my chat is doing something weird here. One dollar per printing a

day, so sending a lot of government information to agents through the mail instead of having them come in. James says they are still virtual completely until January due to COVID and the earth makes. They have also found better attendance at virtual workshops and orientations. Ronnie says in person, email, phone services, library programs, and story times are taking place outdoors, but they are allowing the public to do meeting rooms a reduced capacity. They have changed online reader advisory grams to a personalized service where they will gather curbside. Let's see. Oh, and Mohammed says instruction and research consultations at FSU have been a mix of in person and online. Mohammed has done all instruction in person with consultations online, and their dissertation workshop will be online next month. So it's great that this sort of hybrid way -- Hybrid approach seems to still be working for a lot of institutions. And then I will pass it off to Laura for the next question.

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So what are some pandemic driven changes for the past year made by your organization that will likely remain permanent extras? At Texas A&M, I don't know how permanent things are. We are keeping -- Because our libraries were open , at a limited capacity, we do have a gate count that shows how many people are actually in the library, both on our website and at a screen at the door, so people can gauge, you know, if it's really crowded, maybe I will stay outside. I hope that remains. I thought that was a helpful little service, but I can't really think of anything else. I'm going to pass it on to will.

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Yeah, this really is such a tough question, because you don't necessarily know what are going to be permanent fixtures. I think that probably what we are seeing are going to be things that are related to the work place arrangements. So the hybrid work is one. But also, I think the large increase in creating online tutorials and these kind of multiple options for providing various research and other services. The one thing that I do think though that has been the big game changer though is that it is the option that if someone does fall ill now, well, now, you know, people have the option of they may be too sick to come in, but they are still able to continue to work from home. So it allows for people to have a little bit of flexibility without compromising and putting your staff at risk from seasonal colds or flu's. So I think that's kind of one of the big things that you will see. But in terms of permanent, that is a real tough one. So I will turn it over to Rene.

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I agree with Will that we think some of those workplace culture shift will be permanent to some extent. Some service things that are likely to stay are curbside pickup. We have one day a week now, and we just paid a lot more materials for patrons. And hold them at our service desk, which is a holdover from when our stacks were closed. We have been continuing that, and we've been continuing our delivery by mail. Numbers of gone way down, but some people still like to take advantage of it. And a lot more appointments based service. So we had to switch our microphone service to an appointment based service last year, and that has gone so well that we have kept that. We still allow walk-ins, but the appointments gradual or for microphone scanners, it kind of allows staff to pull material ahead of time, plan out the date. So those are some things, like access service things that we are hoping to continue. We are kind of in line with sort of the way people are shopping differently and stuff now. You know, now that we are in the pandemic.

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So I'm going to read what is now in chat, and Kate says we are mostly back in person. Everyone is teaching instruction and research consultations at FSU have been a mix of in person and online. She has done all her instruction in person and or consults online. My I'm sorry, my chat is jumping. So, Kate -- Sorry Kate, I butchering your answer. Everyone is teaching in person, but we are relying a lot on online email for reference. And Rick says that he selected a number of print series in favor of online. He may keep some of the access policy that they are open to the public, but they will need to sign in. And more generally, they are probably going to keep the Zoom based library meetings for a while. Elizabeth at UNC

Wilmington are able to allow some student workers to work remotely if they are's , just like will mentioned. Donald says increased reliance for reference and consultation. Otherwise, they been quick to revert everything. And they don't expect changes to be permanent except an increase acceleration to electronic over print. But that was happening anyway. Angela says more access for collection development of possible. Potentially curbside pickup, Zoom library meetings , or the larger meetings. And Kate says we instituted remote check out the the building opened backup, but I can't see that going away. Our students have access 24 seven, so that makes a lot of rents. John says more Zoom staff meetings within the library . Joanna says at you HV, it's thinking about ways to continue to be flexible regarding some library services. I don't think the University as a whole, anything is been decided permanently. A few positions will continue to be hybrid work from home positions. And I'm going to pass it back to will.

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Thank you so much, Laura. Thank you so much so far. We have a few factions to keep going through here, somebody take us to our next bastion. And our next question, let me get my's timer going again. Is what are your libraries or organizations masking physical distance policies? How is your library organization enforcing that?

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We will first ask Laura about this one. How about over at A&M?

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Unfortunately, the governor of Texas doesn't do masks, so we cannot enforce them. They are strongly encouraged. I think most of our staff to wear masks. Students, it's been a low percentage. I fêtes been under 25% of the students. Student patrons. So we don't have any policies regarding that, or social distancing. And actually, we are dealing with the opposite in that a few instructors have encountered students making fun of them to wear a mask. And that's a violation of student conduct. We are trying to think of policies on how to deal with that to protect people's safety will feel like, you know, they might have a reason to wear a mask. They should be mocked.

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And Renee, what about your institution?

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We are pretty fortunate here at UNC that there is a university wide mask Wallace E for all indoor spaces. I would say that compliance here in the library is over 95%. I do see students here and there, you know, without masks. We did have , prior to fall, we actually had a manager on duty sort of -- I don't want to say policing, the really kind of monitoring the different floors, checking for mask compliance, and we can't do that anymore. What staff are encouraged to speak to students or other folks that they see that are not following are mask policies. And then distancing, our furniture is still fairly spread out and socially distant. Students are surprisingly not moving the furniture like they have in years past. So they are complying pretty well. Right now, like right outside my office, it is pretty silent and based. So we are in a good spot.

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Here at Vanderbilt, we are -- Our policy is that it's also tied to vaccination, so we don't have mandatory vaccinations, but if you are vaccinated and you are indoors and within an office space that can be closed or a working space and you can distance and your vaccinated, you are not required to wear a mask. But if you are kind of in a public place indoors, you are supposed to be wearing a mask. We are not responsible for enforcing its, which is a change from about a year ago. What we found is that most of the students here are very good about wearing their masks. So what's interesting is that when we are actually less strict with our rules, it seems like we've actually had better compliance. So it's a little counterintuitive. Let's take a look at the chat and he was going on. So at the UH B library, we are also located in Texas, and we can only encourage. And so Elizabeth, she says the County that are University

operates and has an indoor mask mandate. So we have to follow that. I'm University will still mandate masks, most likely even if the county didn't have them. We are allowed to not wear masks so when in the office. So from Donald, in Virginia, we were wire vaccinations. Physical distancing used to be six feet, but I think that's been relaxed. We have a mask requirement for shared spaces, and it is been in worst. Safety first, where your mask. That's a great statement. To walk around our two-story building to enforce mask. From Beth, on my campus, everyone is choir to wear a mask if indoors. If someone comes into your office, you put on your mask. Social distancing is no longer wired. Most visitors to the library are compliance. We have masks to hand out of someone comes in with that one. We also disposable masks and our service desk as well, so that's great to hear. Blaine at the Illinois state library as a Mac mandate unless there the office alone. Sorry, reference insert desk. Enforcement is by security of administration. From Jessica, and Wichita State University library, and she says we too can only enforce what our government issues regarding masks and physical distancing. We only require masks and classroom. I library only has one classroom. Everywhere else, mask wearing and social distancing is fully encouraged. It's created lots of mixed feelings between students, faculty, and staff. From Angela, mask mandate and sign all campus holdings, but no physical disk and sing. Student workers have been hired to monitor masks by wondering open spaces. I've got to confess, that's the first I've heard of needed assistance doing the mask monitoring. That something very new and interesting. Masks are required and enforced by wondering library staff. We physically remove chairs and tables to limit occupancy of tables. Oh, and they have social distancing posters everywhere, including those wonderful GPO issued posters from last year. All students, faculty, and staff are required to fill out a form Iver testing the vaccination or those with opted out. From Jane, we have mask and physical distancing work and. We also have vaccination requirements. If not vaccinated, students and faculty must present a legal affidavit. There is no religious exemption. From Andrea, all the staff are required to wear public masks in our Hennepin County library buildings. Staff have to encourage the mask policies, but unfortunately, we have security office to back us up when our patrons don't want to comply. We moved furniture and have fewer public stations to help encouraged his dancing. From Bradley at the California state library, masks are required for all staff members and all patrons are required to wear a mask for patient services. Oh, to receive patron services in California state buildings. Physical distancing is encouraged, and staff have been moved to -- Staff cubicles have been moved to allow for six feet of distance. From Rebecca, we have a mask mandate on campus. We've been told the University will keep it even if the city drops the mask mandate. We no longer have any physical distancing policies. We do have a vaccine mandate on campus. If you are alone in a room with a door -- So it office, et cetera, you can remove your masks. From Ronnie, masks are required on all facilities. If we see they aren't, we have the option to cyst and library users from using at the same time as people that do not comply. We can only strongly encourage, but not require. As far as distancing, it still fairly spread out. We will not be returning all of the seating, and that is starting to show as we have 80% of the traffic that we didn't all of 2019. Okay, I want to get just one more so we can get one of our next questions. I'm going to jump down here to Scott. At URI, vaccinations were wired with limited medical or religious engines first to do an all nonclassified staff. Vaccination rate is in the 90+ percent, we have a mask mandate and I believe Rhode Island, and the library administration has been talking to people not wearing masks. Most are complying, but they have to wear the mask in public areas always, stairway, office workspaces if we have more than six feet, we can go without her masks. So that he also much for responding to the questions. We love to hear about that. Were going to move on to our next question, and when they had off to Renee.

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What are the safety precautions your organization is implemented in the past year to protect staff? What precautions do you feel are effective and what are areas for improvement? And I will start with Laura.

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Most of the safety precautions we took down. There is still some of the clear plastic barriers at the reference desk. We still have those up. I heard that the university in general, they took a lot of those down in the classrooms, and a lot of faculty ask that those be put back up. So we are -- I mean, since we can't enforce the mask and we are back open completely, there is really nothing that we are doing. Anymore. So, I'm sorry, I can't -- That's not a good question for me.

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Well, how about Vanderbilt? The Mac I will also very quickly point out that any opinions I give right now are my opinions not my university. But the safety precautions are University is implemented, the big ones have been met vaccine mandate for all staff, faculty, and students. And there are limited exemptions for religious and health reasons. And I think that has been absolutely effective. We have over 95% on campus vaccination. And if he gets less than 5% that have an exemption. So our campus is one of the safest places in the city of Nashville. We also have a mask mandate for inside buildings. And then we do have some of the screens. For us, the biggest things have been the vaccine mandate, which is an overwhelming plus.

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We do not have a map vaccine mandate. But staff and students who are not vaccinated half do we retest thing. It was twice a week, but our numbers are so good that they have bumped it down to weekly. And we still have -- I think it's well over 90% of our students were vaccinated, and over 80% of staff and faculty. And then, like, you and Laura, we are plexiglass, and masking, filters, air filters that have been purchased for staff spaces. I think the biggest thing with our staff spaces, especially our big cubicle farm area and technical services has been flexing people's schedules, so folks can share private office space during the week. People who were in cubes now have a private office with a closed door with a can of time without a mask. So that is been pretty helpful here. And I'm going to go through some of the chat responses. Let's see. I need to scroll up. Sorry. Lots of responses. Okay. Sorry, it went up into the reviews question here. Okay. Elizabeth has clear plastic barriers at the reference desk, too. But to be honest, they have to end up moving her head around them to speak to the students, they can't really hear each other with the barrier in place on top of wearing masks. Rick says giving staff and faculty flexibility to find alternate work arrangements is probably been the most effective and help precaution. It prevents crowding in the library and let them avoid unnecessary contact. Giving students the ability to order materials that are sent to their homes has similarly limited contact. Stephen says they have gotten lax early in the summer, relaxing the mask requirements. Once the Delta variant increased, their state vaccination rate lagged, they returned to masking requirements. Sarah says plexiglass is great until I need to help a patron in the stacks, which is at least once a day. As long as we're wearing masks, we feel comfortable helping patrons in person. But they don't have a mandate yet. Most of the public facing staff are vaccinated, to their knowledge. Donald says the strict vaccine wire meant. Washington and Lee continues to order hand sanitizer's, masks, and other supplies, but the plexiglass at the cirque desk and spacing requirements and shared offices went away. Angela says they saw plexi barriers and service points. They offer lots of hand sanitizer. The University encourages vaccinations and if not weekly testing is required. They have mandatory masks inside buildings. Ronnie says clear plastic barriers. Signage including physical distancing, although fewer signs than when they were open part-time, and reduced meeting room capacities. Public computers are spaced further apart, which is helped reduced conflict between computer users. So lots of some of the same strategies that seem to be work for folks. And I will pass it off to Laura for the next question.

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As a pandemic situation is changed over the past year and many work arrangements have shifted, such as staff returning to on site and taking on additional or challenging responsibilities, what are some of the successes and accomplishments you and your colleagues have achieved over the past year which you may not have accomplished if the situation were different? I'm going to let will talk about this first.

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I guess the question is what are we not accomplished? It's actually been great. We've done a lot of meditative cleanup in the catalog. It has allowed us to fix things and do a lot of that work remotely. The other thing is that we're in the middle of a collection movement, so it's actually been really help in our preparation for moving our collection. And they think it's really helped us get a step up in that prep as well. Yeah, just a couple more small accomplishments. One other is that we really -- It's been an opportunity for our student to really shine, and we have them coming to catalog. They're doing this amazing work in our library as we do cleanup in the catalog. In our students have just really shined. And it's just been wonderful.

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Renee?

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Similar to will, metadata work. Lots of staff that we wouldn't have gotten to at the beginning if we were all on site. Last March, when we scrambled to get projects for people who are working remotely, we had a team come up with things like, metadata cleanup, transcribing special collections materials, things, like I said, wouldn't have happened if we had all of our regular job duties be doing. And so it was also a really nice opportunity for people to work in areas of our organization where they don't get to work at all. So my staff did work for our North Carolina Digital Heritage collection, transcribing materials. You know, adding that eight to 10 hours a week when you are remote and don't have a lot of your on-site stuff that you can be doing, it was a really nice opportunity for us to touch projects that would have ordinarily been on the back burner.

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Thanks, Rene. So I Texas A&M, our big accomplishment in my department was moving our workshops that we usually haven't person to an online venue. And this fall, as we went back, we kind of been testing, and we did a couple of in person workshops, and then continue the online workshops. And I think that addition provides a lot more flexibility for evidence, in that we are able to do more outreach. So I'm going to go in and see what people have been saying in the chat. So Claudine says, after years and years, I catalog all the USGS critical file maps. Donald says a completely revamped our electronic resource collection, and looting joining the C RDP. Not having interruptions really help with that. And Rick said with the building closed, we were able to shift the entire library collection. Valerie is also celebrating Claudine's accomplishment. And Rick is congratulating Donald for joining the C RDP. It's a great service. Elizabeth says my student worker was able to work remotely for a year and a half. I was able to give her a catalog object defining all of our big records that are microfiche. Were going to use the info she found to work elaborately with our tech services department for a cataloging cleanup project. Angela says they were able to work remotely, adding piece level cataloging from microfiche. Jane says that we have increased our offerings of virtual reference services and workshops, and we have revised and edited entries in our online catalog. Sarah says as a former academic library income I stand in awe of your major project accomplishments. Congratulations to you all. Valerie says we definitely did a lot of catalog cleanup. We also were able to focus on digitization of content in the collection to provide remote access for users. Is that something that's been continuing, Valerie? And Claudine think everybody, and said it took about a month. And Donald said he is happy that he can add the serial set records through the catalog record project or program as well. Valerie says that yes, it has been a very popular service to digitize the government talk. Ronnie says that they shifted and weeded the third floor collections and cleanup the cataloging records for the government dock collection. Digitized some public review documents to provide access while we were closed. They were able to provide computer access for the public while the library was otherwise closed, and they improved Wi-Fi access in the parking lot. This provided vital services for people without Internet or computer access. And I will turn it back to will.

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We got a little bit less than five minutes left, but we're going to get this bonus question. What are some of the fun stories or experiences from your workplace over the past year? These can be either from interactions with fellow colleagues or users. I will go ahead and start with Renee.

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So we restarted a wellness committee when the pandemic began, and this group was really kind of in charge of making sure that we got some fun social things while we were all remote. We've had drag bingo, we've had people share their expertise in things outside of library, so come butcher making, you know, lots of other fun -- A couple of times a month Zoom webinars where we can log in and sort of get to see our colleague outside of work.

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Very cool. How about you, Laura?

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Mind is more related to my activities with trail, the technical report initiative in the library. With Tobit, we just did a phone conference. So we just talked on the phone to each other to meet. But with COVID, and everybody had Zoom available, we moved over to the Zoom platform. And it was nice to see people in the video setting, so I feel like our trail organization got even closer, because we were not just talking on the phone, we were interacting more visually with each other.

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Thank you. Here at Vanderbilt, we have a constant tuition day, which was a heck of a lot of fun. And one of the things that's actually going to be coming up in about a week and a half is that we are actually going to do a Halloween celebration, and all of our students are going to wear costumes, and we are going to have prepackaged candies and do a little bit of a celebration of Halloween. So it's something to look forward to, which we were unable to do last year. And for those of you in the audience, if you do have stories, we've got just under two minutes left. We'd love to hear if you have any other fun stories or experiences from the work lease. Oh, surely someone got an excellent story to share with us. One from Jane, all right. Because I live across the street from the University, I have become our curbside book loads service. The students and faculty let us know which books they need and I take them home, notify the person and they passed by in their car to collect the materials and later to return them. Campos is still mostly closed, so this has worked well, and I got to bring on book arts from the University. Very nice, Jane. Very nice. So from Kate, Katz. All the cats we've seen on Zoom. Absolutely, and all the other pets as well. Our pets have been the stars of Zoom, so for our newsletter, we featured photos of our pets and the Zoom layout. Wonderful. And from Donald -- Donald got to show off Katz on Zoom and it was the best thing ever. So we found the secret to sharing pet's. From Suzanne, we made COVID friendly Constitution grab backs. We filled with pocket constitutions, other information, trivia questions, and chocolate. I think we will continue to make these since they have been popular. I think that's a great combination, pocket constitutions and chocolate. That's wonderful to hear, Suzanne. And from Kate, we had a faculty member start last year, and she wasn't able to come to campus. I delivered a few books to her house, and it was nice to actually meet her. And from Sarah, in the beginning of COVID, people do genealogy products. Nothing was better than providing links to newspaper photographs from our collection of a great-grandmother or the relative and seeing the reaction real-time. Warms my heart each time. And from Andrea, we have a watercooler channel honor teams staff page where we should post photos or funny stories. Well, thank you all so much. It's a wonderful to hear these wonderful stories, and thank you all for sharing this time with us. It's really flown by. We really appreciate these interactions with you all. We are it time, and think. I encourage you all to join us tomorrow around two of the Council. So thank you so much, and have a wonderful day.

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[ The event is on a recess. The session will reconvene at 1:00. Captioner on standby. ]