

ASSOCIATION OF RESEARCH LIBRARIES®

November 22, 2013

Dr. Nancy Busch
Dean of Libraries, University of Nebraska-Lincoln
318 Love Library
PO Box 884100
Lincoln, NE 68588-4100

Dear Dr. Busch,

I am pleased to provide this letter of support for Jolie Graybill, candidate for promotion and tenure at the University of Nebraska-Lincoln Libraries. Although I have known Ms. Graybill for over ten years, my most recent interactions with her have been in her capacity as Visiting Program Officer (VPO) for the Association of Research Libraries' Diversity and Leadership Programs for which I serve as program officer. Ms. Graybill served in this role for, approximately, 15 months, stepping down last January after being accepted into the ARL Leadership and Career Development Program (LCDP). I offer, with great confidence, that Ms. Graybill made significant contributions to these programs during her time with ARL and that we continue to benefit from her assessment work as well as hands-on contributions to our leadership development and recruitment programs.

Ms. Graybill's primary responsibilities as VPO at ARL centered around the evaluation of the mentoring component of ARL's longest standing diversity recruitment program, the Initiative to Recruit a Diverse Workforce (IRDW); the assessment of the Association's career resources website and services; and on revitalizing our tools for communication and dissemination of project outcomes. The latter objective was accomplished, primarily, through the publication of our online newsletter *Synergy: News from ARL Diversity Programs*. In every instance, Ms. Graybill proved an invaluable member of our team, collecting and synthesizing feedback from program stakeholders informing changes in our approaches, particularly for our mentoring and career resources programs. Moreover, she was charged with reporting evaluation and assessment outcomes to the ARL Committee on Diversity and Leadership, and making recommendations for the programs based on the data collected. She managed this with aplomb, and provided feedback and insights to the ARL committed that proved extremely helpful in advancing the group's discussions. I should mention that this contribution was particularly cogent given Ms. Graybill's previous experience as an ARL Diversity Scholar (participant in the IRDW).

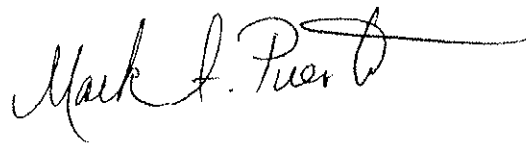
21 Dupont Circle NW
Suite 800
Washington, DC 20036
202 296 2296 telephone
202 872 0884 fax
<http://www.arl.org/>

Under Ms. Graybill's leadership, we were able to revive our bi-annual publication, *Synergy*. She contributed to this effort in multiple ways including the establishment of themes for the issues, recruitment of and communication with authors, copy-editing, and marketing. In addition, Ms. Graybill proved an invaluable contributor to planning for the annual ARL Leadership Symposium, a three-day event for master of library and information science students from historically underrepresented groups. Ms. Graybill's leadership and assistance with, in particular, the "Job Search Skills Workshop" was especially welcome and truly enhanced the experience for these students. Although both this process and the demands of completing her doctoral studies necessitated that she step back from her involvement, I know she is anxious to return to a role that will allow her to contribute to these programs and to the recruitment and development of future leaders in the profession.

In summary, Ms. Graybill's contributions to ARL Diversity and Leadership Programs were significant during her time as VPO. Her work in assessing program components has resulted in notable improvements in the designs of our programs, services, and strategies. Although she has, officially, transitioned out of this role, she continues to donate her time and expertise to these efforts. I look forward to future collaborations with Ms. Graybill and remain confident that the reach of her work will continue, for our Association and for the profession, writ large.

Please do not hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in black ink that reads "Mark A. Puente". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Mark A. Puente
Director of Diversity and Leadership Programs
Association of Research Libraries
21 Dupont Circle, NW
Suite 800
Washington, DC 20036
(202)296-2296
mpuente@arl.org
<http://www.arl.org/diversity/>
<http://www.arl.org/leadership/>

Nancy Busch
Dean of Libraries
318 Love Library
P.O. Box 884100
Lincoln, NE 68588-4100

November 12, 2013

Dear Dean Busch,

It has been my pleasure to work with Jolie Graybill since our initial connection in August 2012. Ms. Graybill has been instrumental in providing assistance to serve the educational needs of my students from the Department of Teaching, Learning, and Teacher Education. Without Ms. Graybill's help, expertise, and creativity the experiences of my students could not have been as rich and rewarding as they were. At first, I was hoping to just make a contact at the Library. What I found was so much more, someone who would guide us through the resources available in Love Library. I never imagined we would benefit as much as we have from Ms. Graybill's dedication and ability to relate to the students with the resources Love Library has to offer. She coordinated efforts to significantly enhance students' learning experiences in our required course TEAC 330 *Art in the Elementary Curriculum*. Ms. Graybill introduced students to the Image and Multimedia Collections in the "Escape Room," as we utilized the resources to create multimedia projects for future classrooms. The projects demanded risk-taking and creative uses of research from each student group and Ms. Graybill was essential in supporting each student's ability to tackle the challenge set to them. Again and again, I found that students exceeded my expectations with these projects due in very large measure to Ms. Graybill's enthusiasm and expertise. Each semester Ms. Graybill provided access and research skills to two sections of more than 25 students. Since we began coordinating these projects, we have worked with almost 200 students who are now more engaged with Love Library's resources because of Ms. Graybill's hard work.

Ms. Graybill also coordinated our visits with the Special Collections staff members and Professor Karen Kunc in the Art & Art History Department when we expanded our collaboration to include class sessions viewing the Blue Heron Press Collection. This resulted in even richer learning experiences and the course this last summer included handmade books from the students who were inspired by another very successful visit to Love Library and Special Collections.

The coordination, time, effort, skills, and professional graciousness involved in regularly scheduling visits for my classes are all characteristics that Ms. Graybill uniquely combines with aplomb. My students were so impressed with their last visit that they created a Prezi of their Blue Heron Press Collection inspired handmade books as a gift for Ms. Graybill.

To have developed an ongoing collaboration with Love Library through Ms. Graybill's efforts has had, and will continue to have, a significant impact on the lives of my students and on the lives of their future students. It is almost impossible to measure the great gifts from Love Library that Ms. Graybill has given these future educators. I know, though, that they are abundant and cherished. It is also impossible for me to imagine teaching on the UNL City Campus without Ms. Graybill's support. She has not only made available the resources Love Library offers students, but she has engaged my students with her love of learning and inspired them by sharing the wonderful world that a library offers educators.

Please do not hesitate to contact me if I can offer further support on behalf of Jolie Graybill.

Sincerely,



Rita Cihlar Hermann M.F.A., PhD. Student
Teaching, Learning, and Teacher Education
Henzlik 23
Lincoln, NE 68588
cell: 605 484 4112
email: rita.hermann@huskers.unl.edu

November 16, 2013

Nancy Busch
Dean of Libraries
318 Love Library
PO Box 884100
Lincoln, NE 68588-4100

Dear Dr. Busch,


I am pleased to offer my letter of support of Assistant Professor Jolie Graybill. I have worked with Jolie over the past few years in her role as a coordinator that promotes and educates through the Special Collections for classes from diverse fields.

Especially important to me is her inclusion and understanding of the value of the Blue Heron Press Collection of Artist Books that can serve as an entrée for students to re-examine the role of reading that can become an enhanced experience through these materially rich works and inventive book forms. She has brought students and faculty to Special Collections from the Learning & Teacher Education Department, the School of Journalism, the English Department, and the Department of Art & Art History. Jolie coordinated opportunities for me to put the Blue Heron Press Collection in context as a material resource that can challenge student's perspectives and expectations of what is "the book". She certainly shares and expresses this need to teach about the role of the book, collections, research, and getting "lost" in the shelves and containers that open up new worlds.

I enjoyed working with Jolie in creating the valuable online presence for this unique collection of artists books as a resource on the Libraries website. She is always an enthusiastic professional, and responsive to requests, while being engaged with the significance of our resources that she can convey to students.

I trust my comments will contribute to her overall profile as a committed educator and colleague that we value at UNL.

Sincerely,


Karen Kunc
Cather Professor of Art
kkunc1@unl.edu

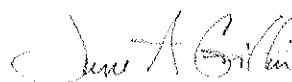
November 11, 2013

Nancy Busch
Dean of Libraries
318 Love Library
PO Box 884100
Lincoln, NE 68588-4100

I am writing in support of Jolie Graybill's tenure and promotion. My work with Dr. Graybill has been limited, which is part of what makes her assistance so notable. I contacted Jolie at the beginning of this semester because students in my Writing and (Digital) Communities class were having a very difficult time identifying online communities they might study for the semester. Although she is not responsible for supporting faculty in my discipline, she warmly assisted me in thinking through the nature of my students' difficulties and offered specific, implementable advice for the different problems they were having. She helped me think about how I might offer them prompts for narrowing their interests and then locate keywords that might lead them not to static information but groups of people talking and collaborating online.

I greatly appreciated the assistance Dr. Graybill gave me and know that my students certainly benefitted from her work.

Sincerely,



June Griffin
Associate Professor of Practice, English
Faculty Coordinator of the W.H. Thompson Scholars
Learning Community