

**Office of
the Mayor
Burlington,
Vermont**



Miro Weinberger
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FOR IMMEDIATE RELEASE

December 5, 2012

Contact: Mike Kanarick
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Mayor Miro Weinberger Appoints Rubi Simon as New Fletcher Free Library Director

Burlington, VT – Mayor Miro Weinberger today announced the appointment of Rubi Simon as the new director of the Fletcher Free Library (FFL) for the City of Burlington. Simon brings to Burlington more than 15 years of library experience, including nine years working in the Boston Public Library system. Simon currently works at the Burnham Memorial Library in Colchester, where she has served as the library director for nearly four years. Weinberger has asked the City Council to approve the appointment at its December 17, 2012 meeting.

“The Fletcher Free Library was founded nearly 140 years ago and has been a vital civic institution ever since,” said Weinberger at a press conference held at the library. “Today, we depend on our library more than ever and expect our library and its staff team to do more than ever before. We are thrilled that we have found Rubi Simon, who is the right person, the visionary leader, to move Burlington’s library forward at this key moment in its evolution.”

In addition to her service to the Town of Colchester, Simon worked in many roles in the Boston Public Library system, including the role of Neighborhood Services Manager, a deputy director position responsible for co-managing the operations and personnel of 27 Boston branch libraries. Simon earned an M.A. in Library and Information Science at the University of South Florida and a B.A. as a double major in Spanish and Latin American Studies at the University of Kentucky. Simon is a member of this year’s Leadership Champlain class and is bilingual, fluent in both English and Spanish.

“I look forward to building upon the successful traditions of the Fletcher Free Library and to bringing new energy to lead the library in a manner that provides something for everyone and that enhances the quality of life for the Burlington community,” said Simon. “I am grateful to the Mayor and search committee for their confidence in my abilities to lead the team at Burlington’s amazing library. I am both honored and excited to be joining Burlington’s leadership team and the dedicated staff at the Fletcher Free Library.”

Prior to the start of a thorough search process, Weinberger and the Library Board of Commissioners engaged in a collaborative process that resulted in a significant move from a co-directorship model to a single director model for the first time in more than 20 years. The position was advertised nationally, leading to the receipt of a large number of resumes. The search committee interviewed approximately a dozen candidates, and Simon emerged as the committee's top choice. Committee members were: Eric Lindstrom and Dan Balon, library commissioners; Robert Coleburn and Christine Webb, FFL staff members; Robin Twery, Friends of the Fletcher Free Library president; Julie Hulburd, City Human Resources Department staff member, and Carina Driscoll, Assistant to the Mayor.

Please see attached documents, including:

- *Memorandum from Mayor Miro Weinberger to City Council Members requesting approval of the appointment of Rubi Simon as Director of the Fletcher Free Library*
- *Resume of Rubi O. Simon*

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MEMORANDUM

To: City Council Members
From: Miro Weinberger
Mayor 
Date: December 4, 2012
Re: Appointment of Fletcher Free Library Director

I respectfully submit for your consideration and approval Rubi Simon as the next Fletcher Free Library Director for the City of Burlington. I am requesting City Council approval of this appointment at your December 17, 2012 meeting.

Rubi is an excellent candidate for the position for numerous reasons, including her:

- **Extensive public library experience** – Rubi comes to us from her current position as Director of the Burnham Memorial Library in Colchester where she has grown the programming, upgraded the library's information technology, increased community awareness of library offerings, and worked to build community over the last four years. Prior to Colchester, she served in many roles in the Boston Public Library system over a period of nine years, including the role of Neighborhood Services Manager, which was a Deputy Director position responsible for co-managing the operations and personnel of 26 Boston branch libraries. Before serving in this role, Rubi was a Head Branch Librarian. She also served as the Human Resources Manager for the department for two years. While in Boston, Rubi had significant supervisory responsibilities and was responsible for managing program and materials budgets. She coordinated programs and events, managed labor issues and developed community relationships. She began her library career at the University of Kentucky's W.T. Young Library.
- **Passion for librarianship and focus on grassroots programming and community outreach** – Rubi received her M.A. in Library and Information Science at the University of South Florida, where she focused her core studies on libraries serving migrant populations. She studied grassroots programming, and how to work with diverse

populations across the racial and socio-economic spectrums. Once out of school, Rubi chose to work in libraries that serve low-income populations. Rubi is driven by a desire to bring people from all communities into libraries to make a connection through programming, events and collections. She understands that connecting libraries with schools is a natural fit, and that making connections through the children is a great way to build connections to their parents and to the broader community, in particular our New American communities. Rubi knows first-hand what it means to be a member of a New American family as her parents came to Southern California from Mexico, and Rubi herself was an English as a Second Language student.

- **Professionalism and strong management skills** – Rubi is a self-described big-picture thinker who engages her employees where their passions are. Rubi believes in giving employees the tools to achieve the work they care about and work that is relevant to their skills and experience. She believes in a team approach to accomplishing the work of the library. One of her references described her as being a manager who, “cuts through things in a very diplomatic way, getting to the heart of the matter.” She is described by another as, “passionately devoted to the profession of librarianship,” saying, “she will keep you hopping and on the cutting edge in every department.”

If confirmed, Rubi intends to begin her work for Burlington on January 14, 2013.

Our two remaining Co-Directors, Robert Resnik and Robert Coleburn have steadily steered the ship since Amber Collins’ departure in June. I feel confident they will continue to do so through this interim period. I am grateful for their leadership through this transformative time for the Library.

Rubi, who currently lives in Colchester, intends to establish residency in Burlington.

I look forward to discussing this appointment with you soon.

Thank you for your consideration.

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RUBI O. SIMON

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Colchester, VT 05446

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EDUCATION

University of South Florida, Tampa, FL (2000)
M.A. Library and Information Science

University of Kentucky, Lexington, KY (1997)
B.A. Double Major, Spanish/Latin American Studies

WORK EXPERIENCE

Burnham Memorial Library, Colchester, VT

Library Director (2009-current)

- Work with Library Trustees and Town Officials to manage and oversee library budget, facility, staff and community services pertaining to public library.
- Responsible for maintaining relevant public services to the community.
- Accountable for long range planning and any fundraising campaigns relevant to library.
- Manage and develop collection of materials in a variety of formats, including electronic resources.

Boston Public Library, Boston, MA

Human Resource Manager (2007-2009)

- Oversee support staff in office of human resource i.e. benefits, payroll, staff and recruiting
- Manage labor relations issues and serve as liaison with city, unions, staff, and management.
- Handle and process confidential claims and requests
- Assist in development of staff development and training models

Neighborhood Services Manager (2006-2007)

- Co-managed 27 neighborhood library branches of the Boston Public Library.
- Works in public service team to coordinate with Human Resources Officer to facilitate staff recruitment, development, evaluation, and implementation of library services to the community.
- Project managed, facilitated, and lead staff teams within the neighborhood branches to incorporate community services and public relation support.

Head Branch Librarian P3 (2002-2006)

- Reports to Neighborhood Services Manager
- Supervise overall development, budget, maintenance, and training of collection, staff, and library services at branch.
- Developed relationships and partnerships within defined neighborhoods and implemented activities to stimulate use of library's resources with community, schools and other local agencies and community groups.
- Maintain appropriate liaisons and working relationships in service area with regards to branch building and community served, as well as project manage library programs and events

Librarian II P2 Neighborhood branches (2000-2002)

- Managed program funds and appropriate materials budget assigned to community services and collection.
- Assisted in staff training and the day-to-day operations of branch.
- Initiated, developed and implemented library programs of service to adults, young adults, and children as assigned through personal consultations, reference and readers' advisory services, outreach and programs

University of Kentucky, W.T. Young Library, Lexington, KY

Distance Learning Technician (1997-1998)

- Obtained research materials needed to support course studies for graduate students, including preliminary literature searches on research topics, books and journal articles from University library system, and offered research consultation.
- Supervised and trained student workers.

Reserves Assistant- Circulation Department (1995-1997)

- Trained, supervised, and scheduled minimum of 30 students assigned to reserve/circulation desk unit.
- Responsible for assisting with reserve/circulation department procedures, assisting library patrons/faculty.

PROJECTS/VOLUNTEER WORK

- Colchester Milton Rotary Member Colchester, VT participate in community services projects and committees
- Colchester Farmer's Market Implemented Colchester Farmers Market and created community planning committee
- President - El Jolgorio Boston, MA (2008-2009) www.eljolgorio.org
Community based organization which promotes leadership and civic engagement among Latinos. Primary role is to assist in several cultural programs and primary fundraiser: El Jolgorio Navideno Boston, MA (2006) Hispanic Writers Week, Boston, MA (2004-2007) Puerto Rican Cuatro Project Boston, MA (2006)
- MBLC and Univision Library Promotion (2005)
Assisted in the facilitation of televised promotion of summer reading programs primarily focusing on the Latino population. Participated in Spanish televised news coverage of the Connolly Branch Summer Reading Program.
- Simmons Diversity Summit (2005)
Served as a panel speaker dealing with diversity issues within the library field with a primary focus on recruitment, education, and professional development.
- Red Sox Bilingual Literacy Video (2001)
Assisted head of Communications at the BPL and the Mayor's office in the creation of a bilingual literacy video with Red Sox players and promotion of community reading program in Boston.
- Field work Ruskin Public Library Ruskin, FL (2000)
Assisted with public library services: Circulation, reference, shelving, and programming to local and rural areas in diverse population.

WORK/STUDY ABROAD

- Universidad Del Salvador-Buenos Aires, Argentina (1994)
Four month cultural exchange program, Field of Study: Geography, Political Science, Literature
- Xochicalco Archeological Site- Morelia, Mexico (1993)
Lab Assistant; Organized and maintained artifacts. Hired and supervised local workers

SKILLS/TRAININGS

- Languages-Fluent English and Spanish (bilingual- native languages)
- Latino Leadership Summit/ Civic Education track- Oiste Latino Civic Education Initiative www.oiste.net (2006)
- Facilitative Leadership training- Interaction Institute for Social Change (2006)
- Leadership for Results training- Office of human Resources Management Development Program (2005)

AWARDS/COMMITTEES

- *Leadership Champlain (current)*
- *Member of ALA Diversity Committee (current)*
- *BPL Neighborhood Community Service Committee (2007-2009)*
- *Member of Mayor's School Readiness Action Planning Team Boston(2009)*
- *Member of El Jolgorio de Massachusetts planning committee (2007-2009)*
- *2006 FIL Scholarship (Guadalajara International Book Fair)*
- *Massachusetts Library Leadership Institute selection committee 2004*
- *Latino Life committee 2004, 2005*
- *Black Is Committee 2002*
- *Trejo Foster Foundation Award 2000*
- *ALA Spectrum Initiative Scholarship Award 1999*

References available upon request