

Office of  
the Mayor  
Burlington,  
Vermont



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Mayor  
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MEMORANDUM

**To:** City Council Members

**From:** Miro Weinberger  
Mayor 

**Date:** December 4, 2012

**Re:** Appointment of Fletcher Free Library Director

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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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