



The College at
BROCKPORT
STATE UNIVERSITY OF NEW YORK

Library, Information and Technology Services

Dear APT Committee,

It is my pleasure to submit to you a letter of support for Ken Wierzbowski. Ken is a leader in our library, and I have seen his depth of librarianship knowledge grow, even in the 2.5 years since I began working at Brockport. I have watched Ken embody collegiality by stepping into a key role to help guide us through the Alma migration, and supporting circulation through personnel changes. I have seen him demonstrate creativity in expanding and strengthening library services through his work with Tech Tools and the Makerspace. What I want to focus on here, though, is Ken's 21-century approach to librarianship, which is centered on collaboration and communication.

Ken's ability to communicate in a deliberate, respectful way sets him apart as a leader in our library. Library literature is full of lists of leadership skills for librarians, and several of them have one thing in common—communication skills. As an untenured librarian, I rely on my colleagues for information and support, and I have benefitted again and again from Ken's open communication practices.

Here's just one story to illustrate the way Ken incorporates communication into his work. When he was in charge of a project to upgrade the library's scanners, he gave his colleagues a view into his work at the right moments. We knew what he was doing, and why, and we could contribute feedback and ideas. When he needed to relocate the old scanners, Ken distributed a survey to gather feedback from library personnel to learn about our needs and wants. He incorporated our feedback into his decisions. Ken sent all-library emails communicating his actions throughout the project as he installed the new scanners, created user documentation, and worked through some pesky installation quirks. This was invaluable to those of us who provide front-desk help for library community members who use the scanners. I have guided students through Ken's handy scanner laminated documentation cards more times than I can count; I can say that they are well designed. Importantly, they were designed with our population of users in mind.

This story is important even though it's just a snapshot of a tiny project. Here is why: it's indicative of the open, communicative approach Ken has taken with all of his projects in the last 2.5 years. When Ken keeps me and my colleagues

in the loop about his projects, he is treating me as a valued member of the library community. He is giving me an opportunity to ask questions and learn more. He is maximizing my ability to grow in my librarianship—supporting me in doing my own tenure-track job. Is there better evidence of librarianship than this type of collegiality?

Our APT guidelines require evidence of librarianship that includes the “Ability to work in a positive, collegial manner with library staff, teaching faculty, students, and administration. This includes qualities such as the willingness to communicate and cooperate, to accept decisions gracefully.” I rely on Ken’s choices and ability to communicate and cooperate, and his positive collegial manner. Most of our Brockport community members will never know what’s going on behind the scenes, but they are benefitting from Ken’s leadership when it maximizes the work of those around him.

Sincerely,

A handwritten signature in black ink, appearing to read "Mia Breitkopf", written over a horizontal line.

Mia Breitkopf, Sr. Assistant Librarian