

MORE THAN CRAFTING: HOW THE F.U.N. COMMITTEE FOSTERED RESILIENCE AND COLLABORATION

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THE PRESENTERS: A BRIEF INTRODUCTION

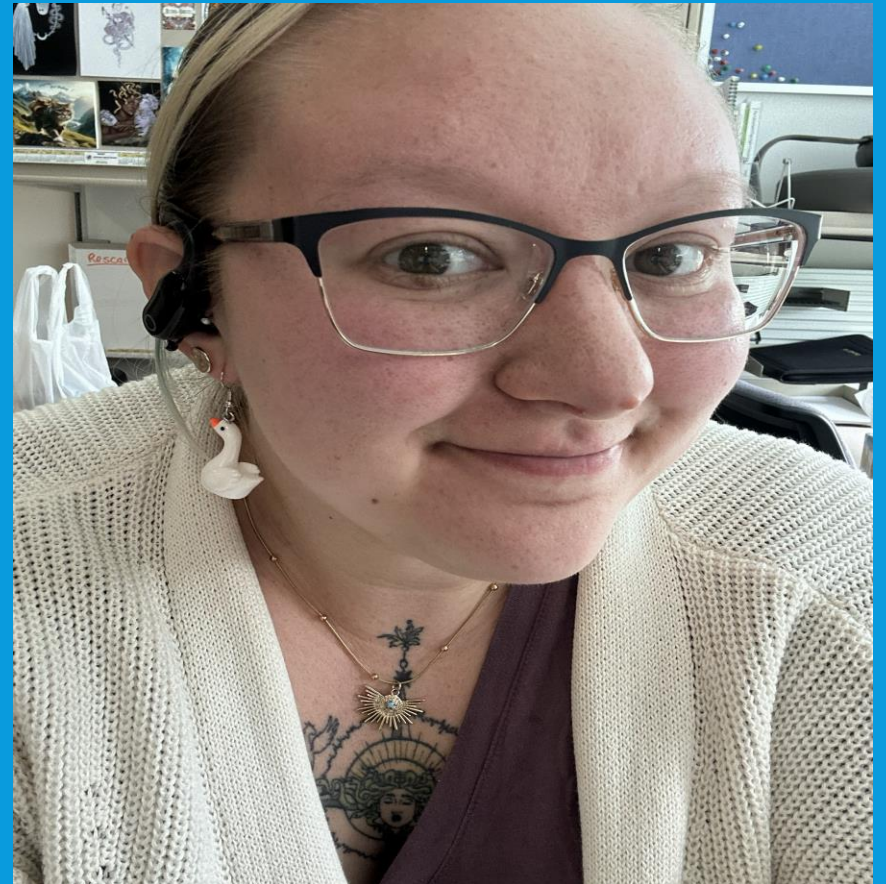
PRESENTER 1: LEE PARKER

- CMU Libraries Role - Instruction and Outreach Librarian
- F.U.N. Committee Role – Co-Chair
- Began Work at CMU- Jan. 2024



PRESENTER 2: ARIEL WIBORN

- CMU Libraries Role - Course Reserves Specialist
- F.U.N. Committee Roll - Co-chair
- Began Work at CMU- August 2023



ACADEMIC LIBRARY EMPLOYEE WELLNESS: SOME BACKGROUND

EXISTING WELLNESS OF ACADEMIC LIBRARY PROFESSIONALS

- Stress is common to librarians for a variety of factors, though job satisfaction is better for faculty than with paraprofessional staff
- Common facilitators of job stress include:
 - **Little Career Control**
 - **Not Enough Value in Work**
 - **Not Able to Put Full Skills to Use**
 - **Role Ambiguity/Role Overload**
 - **Issue of Vocational Awe**
- When dealing with stress, adopted unhealthy coping mechanisms

INITIATIVES ADOPTED TO ADDRESS THESE ISSUES

- Two approaches have been adopted for Promoting Employee Wellness:
 - Providing Flexible Work Situations
 - Integrating Individual Wellness Initiatives into Broader University Efforts

FILLING A GAP

- Do unfortunately leave gap for certain programs
- Fixes Gap by Providing Organized, Library Wide set of Initiatives

PRE-F.U.N. COMMITTEE WELLNESS INITIATIVES

PRE - F.U.N. COMMITTEE WELLNESS INITIATIVES

- Professional Development committee wellness initiatives
 - Physical wellness
 - Teambuilding
 - Bingo/Scavenger Hunt
- Picnics on the lawn

F.U.N. COMMITTEE:
FORMATION, STRUCTURE, AND
OPERATIONS

FORMATION

- June 2025: The Fundamental Understanding of Needs (F.U.N.) in the Libraries committee was created from the 2025-26 library-wide goals
- Committee was tasked to “revitalize library employee social & informal events to build relationships, enhance belonging, increase recognition, & increase knowledge of library operations”
- Requests for committee members went out, with 7 volunteers & an 8th member added in the Spring 2026 semester

STRUCTURE

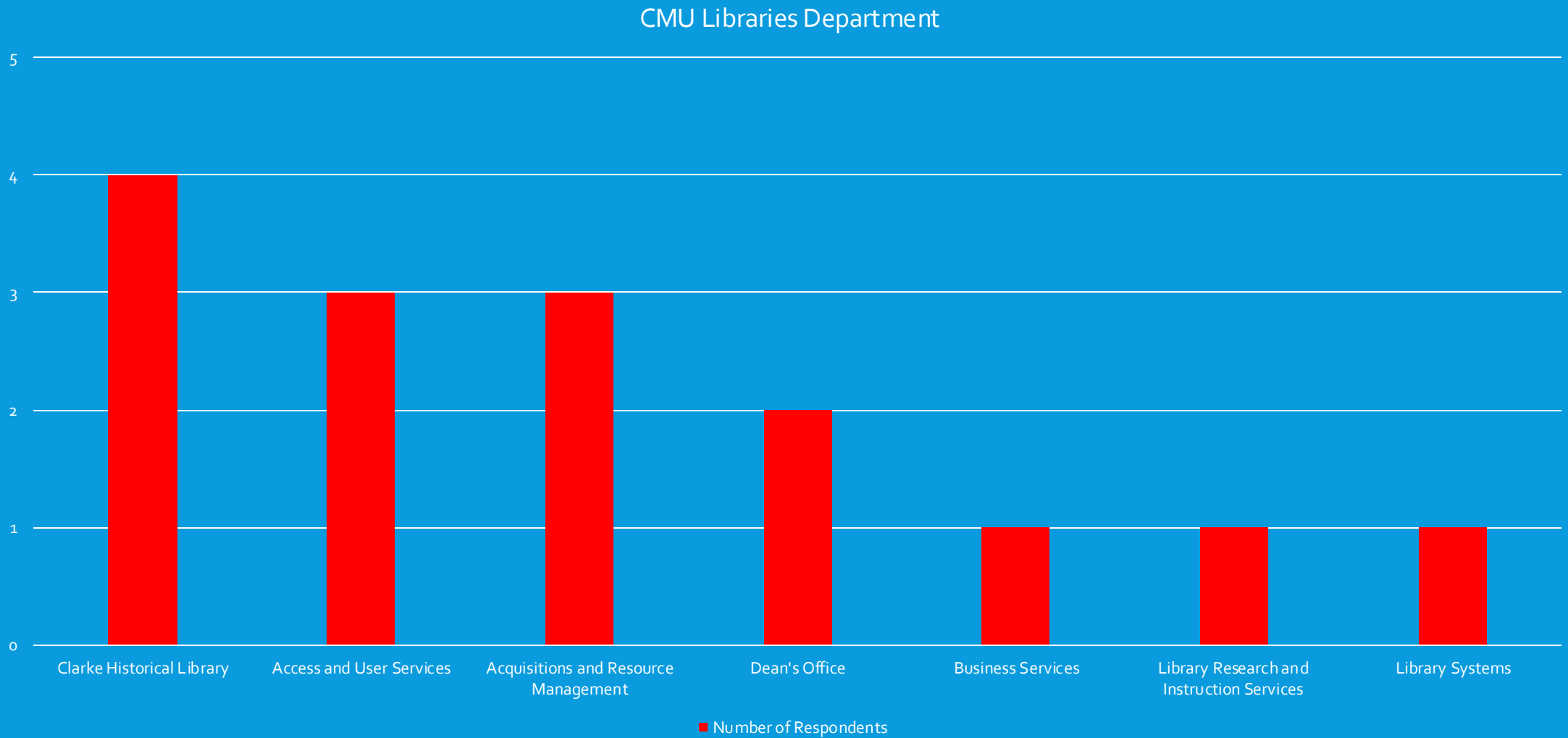
- Many members had previously been part of the Professional Development committee, so structure of the internal meetings were inspired by them
 - The F.U.N. committee started by meeting 2 times a month to create events, then 1 time a month, then 1 time every other month as events began running smoothly
 - Each committee member was asked to volunteer for 2-3 events per school year to lead
 - Events were planned outside of the committee meetings and brought to the meetings to discuss
 - Whoever planned the event was tasked with creating a flyer, additional documents, advertising, and sending emails to all library employees
 - During each event, committee members did our best to take attendance
 - After each event, we added the attendance, comments, improvements, etc. to a document, and the committee debriefed in the next meeting to ensure the event went smoothly

OPERATIONS

- In the event planning stage, we all agreed we wanted to have a mix of one-time events and repeated events
 - Single events included:
 - Halloween Party (costume contest, trick or treating, cookie decorating, coloring pages)
 - Recipe Exchange (participants filled out a digital recipe card and brought in the treat for all to enjoy, recipes printed out for people to take home, and digital recipe booklet emailed out)
 - “This Meeting Could Have Been a Board Game” (board game event with treats, open to all staff and any interested students wandering in; happening Summer 2026)
 - Re-occurring events included:
 - Dining Hall Excursions (1 Friday/month people were invited to join us at one of the university dorm dining halls for lunch)
 - Crafternoons (1 every 3 months, each crafting event was a different craft; origami, coloring, rock painting, with options to bring own crafts)
 - B.Y.O.Book Club (1 Thursday/month people were invited to talk about what they were currently reading, give it a rating, give and receive book recommendations)

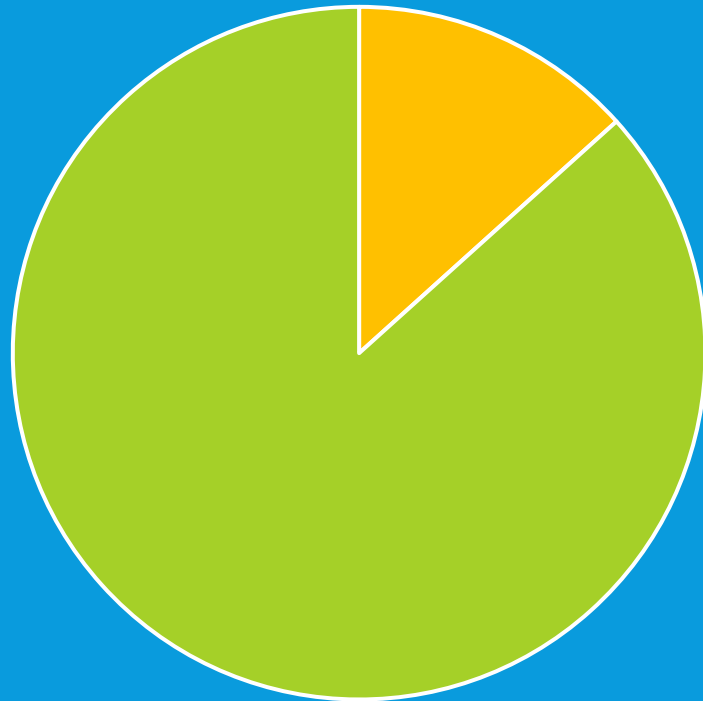
F.U.N. COMMITTEE IMPLEMENTATION: RESULTS

PART 1 – RESPONSE NUMBERS



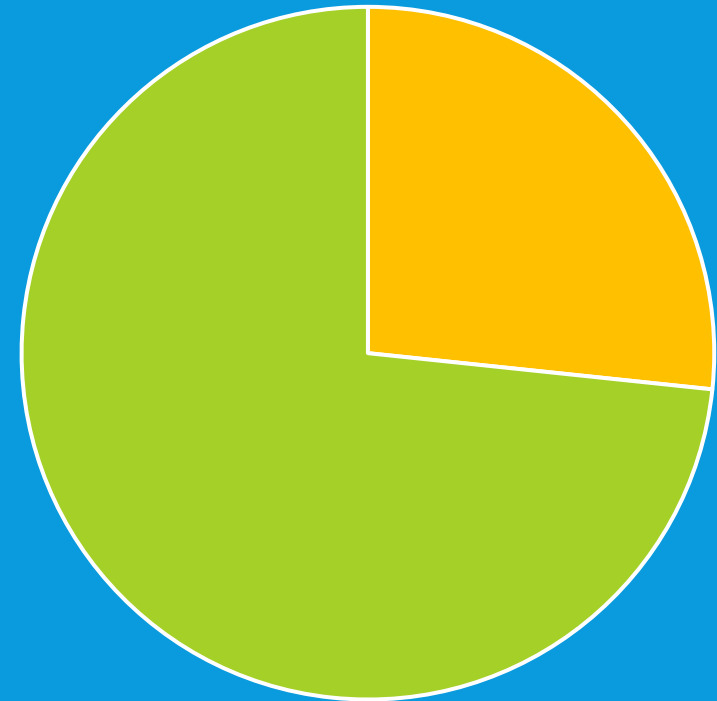
PART 2 – RESPONSE NUMBERS CONT.

Employment Type of Responders



■ Faculty ■ Staff

Make up of Respondents



■ Committee Member ■ Non-Committee Member

COMMENTS ON SESSIONS

General Points Were:

- Liked informal opportunity to socialize
- Less barriers to entry the better
- Express interests/Do something enjoyable

BURNOUT AND UPHOLDING JOB RESPONSIBILITIES

- Four strongly agreed that it helped cope with burnout, four somewhat agreed, and two neither agreed nor disagreed
- Three strongly agreed that it helped in completing job responsibilities, five somewhat agreed, and four neither agreed nor disagreed
- Nine said that it encouraged collaboration beyond committee work and three neither agreed nor disagreed.

LESSONS FROM RESULTS

- Survey responses suggest staff may engage more in wellness initiatives than faculty, though time constraints and tenure pressures complicate interpretation.
- Unmet basic needs limit participation, so reducing barriers is as important as the type of wellness offered.
- Findings are inconclusive on whether wellness initiatives improve job performance or collaboration.

CONCLUSION

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