

Bibliography

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Introduction

Library residency programs offer opportunities for new librarians to gather the necessary skill sets to succeed in an ever changing and competitive library field. If residency programs are to be sustained, library residents need to produce at a high level and in a faster manner than other new tenure track library faculty. This research project explores the ways in which residents have created sustainable programs and projects within the limited timespan of residencies.

Method

Comprehensive Literature Review
Structured, recorded interviews with library residents, fellows & residency coordinators conducted over the phone and in person

Outcomes Proposed Outcomes

1. Summarized best practices for new and incoming residents centrally located on ACRL-RIG website.
2. Formal and informal mentoring for prospective residents.

Expansion of Future Studies of Programs

1. Including **Residency Coordinators (RC)** in designing question set
 - How did the RCs become involved in the program?
 - What type of research was done to create the program?
 - How is the program funded? Institutionally? Grants?
 - Who do the RCs report to?
 - Is there a hiring committee for every resident selected?
 - Does that hiring committee change with each new selected candidate?
 - How do you incorporate feedback from outgoing residents to improve the programs?
2. Expanding questions set
 - Including more service questions
 - Perception of residencies as faculty vs. staff vs. interns
 - What kind of review structure is in place for the residents?
 - Asking for historical context of the creation of the residency. Specifically, what structural changes have occurred within the program?

Five In Two: Dispatches from Residencies on Creating Sustainable Programs

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Description of Residencies

The incumbent will collaborate with the Diversity Alliance cohorts and attend yearly institutes as well as communicate throughout the year with peers from the participating institutions.

The purpose of the residency is to attract recent library school graduates to a challenging and rewarding career in academic librarianship.

The purpose of the resident program is to bring diverse entry-level librarians into the profession, engaging them in professional learning and service at American University and, ultimately, preparing them for a career in academic librarianship.

Fellows in this program are able to develop expertise, leadership and project management skills in placements related to the libraries' three strategic goal areas.

Candidates with interest in all areas of librarianship are encouraged to apply. MLS or equivalent from an ALA-accredited institution, preferably granted between January 2015 and August 2015.

A candidate must identify her/himself within the context of diversity as defined in Valparaiso University's "statement of Philosophy on Diversity"

The position requires two years commitment to begin no later than July 2015.

Knowledge of and interest in emerging trends in academic librarianship and ability to apply this knowledge to improve and advance library services

A Commitment to advancing the Libraries' and University's diversity goals as demonstrated by past experience or through leadership activities.

In the first year, the Resident will serve in three or four functional areas determined mutually by the Resident's interests and the needs of the libraries.

Projects and activities will draw on subject areas served by the Haas Arts Library including the history of art, architecture, drama, and aligned area studies.

The resident will also begin actively participating in Library committees, councils, and task forces. Residents will be expected to attend national and regional professional conferences related to their area of interests and specialization.

Provide research and reference assistance services to a diverse user population at a busy research assistance desk, over the Web, and in classes.

Table of Interviews



Stacy Brinkman, Former Resident, Miami University
"I think for the first couple years, as [the first] resident, I just figured [the position] out...And there were a lot of opportunities for me to participate in library wide committees and events...which was good but one of the challenges was I was in another branch and was the solo librarian."



Sara Arnold-Garza, Former Resident, Towson University
"Any new librarian might get practical experience, but [by] being a new resident you have to assert yourself and lead in instances that you wouldn't necessarily get otherwise."



Andy Rutkowski, Interdisciplinary GIS Library Fellow, University of Southern California
"I have more of the skills and the language of just being able to talk and work with the software and help students. [Through the fellowship I have developed] the philosophy of the GIS librarian that I would want to be based in this idea of being interdisciplinary."