

Recruiting Diverse Librarians: Residency Programs as an Entry Point to the Academic Librarian Profession in the United States

Katherine S. Donaldson
Social Sciences/Education Librarian
University of Oregon



What is a Residency?

“Post-degree work experience designed as an entry-level program for professionals who have recently received a graduate degree.”

*-Association of Library and Information
Science Education (ALISE), 1992*

Residency ≠ Internship

Characteristics of Residency Programs

- Length: typically 1-3 years
- Type of institution: Mostly academic libraries
- Number of residents: 1 or a cohort (2+)
- Specialization: Departmental rotation model or focus on specific functional area
- Support for professional development
- Diversity?

What needs are residencies addressing?

- Lack of entry level jobs
- Gap between skills/experience acquired in library school and skills/experience needed in first professional position
- Lack of diversity in the profession

Where are residencies?

Red =
Member of
ACRL
Diversity
Alliance



Taken from ACRL Residency Interest Group website (2018): <http://acrl.ala.org/residency/programs/>

What makes a residency successful?

- Institutional buy-in
- Mentorship
- Strategic planning
- Assessment
- Diversity, equity, and inclusion as part of the library's strategic plan

Works Consulted

ACRL Diversity Alliance. (2016, September 22). Retrieved May 15, 2018, from <http://www.ala.org/acrl/issues/diversityalliance>

ACRL Residency Interest Group. (n.d.). Retrieved May 16, 2018, from <https://acrl.ala.org/residency/>

Alston, J. K. (2010). Minerva's first born: My experiences as UNCC's first diversity resident librarian. *North Carolina Libraries*, 68(1), 14.
<https://doi.org/10.3776/ncl.v68i1.303>

Alston, J. K. (2015). Interns or professionals? A common misnomer applied to diversity resident librarians can potentially degrade and divide. In R. Hankins & M. Juárez (Eds.), *Where are all the librarians of color? The experiences of people of color in academia*. Sacramento, Calif.: Library Juice Press.

Alston, J. K. (2017). *Causes of satisfaction and dissatisfaction for diversity resident librarians: A mixed methods study using Herzberg's motivation-hygiene theory* (Unpublished dissertation). University of South Carolina, Columbia, SC.

Barrientos, Q. (2018). Finishing up a library residency: My final thoughts [Blog]. Retrieved May 15, 2018, from <https://acrlog.org/2018/05/11/finishing-up-a-library-residency-my-final-thoughts/>

Boyd, A., Blue, Y., & Im, S. (2017). Evaluation of academic library residency programs in the United States for librarians of color. *College & Research Libraries*, 78(4), 472-511.

Works Consulted

Brewer, J. (1998). Post-master's residency programs: Enhancing the development of new professionals and minority recruitment in academic and research libraries. *College & Research Libraries*, 59(6), 528-537.

Brinkman, S., Johnson, J., Sekyere, K., & Tzoc, E. (2015). DiVeRsltY at Miami University Libraries: Four unique and similar experiences. In R. Hankins & M. Juárez (Eds.), *Where are all the librarians of color? The experiences of people of color in academia* (pp. 241-264). Sacramento, Calif.: Library Juice Press.

Cichewicz, E. J. (2001). My residency at the University of Michigan: Rewards and deltas. In R. V. Cogell & C. A. Gruwell (Eds.), *Diversity in libraries: Academic residency programs* (pp. 37-44). Westport, Conn.: Greenwood Press.

Cogell, R. V., & Gruwell, C. A. (2001). *Diversity in libraries: Academic residency programs*. Westport, Conn.: Greenwood Press.

Davis, K. Y. (2001). Too far to fail. In R. V. Cogell & C. A. Gruwell (Eds.), *Diversity in libraries: Academic residency programs* (pp. 45-50). Westport, Conn.: Greenwood Press.

Diaz, J., & Starkus, K. (1994). Increasing minority representation in academic libraries: The minority librarian intern program at the Ohio State University. *College & Research Libraries*, 55(1), 41-46.

Diversity Counts. (2012). Retrieved May 15, 2018, from <http://www.ala.org/aboutala/offices/diversity/diversitycounts/divcounts>

Works Consulted

Galindo Alcorta, M. (2007). Why I chose a residency program. *Synergy: News from ARL Diversity Initiatives*, (2), 8.

Goodsett, M., & Koziura, A. (2016). Are library science programs preparing new librarians? Creating a sustainable and vibrant librarian community. *Journal of Library Administration*, 56(6), 697-721. <https://doi.org/10.1080/01930826.2015.1134246>

Goss Jr., H. (2003). Diversity at AU libraries: A resident's perspective. *Alabama Librarian*, 53(2), 11-12.

Hu, S. S., & Patrick, D. E. (2006). Our experience as minority residents: Benefits, drawbacks, and suggestions. *College & Research Libraries News*, 67(5), 297-300.

Juárez, M. (2001). De frontera a frontera/From border to border: The University of Buffalo Library internship/residency program. In R. V. Cogell & C. A. Gruwell (Eds.), *Diversity in libraries: Academic residency programs* (pp. 71-78). Westport, Conn.: Greenwood Press.

McElroy, K., & Diaz, C. (2015). Residency programs and demonstrating commitment to diversity. In *Association of College and Research Libraries 2015 Conference Proceedings*. Portland, OR. Retrieved from http://digitalcommons.nl.edu/faculty_publications/46

Pickens, C., & Coren, A. D. (2017). Diversity residency programs: strategies for a collaborative approach to development. *Collaborative Librarianship*, 9(2), 104-108.

Works Consulted

Reynolds, L., Daniels, C., Chenault, J., & Porter, T. (2011). The development of the University of Louisville Libraries' Diversity Residency Program. In M. Z. Perez & C. A. Gruwell (Eds.), *The new graduate experience : Post-MLS residency programs and early career librarianship* (pp. 47-59). Santa Barbara, California: Libraries Unlimited.

Scherrer, C. S. (2010). Evaluating a health sciences library residency program: What have we learned? *Journal of the Medical Library Association : JMLA*, 98(4), 300-302. <https://doi.org/10.3163/1536-5050.98.4.006>

Schonfeld, R. C., & Sweeney, L. (2017). Inclusion, Diversity, and Equity: Members of the Association of Research Libraries. Retrieved May 15, 2018, from <https://doi.org/10.18665/sr.304524>

Sekyere, K. (2009). Acquiring practical experience after library school: A case study of Miami University, Ohio. *Mississippi Libraries*, 73(2), 38-40.

Taylor, T. (2005). Changing the faces of librarianship: The Dr. Henrietta M. Smith residency at USF. *Florida Libraries*, 48(2), 12-14.

U.S. Census Bureau QuickFacts. (2010). Retrieved May 15, 2018, from <https://www.census.gov/quickfacts/fact/table/US/RHI325216#viewtop>