

## **Proposal for University Libraries Minority Librarian Residency Program**

The proposal is that the University Libraries will seek funding from a charitable foundation or public agency interested in the education of librarians, specifically for minority candidates. Another option is to seek donations from interested individuals. The recommendation is that the program be named by the donor, either for the donor or for a person of diverse background that the donor wishes to honor. However, it is recommended that the official name of the program not include the words, "Minority" or "Diversity", as these words label the resident when applying for future positions.

This program proposal is based on the Pauline A. Young Residency at the University of Delaware. That program is successful and has been in place for more than 15 years and has been effective in improving diversity at the University of Delaware library

The program would offer recent minority MLS graduates a breadth of professional experience in a highly automated academic research library setting. The program will be the applicant's first professional position and will be structured as a temporary position. The three-year residency will be designed to meet both the professional goals and interests of the resident as well as the service and operational priorities of the University Libraries, University of Arkansas, Fayetteville. It is recommended that the content of the program be reviewed each time the position is advertised. Each specific residency could reflect the library programs and projects and assign duties based on library needs. The University of Arkansas Libraries Program would be flexible and designed each time to hire a resident to meet specific library needs and to train the resident in the specified area.

In the first year the resident would work with librarians and staff in several key areas of the Library, gaining broadly based experience. For example, the resident may have two month assignments in reference areas (Mullins, a branch), orientations to cataloging and acquisitions, special assignments or projects working as an assistant to the Directors to gain an understanding of academic library administration, etc.

In the second and third years, in cooperation with the Library Administrative Group, the resident will select one or two areas of responsibility or a major project assignment. These areas or responsibility and projects would build on the first year orientation foundation and would further the resident's specific professional goals, as well as addressing the needs of one or two specific library programs.

The purpose of the residency is to increase the diversity of professional staff at the University Libraries and to encourage the involvement of under represented racial and ethnic minorities in academic librarianship. This purpose includes the following opportunities:

- explore current issues in academic librarianship
- flexible, individualized professional development plan
- structured and informal mentoring
- overview of the internal workings of an ARL library
- library committee service
- specialized training and workshops
- travel support for conferences of professional library organizations
- experience with latest information technologies

### **Sample Qualifications:**

The University Libraries, University of Arkansas, Fayetteville would seek energetic, self-directed individuals interested in developing a career in academic librarianship. To qualify, applicants must have a recent graduate degree from an ALA-accredited program, demonstrate strong written and oral communication skills, demonstrate the ability to work independently as well as the ability to work closely with colleagues and library users from diverse backgrounds. A willingness to learn and a desire for professional growth would be essential. Previous web design experience may be preferred. Members of under represented racial and ethnic groups would be encouraged to apply.

### **Proposed Salary and Benefits:**

It is recommended that the resident will receive annual compensation at the level of Assistant Librarian. It is recommended that benefits will include: vacation of 22 working days; one day of sick leave per month; and the standard benefits program; including, TIAA-CREF or Fidelity retirement; and tuition remission for dependents and course fee waiver for employee. Relocation assistance may be provided depending on the individual situation. This would be a nonrenewable three-year appointment; however, the resident will be eligible to apply for available continuing positions in the University Libraries.

### **LHRO Contact Information:**

It is recommended that the contact for application be the LHRO and that advertising and recruitment will follow normal library channels, with perhaps an emphasis on library schools and conferences. Supervision will be carried out by the area in which the resident works and the LHRO could act as a coordinator in keeping the program, resident, and supervisor on track. Evaluation will be by each supervisor and by the resident's self-evaluation (to be determined).