My library has a new residency program, now what? Planning and implementing a successful residency program

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About me

American University (AU)
Resident librarian for reference and instruction

ACRL Diversity Alliance
1st Resident librarian at AU
Three year contract
Blueprint

Of a successful and effective residency structure for universities
Our outline for today

- What does a successful residency look like?
- Why should institutions care?
- Challenges
- Residency benchmarks (3, 12, 18 months)
- Importance of mentorship
A successful residency includes:

**Pre-hire conversations**
- Same page
- Why you are hiring a (diversity) resident

**Clear mission and purpose**
- AU: Competitive for a tenure-track

**What are your goals?**
- Are they feasible?
- Can you realistically support these goals?
- What resources do you already have in place?
Why should institutions care?

When asked “How do you describe your ethnicity?” in 2014, 3.9% responded “Hispanic or Latino.” In 2017, 4.7% responded “Hispanic or Latino.”

<table>
<thead>
<tr>
<th>Race or Family Origin</th>
<th>2014</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaskan Native</td>
<td>1.1</td>
<td>1.2</td>
</tr>
<tr>
<td>Asian</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>Black or African American</td>
<td>4.3</td>
<td>4.4</td>
</tr>
<tr>
<td>Hawaiian or Other Pacific Islander</td>
<td>0.3</td>
<td>0.2</td>
</tr>
<tr>
<td>White</td>
<td>87.1</td>
<td>86.7</td>
</tr>
<tr>
<td>Other</td>
<td>3.7</td>
<td>4.0</td>
</tr>
</tbody>
</table>

2017 ALA Demographic Study. “ALA Members by Race or Family Origin”
“Increasing numbers and percentages of Black and Hispanic students are attending college. Between 2000 and 2015, the percentage of college students who were Black rose from 11.7 to 14.1 percent, and the percentage of students who were Hispanic rose from 9.9 to 17.3 percent”
Why should institutions care?

Institutional Culture

Recruitment & Retention

When the resident librarian succeeds, you succeed!
Administrative considerations prior to residency job being posted

Pre-hire
- Position description input
- Clear job parameters and flexibility
- Professional growth
- Documentation

Documentation
- Responsibilities
- Expectations of research
- Service (within university and nationally)
- Professional development
Challenges
Structure of the residency

What are your organizational needs?
What are your gaps?
How can a resident librarian gain experience from this new skilled labor?
What can your organization gain from new skilled labor?
Will it be rotational?
Where will the professional growth be?
Mentor and coordinator roles

**Mentor**
- Acquainted with institutional memory
- Knowledge of organizational culture
- Advises on professional trajectory
- Research & Scholarship
- Service
- Confidentiality!

**Coordinator**
- Long & Short term plans for residency
- Identify needs of organization (and how resident librarian can gain experience)
- Identify gaps in organization
- Identify possible projects
Importance of mentor figures

- Build strong rapport
- Mutual trust
- Instills confidence in new librarian
- Peer mentoring
If I was a coordinator...

- Post hire (goals and support)
- Choose one or two areas to emphasize throughout residency
- Set priorities with resident librarian and follow them
- Take your role seriously!
Being proactive as a resident

Ask for opportunities  Professional Development  Advocate for yourself
Residency benchmark highlights

<table>
<thead>
<tr>
<th>3 months</th>
<th>12 months</th>
<th>18 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orientation</td>
<td>Near solid identification of research agenda</td>
<td>Draft research and teaching philosophy statements</td>
</tr>
<tr>
<td>Institutional memory</td>
<td>Identify university service work</td>
<td></td>
</tr>
<tr>
<td>Identify short &amp; long term goals</td>
<td></td>
<td>Update CV</td>
</tr>
</tbody>
</table>
Thanks!

Any questions?

You can find me at: Qlbarri@gmail.com