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:

<table>
<thead>
<tr>
<th>Pre-hire conversations</th>
<th>Clear mission and purpose</th>
<th>What are your goals?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Same page</td>
<td>AU: Competitive for a tenure-track</td>
<td>Are they feasible?</td>
</tr>
<tr>
<td>Why you are hiring a (diversity) resident</td>
<td></td>
<td>Can you realistically support these goals?</td>
</tr>
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<td></td>
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<td>What resources do you already have in place?</td>
</tr>
</tbody>
</table>
Why should institutions care?

### ALA Members by Race or Family Origin

<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>

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

- Recruitment & Retention
- Institutional Culture
- 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>Update CV</td>
</tr>
<tr>
<td>Identify short &amp; long term goals</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Thanks!

Any questions?

You can find me at: Qlbbarri@gmail.com