




University of
Massachusetts
Amherst

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

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

Quetzalli Barrientos
American University
Qlbarri@gmail.com

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 insitutions care?

ALA Members by Race or Family Origin *% of members self-identifying*

	2014	2017
American Indian or Alaskan Native	1.1	1.2
Asian	3.5	3.6
Black or African American	4.3	4.4
Hawaiian or Other Pacific Islander	0.3	0.2
White	87.1	86.7
Other	3.7	4.0

**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

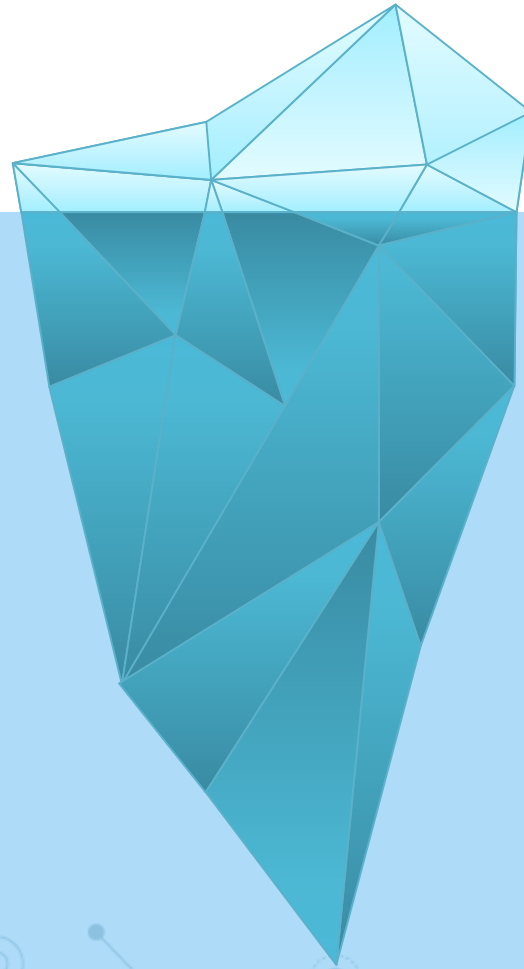
Institutional
Culture

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

The background of the slide is a light blue-grey color with a repeating pattern of interconnected nodes and lines, resembling a network or molecular structure. The nodes are represented by small circles, some solid and some hollow, connected by thin lines.

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

3 months

- ◎ Orientation
- ◎ Institutional memory
- ◎ Identify short & long term goals

12 months

- ◎ Near solid identification of research agenda
- ◎ Identify university service work

18 months

- ◎ Draft research and teaching philosophy statements
- ◎ Update CV



Thanks!

Any questions?

You can find me at:
Qlbarri@gmail.com