Enriching the Library Profession through Diversity and Inclusion: ISU’s Library Residency Program

Beth McNeil, Dean of Library Services
Enriching the Library Profession through Diversity and Inclusion: ISU’s Library Residency Program

- Purpose/History
- Structure of Residency
- Benefits and Challenges
- Future of the Residency
- Q&A
ACRL Diversity Alliance

- A group of libraries committed to increasing the hiring pipeline of qualified and talented individuals from underrepresented racial and ethnic groups
- To open doors, share networks, prepare residents for success in scholarship, professional service, and leadership

At ISU

- Early 2017 - joined Diversity Alliance
- June 2017 - First resident joins ISU
Enriching the Library Profession through Diversity and Inclusion: ISU’s Library Residency

Structure

Year One:
- Rotations in 3-4 departments
- First rotation in home department
- Research project/study begins

Year Two:
- Focus on home department
- Broaden experience: admin ex.
- Capstone project design begins

Year Three:
- Again, focus on home department
- Resident completes capstone project
- Professional development opportunities
Enriching the Library Profession through Diversity and Inclusion: ISU’s Library Residency

- Work experience
- External Impact and exposure to library field/profession
- Institutional Service
- Mentoring
- Exposure to Library Administration
- Exposure to University Diversity Efforts
Enriching the Library Profession through Diversity and Inclusion: ISU’s Library Residency

For the Resident:
• Experience!
  • Practical on-the-job experience
  • Experience as a librarian at a R1 University Library
• Cohort of other residents

For the Library:
• New person. New perspective.
• Diversifying workforce
• Cohort of other ACRL Diversity Alliance member libraries
• Messaging!
  • Attracting more diverse candidate pools

Benefits
Enriching the Library Profession through Diversity and Inclusion: ISU’s Library Residency

For the Library:
• Organizational Culture/Readiness
• First residency began in 2017 → Growing pains
• Administrative challenges/University bureaucracy

For the Resident:
• Being alone in the process
• Acclimating to a different climate
• Taking on too much

Challenges
Enriching the Library Profession through Diversity and Inclusion: ISU’s Library Residency

• Priority for current library administration
• Adding a new resident each year → Budget-permitting
• ACRL Diversity Alliance membership is growing
• University Library’s residency program will be formally assessed each June and combined with other input received throughout the year
Questions?

ISU Library Residency
• Purpose/History
• Structure of Residency
• Benefits and Challenges
• Future of the Residency
• Q&A

Thank you!