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## Resident's Life: The Libraries Residency Program at Marquette University

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# **Resident's Life**

## **The Libraries Residency Program at Marquette University**

Scott Mandernack, Head, Research & Instructional Services

Faith Steele, Resident Librarian

WAAL Annual Conference  
Milwaukee, WI  
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# Session overview

- Environmental scan
- Program goals
- Program description
- Program planning
- First 100 days
  - Current projects
- Residency considerations
- Advice for future residents & program coordinators



Scott to cover:

- Factors that went into the formulation of our Residency program
- What we hope to accomplish
- How we constructed our program
- And how we implemented it.

Faith will offer:

- Her perspectives on choosing a residency
- Her view of a resident's life, at least as represented in her first few months at Marquette

We'll conclude with some of the considerations to take into account when developing and managing a residency program as well as some advice to future residents and program coordinators.

# Campus Environment

- ▶ **Private, Catholic, Jesuit institution**
- ▶ **Urban setting**
- ▶ **11,000 students**
- ▶ **1150 faculty**
- ▶ **Campus mission:**
  - "...the search for truth, the discovery and sharing of knowledge, the fostering of personal and professional excellence, the promotion of a life of faith, and the development of leadership expressed in service to others."
- ▶ **Statement on Human Dignity and Diversity:**
  - "Marquette seeks to become a more diverse and inclusive academic community dedicated to the promotion of justice."
- ▶ **Raynor Memorial Libraries mission:**
  - "... to foster growth in learning, scholarship and discovery in an environment of service and stewardship and in support of the university's mission. We value self-reflection, diversity and engagement within and beyond the Marquette University community."



Strong campus mission to engage with community and to "become men and women for others."

Reinforced by institutional Statement on Human Dignity and Diversity

Libraries mission also supports the campus mission and expresses the value we place on the diversity of opinions and perspectives.

These commitments form the foundation of our Residency program...

# Demographics

U.S. Population (2010 est.)	ALA (2007)	ARL (2009–2010)
<ul style="list-style-type: none"> <li>▶ Black .....12.2%</li> <li>▶ American Indian/ Eskimo.....1.5%</li> <li>▶ Asian/ Pacific Islander.....5.3%</li> <li>▶ Hispanic/Latino.....16%</li> <li>◦ Total .....<b>35%</b></li> </ul>	<ul style="list-style-type: none"> <li>▶ Black.....4.6%</li> <li>▶ American Indian/ Native Alaskan.....4%</li> <li>▶ Asian/ Pacific Islander.....2.8%</li> <li>▶ Hispanic/Latino.....3.3%</li> <li>◦ Total .....<b>12.1%</b></li> </ul>	<ul style="list-style-type: none"> <li>▶ Black.....4.6%</li> <li>▶ American Indian/ Native Alaskan.....0.5%</li> <li>▶ Asian/ Pacific Islander.....6.4%</li> <li>▶ Hispanic .....2.8%</li> <li>◦ Total .....<b>14.3%</b></li> </ul>
Marquette Students (2009)	Marquette Faculty (2009)	
<ul style="list-style-type: none"> <li>▶ Black.....4.4%</li> <li>▶ American Indian/ Native Alaskan.....0.5%</li> <li>▶ Asian/ Pacific Islander.....4.2%</li> <li>▶ Hispanic.....4.7%</li> <li>◦ Total.....<b>13.8%</b></li> </ul>	<ul style="list-style-type: none"> <li>▶ Black.....2.6%</li> <li>▶ American Indian/ Native Alaskan.....0.3%</li> <li>▶ Asian/ Pacific Islander.....5.4%</li> <li>▶ Hispanic.....3.0%</li> <li>◦ Total.....<b>10.7%</b></li> </ul>	

Comparative statistics regarding race and ethnicity

(Note: ALA figures are 2 years older)

Even with our overt statements regarding diversity, however,  
Marquette still lags behind in its representation, particularly among its faculty...

## **Program Goals**

- ▶ Contribute to the development of a more diverse workforce within academic libraries
- ▶ Increase the climate for diversity and inclusiveness at Marquette University & Raynor Memorial Libraries
- ▶ Enhance services to diverse library user populations
- ▶ Provide experiential foundation for career advancement of Resident

So, with the recognition of the need for greater diversity in the profession and at Marquette,

and the desire to better serve increasingly diverse user populations,

we set out to establish the Residency program at Marquette to offer opportunities for one individual to build a stronger foundation of professional experience and knowledge,  
and hopefully preparing them for leadership in the profession...

## **Resident Learning Objectives**

- ▶ Increase understanding of unique needs and requirements of academic libraries
- ▶ Gain experience and expertise in library research and instructional services
- ▶ Increase pedagogical and instructional development skills for effective library instruction
- ▶ Design, develop, and/or implement applied research project(s)
- ▶ Participate in professional development opportunities and enhance professional network
- ▶ Engage in opportunities for professional research, presentation, and/or publication.

The Resident Librarian will....

## Program Description

- 2-year program
- For early career library/information science professionals
- Focus on academic librarianship
- Based in single library department
- Advance Libraries strategic plan
- Capstone project
- Research presentation/publication
- Mentoring

To accomplish our goal, we developed a program with these essential elements...

- 2 yrs. – enough time to be immersed in roles and responsibilities of position, and also learn about campus and library organizational climate
- Early career – not just new graduates...
- Focus on academic librarianship
- Based in single department (rather than rotations)
- Related to strategic plan
  - Residency program itself contributes to strategic plan, but so too must the particular activities that the Resident would participate in (i.e., not just busywork)
- Capstone project – negotiated to accommodate the Resident's interests and strengths, but also supporting the Libraries' mission and strategic plan
- Research presentation/publication – not a requirement, but strongly encouraged
- Mentoring -- not just direct supervisor, but also Dean, Associate Dean

# Program Structure

- ▶ Based in Research & Instructional Services
  - Reference service
  - Information literacy instructional sessions
  - Instructional development
- ▶ Collection development
- ▶ Orientation to other departments / units
- ▶ Library committees
- ▶ Research projects
  - Applied research capstone project
- ▶ Publication/presentation

- RIS= largest cohort of professionals within Libraries
  - broad array of roles and responsibilities...

Orientation to other depts -- provide exposure and familiarity, but not in any extended way

Committees

Research projects – later in program, after getting better sense of needs

- Capstone – primary focus of second year

Overall, trying to concentrate the widest possible breadth of experience in a shortened time frame  
(within reason...).

I guess we'll see what Faith has to say about that..... ☺

## The search...

- ▶ Search Committee formed – January 2009
- ▶ Position announcement postings – January 2009
- ▶ 248 applications reviewed – April 2009
- ▶ Telephone interviews (5) – May 2009
- ▶ On-campus interviews (3) – June 2009

### Search Committee

Head of RIS (chair); Dean; Associate Dean; Diversity Services Librarian;  
Tech Services support staff

Position announcements in all the usual places (including ethnic  
caucuses/associations within ALA):

- Local & regional news sources (Journal Sentinel on-line; Milwaukeejobs.com)
- Professional publications (C&RL News; American Libraries; WAAL and WLA)
- Chronicle of Higher Education on-line
- Ethnic caucuses/associations w/in ALA
  - Black Caucus listserv
  - Reforma listserv
  - American Indian Library Association listserv

### PLUS...

- U.S. library schools
- [diversity-l@ala.org](mailto:diversity-l@ala.org) (LAMA Diversity Officers Discussion Group)
- [acrl-rig@ala.org](mailto:acrl-rig@ala.org) (Residency Interest Group listserv)
- [equilibr@ala.org](mailto:equilibr@ala.org) (ACRL Racial & Ethnic Diversity Committee online discussion board)
- ARL Diversity Programs Office

### Application review:

Key qualifications:

- MLIS within past two years
- Demonstrated interest in academic libraries
- Strong service orientation
- Knowledge of and commitment to cultural diversity
- Leadership qualities

Interviews led to.....

# **Our Resident Librarian**

- ▶ **Faith Steele**

- ▶ Appointed August 2009



# Why I Chose a Residency and Marquette University

## ▶ Residency

- Opportunity
- Experience
- Flexibility

## ▶ Marquette

- Department/area focus

# **Resident Report**

- ▶ **First 100 days on the job**
  - Orientation / training
  - Performance
- ▶ **Current projects**



# Program Considerations

- ▶ Legal issues
- ▶ Number of residents
- ▶ Focus on diversity services
- ▶ Rotations
- ▶ Retention of resident

Legal issues –

Worked with University Legal Counsel on wording of position announcement re: qualifications and diverse applicant pool

Number of residents –

Issues=

- funding (of course)
- also consider community & campus environments (compare Purdue and Marquette)
- support network(s)
- staff acceptance

Focusing resident on diversity services --

- caution about “typecasting” young professionals from under-represented groups into similar roles in subsequent positions

Rotations

- Size of library organization
- # of residents
- Availability of work/projects

Retention of resident

- Organizational priority :

- Integrate resident into full time role for longer term employment

OR

- More residents bring multiple perspectives to the organization over time

# A little advice...

## ▶ For Future Residents

- Expect the unexpected
- Keep an open mind
- Communicate

## ▶ For Program Coordinators

- Communicate
- Clear expectations
- Structured flexibility
- Feedback

**Questions...**

