### Marquette University e-Publications@Marquette

Library Faculty Research and Publications

Library (Raynor Memorial Libraries)

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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 April 23, 2010



Scott to cover:

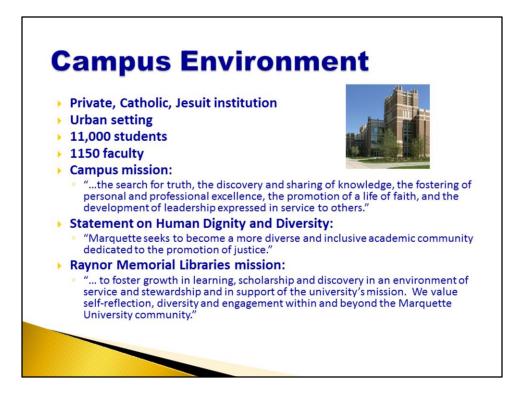
- •Factors that went into the formulation of our Residency program
- •What we hope to accomplish
- •How we constructed our program
- •And how we implemented it.

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.

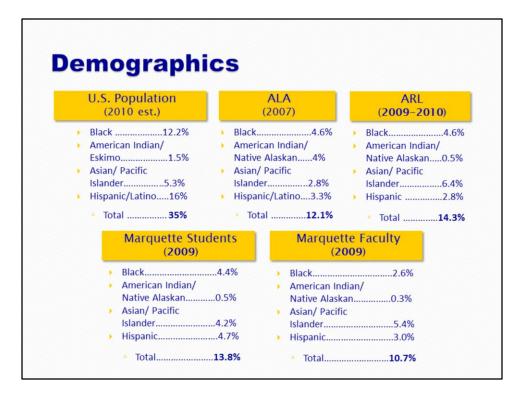


Strong campus mission to engage with community and to "become men and women for others."

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...



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...



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...



The Resident Librarian will....



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 <u>particular activities</u> 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



•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..... <sup>©</sup>



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 (LAMA Diversity Officers Discussion Group)
- •acrl-rig@ala.org (Residency Interest Group listserv)

•equilibr@ala.org (ACRL Racial & Ethnic Diversity Committee online discussion board)

•ARL Diversity Programs Office

Application review:

Key qualifications:

•MLIS within past two years

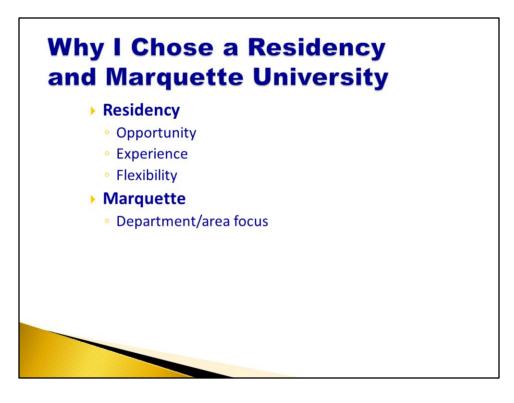
•Demonstrated interest in academic libraries

•Strong service orientation

- •Knowledge of and commitment to cultural diversity
- •Leadership qualities

Interviews led to .....









Legal issues -

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

Number of residents -

lssues=

• 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



