LSU Libraries Diversity Residency Program: Planning, Launching, and Assessing

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The Coordinator’s Perspective

Sigrid will discuss:

- Laying the groundwork for a successful residency
- Achieving buy-in
- Providing professional development for library staff
- Conducting a search
- Building a framework for the residency program
- Establishing a set of productive rotations and support for the resident
Purpose
The ACRL Diversity Alliance unites academic libraries committed to increasing the hiring pipeline of qualified and talented individuals from underrepresented racial and ethnic groups.

LSU Libraries Strategic Plan
“Recruit and retain highly-qualified diverse faculty and staff”
Preparations

• Staff securely in place to support a residency
• Organizational culture
• Building excitement
• Training
• Search committee
• Reading material
Program Features

• Onboarding and mentoring
• Rotations
• Liaison to African and African American Studies program
The Resident’s Perspective

Ebony will discuss:

• Motivations for applying for the Diversity Residency Program
• Opportunities and challenges of participating
• Impact on my development as a professional thus far
Motivations for Applying

• Discover and explore the multitude of opportunities within academic librarianship at a large research institution

• Challenge preconceived notions about the culture of academia and requirements of an academic position.
Opportunities of the Program

- Increase in skills and knowledge across library functions
- Building professional confidence due to an expectation to learn from experts rather than to be an expert
Challenges of the Program

- Curating residency experience as a path to a permanent position post-residency
- Communicating role to external campus constituencies
Impact on Professional Development

- Experimenting with different aspects of academic librarianship as it relates to contributing to the field (presentations, writing, service, etc.)
- Discovering professional values, preferred work environment, and expectations of the profession
- Networking with other residents and professionals in similar stages of their professional development
Going Forward

• How are we assessing the current program?
  • Post-rotation surveys
  • Informal and formal discussions and meetings

• What changes could we make?
  • To the rotations specifically?
  • To the length of the entire residency?
  • To the structure of the entire residency?
Resources


