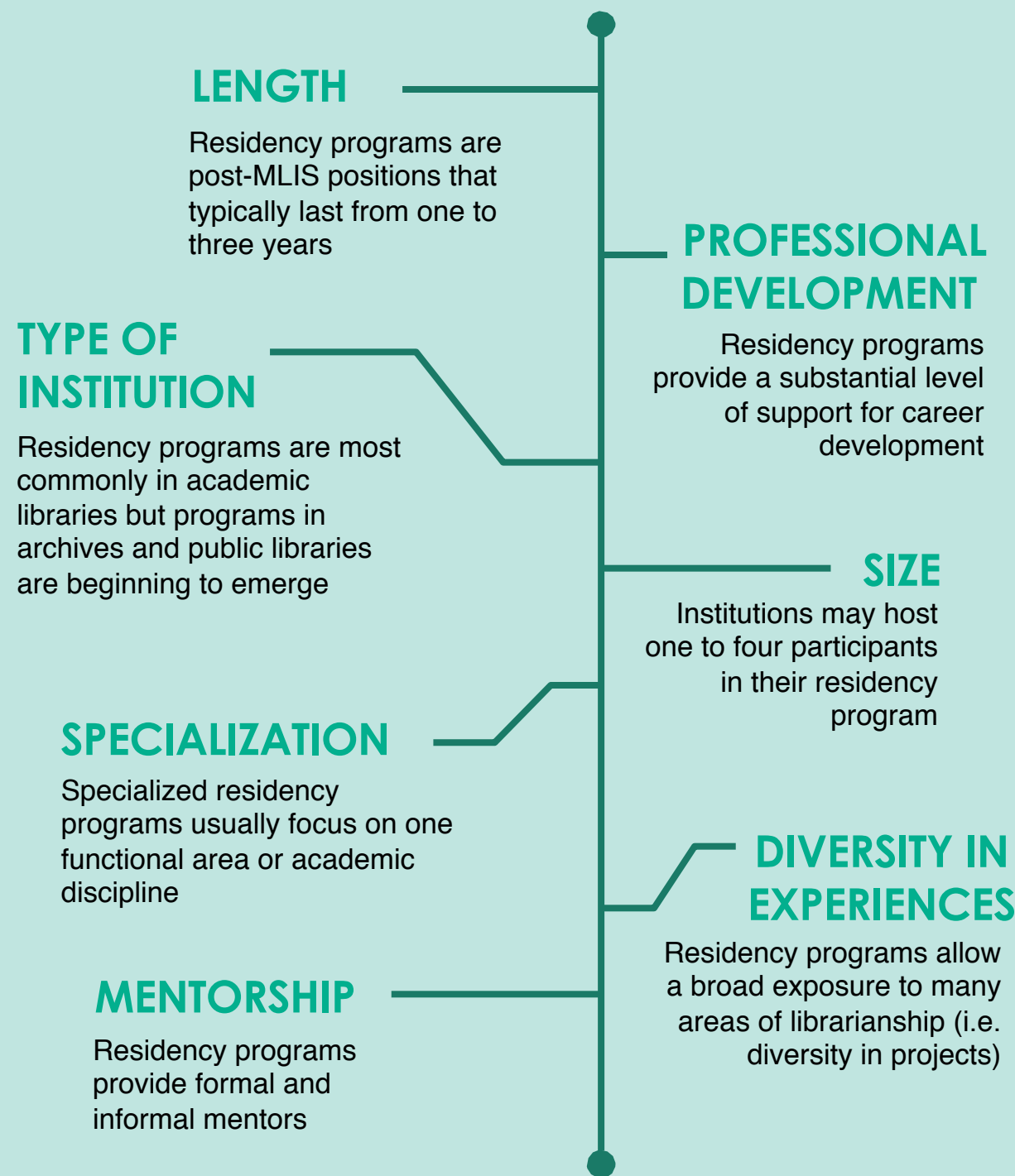


# BUILDING OPPORTUNITIES FOR INCLUSION: RESIDENCY PROGRAMS FOR EARLY CAREER DEVELOPMENT

## CHARACTERISTICS OF RESIDENCY PROGRAMS



## OVERVIEW

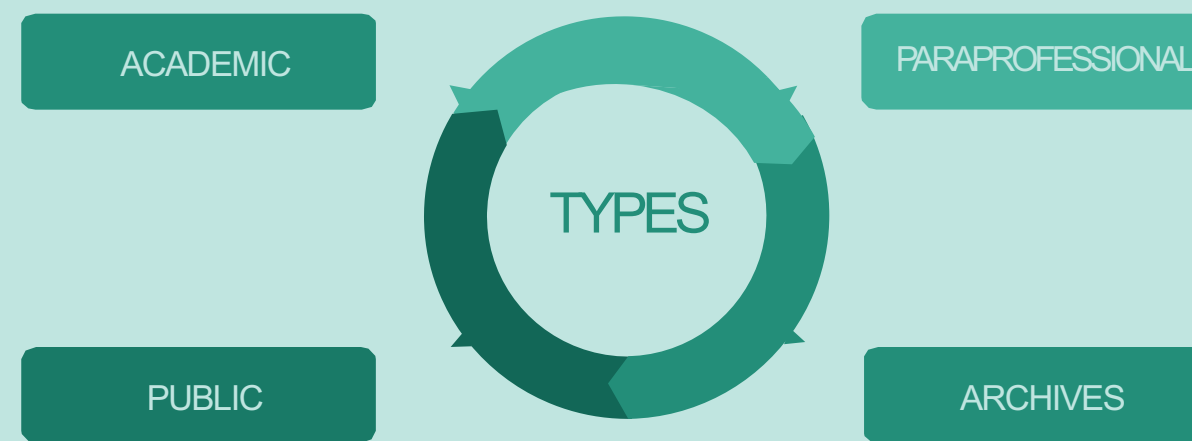
Many recent library school graduates have a difficult time landing their first professional position. A 2012 study by Eamon C. Tewell found that nearly 75% of academic librarian positions open that year were not entry-level, and of those positions that were entry-level, many were filled by a more experienced librarian. Additionally, studies such as that by Goodsett and Koziura (2016) have found that there is a gap between what students feel they learn in library school and what is expected of them on the job market.

Residency programs are one way that libraries are attempting to recruit early-career librarians to address this issue. Residency programs typically provide term positions for entry-level librarians that allow them to explore different areas of librarianship and gain professional experience. Residency programs can provide new and creative entry points into the profession and encourage greater variation in librarian skillsets as well as diversity in age, race, and ethnicity of librarians.

## RESIDENCIES IN PRACTICE

The Librarian-in-Residence position at Loyola Marymount University is a two-year residency position for entry-level librarians. The position consists of four departmental rotations with a final specialization and provides financial support for professional development and mentorship.

The Paraprofessional Library Resident position at Loyola Marymount University is a two-year position that provides LMU graduates who are either interested in librarianship or already working toward their MLIS the opportunity to rotate throughout four library departments.



The Innovation Leadership Program was a two-year residency program that paired two recent MLIS graduates with two seasoned Los Angeles Public Library (LAPL) middle managers. Each Resident rotated among LAPL branches and Central library departments, before focusing on creating and implementing separate community-based projects.

The L.A. as Subject (LAAS) Residency Program is funded through a federal IMLS grant. LAAS places three recent MLIS graduates into four 3-month archives-based rotations at LAAS member institutions, including partner sites USC, the Autry and California State University Northridge. The Resident Archivists complete a capstone project to be presented at the annual L.A. Archives Bazaar.

## RECRUITMENT

### EXPERIENCE & SKILL LEVEL

Entry-level position with little to no technical skills required; MLIS is required

### MARKETING STRATEGY

Well-written program description & intentional placement of job advertisement (i.e. ACRL Residency Interest Group listserv)

### INTERVIEW PROCESS

Opportunity to clearly explain residency program & gauge candidate's interest

## TAKEAWAYS



Works Cited at <https://lmu.box.com/v/2016NDLCPPosterWorksCited>