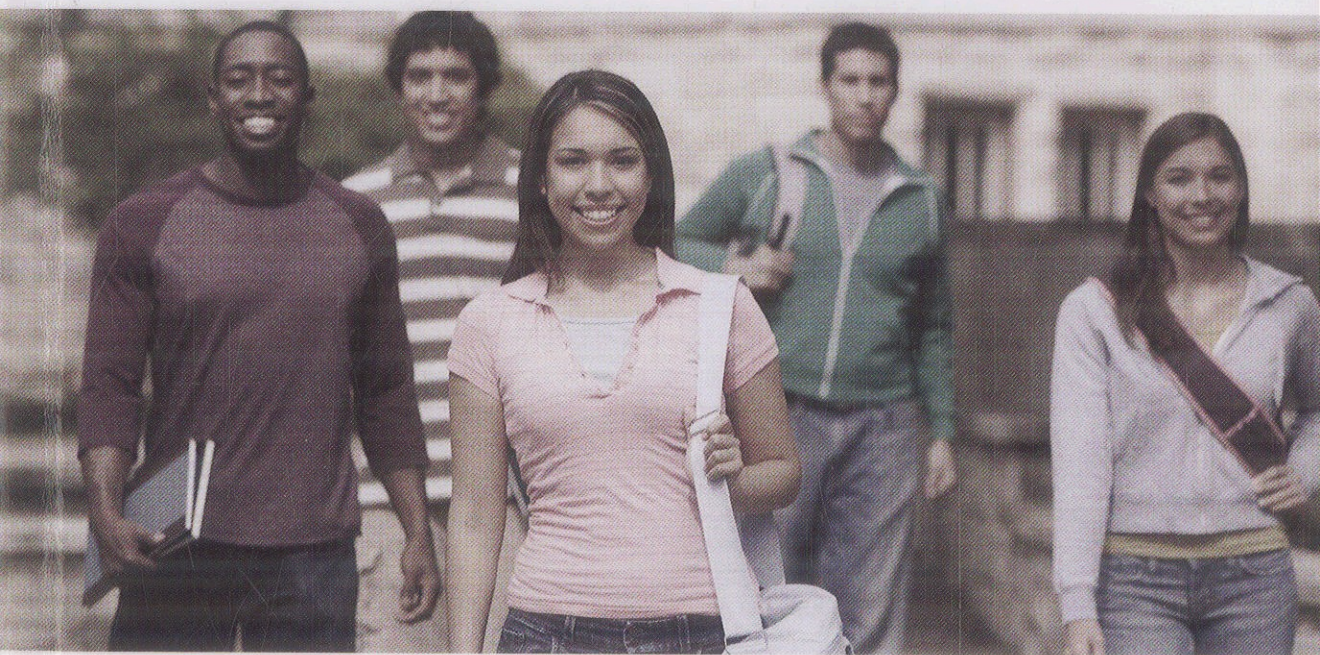


# The New Graduate Experience

Post-MLS Residency Programs  
and Early Career Librarianship



Megan Zoe Perez and Cindy Ann Gruwell, Editors

# Contents

Foreword .....	xi
Acknowledgments .....	xii
Introduction .....	xv
<b>Chapter 1: Early Career Development and Post-Master's Residency Programs</b> .....	<b>1</b>
<i>Julie Brewer</i>	
What Is a Residency Program? .....	1
What Is the Rationale for Residency Programs? .....	2
What Do Residency Programs Look Like? .....	2
Size .....	3
Specialization .....	3
Diversity Focus .....	3
What Is the Role of Diversity in Residency Programs? .....	4
How Does Recruitment Differ for Residency Programs? .....	5
How Are Work Assignments Developed? .....	6
What Types of Professional Development Opportunities Are Most Valuable? .....	7
How Are Residency Programs Administered, Supported, and Assessed? .....	8
What Is the Career Impact of Participation in a Residency Experience? .....	8
How Do Residency Programs Benefit Libraries? .....	9
Summary .....	10
References .....	10
<b>Chapter 2: Design and Implementation of a New Residency Program</b>	
<b>at Towson University</b> .....	<b>11</b>
<i>Carrie Bertling Disclafani, Carissa Tomlinson, Patricia A. MacDonald, and</i>	
<i>Deborah A. Nolan</i>	
Background .....	11
Program Design .....	13
Position Description .....	13
Departmental Rotations .....	14
Mentoring .....	15
Recruitment .....	15
Advertising the Position .....	15
Diversity Recruitment .....	18
Telephone Interviews .....	18
On-Site Interviews .....	20
Implementation .....	24
Supervision .....	24
Supportive Environment .....	25
ACRL's Support for Residency Programs .....	26
Conclusion .....	26
References .....	27

<b>Chapter 3: Evaluation of Three Canadian Academic Library Internship Programs</b> . . . . .	31
<i>Kathleen De Long</i>	
Background . . . . .	32
Problem Statement . . . . .	32
Literature Review . . . . .	33
Research Design . . . . .	34
Procedures . . . . .	35
Methodology . . . . .	35
Data Quality . . . . .	36
Limitations . . . . .	36
Findings . . . . .	37
Survey Participant Profiles . . . . .	37
Participation in Program Work and Training Activities and Perceived Importance to Career Development . . . . .	38
Participation in Specialized Program Components: Perceived Importance to Career Path and Development . . . . .	38
Career Path and Development Path of Former Interns . . . . .	39
Recruitment into Permanent Positions in University Libraries . . . . .	40
Retention in University Libraries . . . . .	41
Perception of Intern Program Experience as a Factor in Career Path and Development . . . . .	42
Discussion . . . . .	43
Conclusion . . . . .	44
Notes . . . . .	44
References . . . . .	45
<b>Chapter 4: The Development of the University of Louisville Libraries' Diversity     Residency Program</b> . . . . .	47
<i>Latisha Reynolds, Caroline Daniels, John Chenault, and Toccara Porter</i>	
Original Internship Program . . . . .	48
Library Residency Experience (John Chenault) . . . . .	49
From Internship to Residency . . . . .	50
Creating a Formal Residency Program . . . . .	51
Initial Design . . . . .	52
Seeking and Preparing for the Resident . . . . .	53
Library Residency Experience (Toccara Porter) . . . . .	55
Conclusion . . . . .	58
References . . . . .	59
<b>Chapter 5: Program Management: Challenges and Lessons Learned: Purdue University.</b> . . . .	61
<i>Scott Mandernack and Rebecca A. Richardson</i>	
Assessment of Need . . . . .	62
Program Design . . . . .	62
Year One . . . . .	63
Year Two . . . . .	64
Program Management . . . . .	65
Participant Roles and Expectations . . . . .	65
Program Assessment . . . . .	65

Program Strengths . . . . .	.66
Program Flexibility: Rotation Schedules. . . . .	.66
Professional Development. . . . .	.67
Mentoring Program . . . . .	.68
Lessons Learned. . . . .	.71
Conclusion . . . . .	.72
References . . . . .	.72

**Chapter 6: Come Be a Part of the University of Tennessee Libraries' Diversity**

<b>Librarian Residency Program . . . . .</b>	<b>.81</b>
<i>Jill Keally</i>	
Introduction . . . . .	.81
Program Development . . . . .	.82
Purpose . . . . .	.82
Recruitment, Selection, Orientation . . . . .	.82
Program Components. . . . .	.83
Job Assignments . . . . .	.83
Professional Development. . . . .	.84
Mentoring . . . . .	.84
Creative Accomplishments . . . . .	.84
Program Changes . . . . .	.85
How Is the Program Unique? . . . . .	.86
Lessons Learned. . . . .	.87
Thoughts for the Future . . . . .	.87
Expectations for the Residents . . . . .	.87
Expectations for the Library . . . . .	.88
Conclusion . . . . .	.88
References . . . . .	.89

**Chapter 7: Nurse Preceptors and the Academic Library: A Model for New**

<b>Graduate Development . . . . .</b>	<b>.91</b>
<i>Megan Zoe Perez</i>	
Introduction . . . . .	.91
Why Study Nursing? . . . . .	.92
Preceptors: Then and Now. . . . .	.94
Preceptor Models . . . . .	.95
Short-Term or Administrative Approaches . . . . .	.95
Long-Term or Institutional Approaches . . . . .	.98
Summary and Review . . . . .	103
Methodology and Research Questions. . . . .	103
Results . . . . .	104
Findings/Discussion . . . . .	107
Recommendations . . . . .	108
Summary and Conclusion . . . . .	110
References . . . . .	110

<b>Chapter 8: The Residents Report</b> .....	115
<i>Megan Zoe Perez, Damon Campbell, and Shantrie Collins</i>	
Introduction .....	115
Methodology .....	116
Findings and Results .....	117
Residents' Demographic Information .....	118
Degree Information .....	119
Program Information .....	120
Significant Findings and Discussion .....	128
Limitations .....	130
Future Research .....	131
Conclusion .....	131
References .....	132
<b>Chapter 9: Communities of Practice in Residency Programs: The NCSU Libraries</b>	
<b>Fellows Program</b> .....	137
<i>Hyun-Duck Chung and Sandra Littletree</i>	
The Social Context of Learning at Work .....	137
At Work in the NCSU Libraries Fellows Program .....	138
Social Context of Residency Programs .....	139
The Cohort Effect .....	140
Second-Year and Former Fellows .....	141
Conclusion .....	142
References .....	142
<b>Chapter 10: An Intern's Path to Academic Library Administration: 10 Years after</b>	
<b>the Open Letter</b> .....	145
<i>Jon E. Cawthorne</i>	
Introduction .....	145
Planning and Self-Assessment .....	147
Embracing Calculated Risks .....	148
Practicing Shared Leadership .....	150
Becoming the Mentor .....	150
Conclusion .....	151
Selected Readings .....	152
References .....	153
<b>Chapter 11: Fires, Floods, and Residents, Oh My! The Residency Program at the</b>	
<b>University of New Mexico Libraries</b> .....	155
<i>Sarah Stohr</i>	
A Little Background .....	155
Getting the Job .....	156
Organization of the Residency Program .....	158
Orientation .....	158
Reference and Instruction .....	159
Resident Projects .....	160
Unique Support System .....	161
Unique Opportunities .....	161

Conclusion . . . . .	163
Reference . . . . .	163
<b>Chapter 12: Meeting the Challenge: My Experience in a Residency Program (and a little advice for others who might be thinking about entering one).</b> . . . . .	165
<i>Asher Jackson</i>	
<b>Chapter 13: A Law Library Residency: My Georgetown University Law Library Experience</b> . . . . .	171
<i>Yasmin Morais</i>	
Introduction . . . . .	171
My Road to Librarianship . . . . .	172
The Job Search . . . . .	172
The Residency . . . . .	173
Year One: Learning the Ropes . . . . .	174
The Reference Rotation . . . . .	174
Cataloging Department Rotation . . . . .	175
Special Collections . . . . .	176
Year Two: Toward Proficiency . . . . .	176
Collection Services . . . . .	176
My Final Project . . . . .	177
Professional Development Support . . . . .	177
The Residency Search Committee and My Own Job Search . . . . .	177
Conclusion . . . . .	178
References . . . . .	179
<b>Chapter 14: Recollections of a Resident</b> . . . . .	181
<i>Patrick José Dawson</i>	
References . . . . .	187
<b>Chapter 15: Welcome to the Ozarks: The Making of Crickets, Mandalas, and Monographs</b> . . . . .	189
<i>Megan Zoe Perez</i>	
In Pursuit of the Degree . . . . .	190
After the Degree . . . . .	192
The Job Search . . . . .	193
The University of Arkansas Librarian-In-Residence Program . . . . .	194
Summary . . . . .	201
Conclusion . . . . .	203
References . . . . .	204
Conclusion . . . . .	205
Index . . . . .	209
About the Editors and Contributors . . . . .	217