

Recruitment Programs

University of Delaware Library
Pauline A. Young Residency

The Pauline A. Young Residency offers recent recipients of a graduate library degree professional experience in a technology-rich, academic research library setting. The two-year residency is designed to meet both the professional goals and interests of the resident as well as the service and operational priorities of the University of Delaware Library. The 2010-2012 Residency features work in the [Student Multimedia Design Center](#), a state-of-the-art multimedia facility with two instructional classrooms, four digital video studios, and more than 80 computers for individual and collaborative student use. The Center provides multi-level editing equipment and software, SMART boards to rehearse presentations, and more than 145 kits, such as video camera kits, for circulation.

The purpose of the residency is to increase the diversity of professional staff at the Library and to encourage the involvement of under-represented racial and ethnic minorities in academic librarianship. The residency forms one part of the Library's affirmative action plan and reflects the University of Delaware's strong commitment to affirmative action.

Opportunities

- * explore current issues in academic librarianship
- * flexible, individualized professional development plan
- * structured and informal mentoring
- * overview of the internal workings of an ARL library
- * library committee service
- * specialized training and workshops
- * travel support for conferences of professional library organizations
- * experience with latest information technologies

Qualifications

The University of Delaware Library seeks energetic, self-directed individuals interested in developing a career in academic librarianship. To qualify, applicants must have a recent graduate degree from an ALA-accredited program, previous public service experience, interest in multimedia technologies and instruction, strong written and oral communication skills, ability to work independently as well as the ability to work closely with colleagues and library users from diverse backgrounds. Members of under-represented racial and ethnic groups are encouraged to apply.

Salary and Benefits

The resident receives annual compensation at the level of Affiliate Assistant Librarian. Benefits include: vacation of 22 working days; liberal sick leave; generous flexible benefits program; TIAA-CREF or Fidelity retirement with 11% of salary contributed by the University; and tuition remission for dependents and course fee waiver for employee. University benefits brochure available at http://www.udel.edu/hr/Benefits_09_web.pdf. The Residency also provides both formal and informal mentoring opportunities along with travel support to attend conferences and professional meetings. Relocation assistance will be provided. This is a nonrenewable two-year appointment. The resident will be eligible to apply for available continuing positions in the University of Delaware Library.

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Academic Librarian Diversity Internship

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About the Internship

The **Academic Librarian Diversity Internship** is designed to introduce library students from historically underrepresented groups to careers in academic librarianship. The program underscores Kent State University's longstanding commitment to diversity and articulates the equally longstanding need within the profession of academic librarianship to recruit underrepresented librarian candidates. The program is designed to challenge library school students professionally and academically and offer a sound foundation for a career in academic librarianship.



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The Academic Librarian Diversity Internship provides:

- 20 hour per week paid work assignment for 12 months within University Libraries (UL), providing an introduction to professional library work.
- The intern will receive a range of introductory experiences in the major operational units of a large academic research library. The intern may also have the opportunity to focus on and develop projects in a specific area of the academic library.
- A faculty mentor will be assigned to guide and advise the diversity intern.
- Additionally, the intern may have the opportunity to attend library

conferences.


Eligibility Requirements

Candidates must:

- Be a United States citizen and legally eligible to work.
- Demonstrate the character, motivation and ability to succeed based on their academic record, recommendations and personal statement on diversity.
- Demonstrate a commitment to academic librarianship and diversity based on their application and personal statement on diversity.
- Be an incoming or current student in an ALA-accredited LIS program.

Application Process


Application requires completion and submission of the following:

1. One-page application form .
2. A current resume or CV.
3. A one-page personal statement on diversity (see application form).
4. Official copies of transcripts for previous college coursework.
5. Two letters of recommendation that speak to the candidate's work history and/or academic achievements and commitment to librarianship and diversity.

Deadlines: Applications for the 2010-2011 Diversity Internship must be postmarked by 2 April 2010. Finalists will be contacted for interviews in April 2010.

Questions: For questions, please contact Mary Lovin at 330-672-4483 or by email.

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This page may be found at: http://www.library.kent.edu/diversity_internship

Page last updated: 2010-07-09

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The University of Louisville Libraries' Diversity Residency Program seeks a recent MLS graduate who is interested in a career in academic librarianship. (To learn about the Libraries' commitment to diversity, see <http://library.louisville.edu/diversity/>.) This program is designed to provide the Resident with individually designed opportunities for learning and working in several different library settings, while contributing to the overall success of the University Libraries. The Resident will work in a challenging environment in several functional areas, supervised by a home department for each rotation while being guided by an assigned Mentor.

Responsibilities: May include assignments in Technical Services, Reference, Special Collections, Archives, the Oral History Center, the Copyright Office, and/or with digital projects. Current proposals for various rotations throughout the libraries are available at <http://library.louisville.edu/diversity/residency>. In consultation with the Mentor, the Resident will be placed in two to four units based on professional interests, skills, and relevant work experience. The Resident will serve as a member of the Diversity Task Force and after the first six months may participate in other committee work if interested. The Resident will be evaluated yearly by the same process as tenured and tenure-track faculty. The Resident can apply for travel funds and is encouraged to attend conferences, give presentations and write for professional publications.

Required Qualifications:

- Recent graduate (with less than three years professional experience) from an ALA-accredited Master's degree program.
- Interest in a career in academic librarianship
- Demonstrated commitment to diversity
- Good critical thinking skills
- Ability to commit to goals and achieve established outcomes
- Strong interpersonal, oral, and written communication skills
- Ability to work collaboratively in a team environment as well as the ability to work independently
- Knowledge of reference services, sources, and principles of instruction
- Familiarity with basic technical services
- Basic familiarity with copyright issues
- Knowledge of information and digital technologies
- Commitment to professional achievement and growth

Environment: The University of Louisville Libraries (<http://library.louisville.edu>) became a member of the Association of Research Libraries (<http://www.arl.org>) in 2002, reflecting their stature as a major research library system. The University of Louisville (<http://louisville.edu>) is a Carnegie I research university with a national reputation for high-quality undergraduate programs, more than twenty nationally recognized research, graduate, and professional programs, and a strong commitment to the community in which it resides. It is Kentucky's metropolitan university, serving over 21,000 students in the largest urban area in the commonwealth with a mission "to foster and sustain an environment of inclusiveness" (<http://louisville.edu/provost/diversity/>). The city of Louisville (<http://louisvilleky.gov/>) offers hospitality, warmth, and smaller city advantages like less traffic, shorter commutes and lower

cost of living with major city amenities like world-class performing arts, great sports, incredible dining and a nationally-acclaimed parks system.

Salary and Benefits: Minimum \$37,000 annually, with appointment rank, and salary commensurate with experience. UofL offers a comprehensive benefits package, including 22 days annual leave, tuition remission for six credit hours per semester, several options for health and retirement plans and a selection of other options. This is a non-tenure track faculty position on a yearly contract, renewable for up to three years.

Application Procedure: Submit an online application via UofL Human Resources web site at <http://louisville.edu/jobs/> (Job ID #21723.) In addition send a cover letter addressing the listed qualifications and your interest in the position, unofficial graduate transcripts and the names, addresses, phone numbers and email addresses of three references to:

Katherine Burger Johnson, Associate Professor
400 Ekstrom Library, University of Louisville, Louisville, KY 40292
phone: (502) 852-6674 fax: (502) 852-6673 kbjohnson@louisville.edu

Applications received by December 1, 2007 will be given first consideration in the initial screening, but applications will be accepted until the position is filled. Position is available immediately, but the starting date is negotiable.

*The University of Louisville is an Equal Opportunity/Affirmative Action Employer
committed to cultural diversity.
Women and minorities are encouraged to apply.*



NCSU Libraries *Focus Online*

Volume 23 number 3 - Spring 2003

Peer Research Advisors Make the Difference

By Megan Oakleaf and Amy VanScoy, Research and Information Services, and Karen Letarte, Cataloging

Patrons of the NCSU Libraries will notice some fresh new faces at the reference desk this semester. Douglas Brooks, Carlos Villate, and Patrice Williams are three NC State undergraduate students who are participating in the new Peer Research Advisors program, which was developed by the Libraries' Diversity Committee and modeled on successful programs at other institutions. Peer research advisors are students from diverse backgrounds who are interested in helping fellow students while improving their own research skills. They help answer questions at the reference desk and assist librarians with instruction sessions and outreach efforts. The Peer Research Advisors program aims to:

- present a welcoming and diverse face of library public services to students;
- develop the peer research advisors' information literacy skills and contribute to their academic success;
- enhance the ability of all undergraduates to use the library effectively; and
- recruit young, diverse people into librarianship.

Many interested students applied for the program, and the three students chosen are ideal candidates. All three are enthusiastic, service oriented, and interested in the library. Douglas Brooks, from Pittsboro, North Carolina, is a junior majoring in electrical engineering. Brooks applied to the program to "assist those people who find it difficult to do research in such a large facility." He has enjoyed "every minute" of the program and is "impressed with the enthusiasm and effort that goes into library research."

Carlos Villate, a senior majoring in biological sciences, has lived in Puerto Rico; Ludwigsburg, Germany; and Fayetteville, North Carolina. Villate plans to be a military intelligence officer in the United States Army after graduation. He likes the library's work atmosphere and the learning opportunities the Peer Research Advisors program provides, and the amount and complexity of library resources impress him. Villate says, "In my short time here I have learned so much."

Patrice Williams of Goldsboro, North Carolina, is a junior majoring in business management who plans to attend graduate school. Williams was attracted to the Peer Research Advisors

program because it involves technology and research. She felt that it fit her personality because she loves to put puzzles together, and she finds the work educational and fun. Williams adds, "I thought I knew it all, but I learn every time I step into work."

The students joined the Peer Research Advisors program this spring semester and have received library training in a variety of subject areas including chemistry, engineering, and specialized techniques for government documents. The students have also learned about some of the Libraries exciting services and initiatives by attending presentations on the Digital Media Lab, the Assistive Technologies Center, LOBO (the Libraries' online research tutorial), and electronic reserves. These advisors are beginning to use their new skills and knowledge to answer user questions on their own. As they discuss the interactions they have had at the reference desk and in the classroom, it is clear they are beginning to understand the challenges and thrills of assisting users in a research library. As one peer research advisor said, "Many students I know have said they have never been to the library before, and I just think they are missing a lot."

The Peer Research Advisors program is one of a number of library initiatives to make students aware of the excellent career possibilities in library and information science. There is a critical need for librarians worldwide, and there are excellent graduate programs in this field in the Triangle area. The Libraries hopes the program will develop into an important part of its services, provide intellectually challenging jobs for students, and encourage some of NC State's exceptional undergraduates to join the profession.
