

END OF FUNDING PERIOD REPORT

LAUC Statewide Grants, Research & Professional Development Committee

Primary Applicant(s): Yolanda Blue

Campus: University of California Santa Barbara (UCSB)

Email: blue@library.ucsb.edu

Telephone: 805-893-3062

TITLE OF PROJECT: *Library Residencies: the 21st Century Librarian in Service to the Latinos and the Spanish-speaking Communities*

Time Period of Grant: FY 2014-2015

Amount of Award Received: \$500.00

Original Abstract as Submitted:

This poster is a clarion call for libraries to institute residency programs that increase diversity; and in particular to address the needs of a growing Latino and Spanish-speaking community across the nation. The presenters conducted a research project about the status of residencies in North America. We will highlight some of the following results: residents' attitudes toward different aspects of their residencies, what they gained from their experiences, and their suggested programmatic recommendations.

In 2012, the presenters received a grant from the UCSB Library Administration to conduct a comprehensive survey of academic library residency programs in North America. The purpose of the study was to identify aspects of academic library residencies that are successfully recruiting and mentoring new librarians of color. According to the findings, there is a dearth of residency programs compared with the number of libraries; and, there has not been a balance between the numbers of librarians in the workforce that reflect the communities served.

In the publication, Library Services to Latinos: an anthology, Tami Echavarria points out in her chapter, *Recruiting Latinos to Librarianship: A Continuing Need*, the importance of library staff representing the community it serves. Also Sonia Ramírez Wohlmuth notes in her chapter, *Language Issues*, that the, "presence of a bilingual/bicultural librarian at a reference desk of a library or a librarian willing to expend the extra effort to communicate with someone who is unable to readily express his or her needs in English, is a tangible symbol of an institution's commitment to provide equal access. It is an overt invitation to the underserved, to the disenfranchised."

The Library and Information Science (LIS) profession has long maintained that the recruitment and retention of qualified librarians is a pressing concern. ALA Demographics Studies reports that 88.7% of librarians identify as white as of March 2012. Meanwhile, according to the Pew Hispanic Center, the Hispanic population will more than double, from 53.3 million in 2012 to 128.8 million in 2060. The Hispanic Association of Colleges and Universities currently has 246 member Hispanic-Serving Institutions. UCSB is just one of many universities close to becoming the first Hispanic-Serving Institutions in the Association of American Universities. However, libraries as a whole have been slow to recruit librarians that proportionally represent this population. The need is critical for library residencies that focus on diversity recruitment.

Recently in 2014, the presenters shared their research with West Virginia University Libraries in their quest to create a residency program for underrepresented individuals to gain experience in academic and research libraries. The presenters have also written a paper, "Evaluation of the Need for Diversity Library Residency Programs in the United States of America: A Quantitative and Qualitative Approach," which explores the value residents and residency programs offer their host institution. In exchange, residency programs provide invaluable mentoring and professional opportunities for new LIS graduates. However, there are fewer than 34 active programs in North America, predominantly in large academic libraries.

Historically, many library residency programs had a mission to increase the number of librarians of color in the profession. Today, while there are residency programs that are focused on diversity recruitment, many more residencies, including most recently implemented residencies, focus on recruiting new librarians based on specific subject expertise and merit, regardless of background. Amongst our respondents, as reported by coordinators of both active and inactive residencies, residency programs had a mission of increasing diversity (74.2%). Growing in popularity are such goals as mentoring new librarians (80%), developing leadership qualities (40%) and subject specialization (23%).

Our comprehensive assessment of programs across the nation, combined with the random sampling of current and former library residents will stimulate the interests among participants to explore ways to implement residency programs that consider the needs of Latino and Spanish-speaking populations, as well as new library school graduates, that will work best in their own libraries and communities.

I. ACCOMPLISHMENTS and EVALUATION

- Describe what was achieved during the time period of the grant.

The poster session at the REFORMA conference was a culmination of previously presented poster sessions, presentations and workshop/webinar. There was opportunity to convey our research findings with specific emphasis regarding the crucial need for Latinos and Spanish-speaking librarians to provide services to the user communities. The poster's recommendations, statistical charts and graphs as well as observations were well received by the participants. As a result of the session, several attendees wanted more information as to how to promote residency programs at their various types of institutions such as public, special, government, academic, community college, etc.

- Did the project accomplish what it intended? Did it make a difference?

The goal of the poster session was to help librarians and library administrations determine what approaches will work best in starting and improving a residency programs. The session accomplished its goal as well as generated interest by several attendees to explore residency programs.

- What would you do differently next time, if anything?

I would consider participating in a paper/panel discussion.

- What advice do you have for others applying for LAUC research grants?

To focus on a project that has a benefit not only for the research community but also for information professionals and their various institutions.

II. IS YOUR PROJECT COMPLETED? Yes X No__

If No, what is needed to complete the project? Is more time needed? Or more funds?

III. FINANCIAL STATEMENT

Timetable:

Depart: April 1, 2015

Conference: REFORMA (RNCV) National Conference V - The National Association to Promote Library & Information Services to Latinos and the Spanish Speaking April 1-4, 2015

Return: April 4, 2015

Summary of the budget:

Rental Vehicle Transportation: \$300.00

Parking: \$40.00

Registration: \$150.00

Hotel: no charge

Per diem for food: \$50.00 per day = \$200.00

The original budget estimate was close to the actual expenditures for the conference.

IV. SHARING YOUR PRODUCT/RESULTS

Poster will be digitized online in the future.

V. NOTE

Information included in this report may be reprinted or posted on the web for dissemination to UCOP, other UC Libraries, and future potential LAUC grant applicants.