

END OF FUNDING PERIOD REPORT

LAUC Statewide Grants, Research & Professional Development Committee

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

Time Period of Grant: 2014/15

Amount of Award Received: \$750

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.

Poster presentation at REFORMA National Conference V, April 1-4, 2015 in San Diego, CA.

II. IS YOUR PROJECT COMPLETED? Yes No

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

III. FINANCIAL STATEMENT

Please explain how the funds received were spent. Attach your original budget and indicate how well your estimates matched with actual expenditures. Receipts are not necessary.

Estimates matched actual expenditures exactly.

Registration Fee:	\$225
Personal Vehicle:	\$248.60 (440 miles @ 56.5 cents/mile)
Lodging:	\$432 + tax (\$144/double per night for 3 nights)
Parking:	\$60 (\$15 per day for 4 days)
Meals and incidental expenses:	\$100 (\$25 per day)

Total:

\$1065.60

IV. SHARING YOUR PRODUCT/RESULTS

What are your plans for disseminating the results of your work? If it will be a web page or product, or published article or book, when will it be available to the public? Include citations/URLs if known.

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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.