The Association of Research Libraries Career Enhancement Program at UC San Diego

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UCSD participated in the ARL Career Enhancement Program (CEP) from 2008-2015. According to the ARL website, the "Career Enhancement Program, funded by the Institute of Museum and Library Services (IMLS) and ARL member libraries, offers master of library and information science (MLIS) students from traditionally underrepresented racial and ethnic minority groups an opportunity to jump-start their careers in research libraries by providing a robust internship experience in an ARL member library."

The process at UCSD begins with the appointment of a CEP Coordinator who oversees the selection of the fellows, assigns mentors and projects for the fellows, and works closely with the LAUC-SD Mentoring Committee, LAUC-SD Diversity Committee, and the LAUC-SD Research and Professional Development Committee. In addition, the CEP Coordinator helps to manage human resources and other paperwork, organize learning opportunities with librarians and program directors, housing, and transportation.

The CEP Coordinator surveys the heads of programs for projects that match with the fellows' interests. Programs volunteer to host fellows based on staffing, timing, and programmatic needs. Programs also designate a librarian as the primary supervisor for each fellow. The Coordinator maps out the eight-week fellowship with lunches and meetings with librarians that match the fellows' interests in order to provide mentoring and advice and to increase awareness in different areas of library work.

Each year the LAUC committees that participate oversee and plan a number of events, which have included:

- LAUC-SD Diversity Committee's *Welcome Potluck for the Fellows* to which all library staff are invited.
- LAUC-SD Mentoring Committee's two summer skills building workshops: *Job Search Skills*, and *Professional Development*. These two workshops were featured as "Lunch and Learn" sessions and were also open to all MLIS graduate students and participants in the Mentoring Program.
- LAUC-SD Research and Professional Development Committee's *Fellows Presentation*, featuring both fellows giving presentations on topics on which they have some expertise, or the project that they worked on while at UCSD.

This Program has been beneficial to both the UCSD Library and to the ARL CEP fellows. The Library has benefited from the short projects completed by the fellows, and the fellows have gained invaluable experience in a large university library. Presentations, papers, and mentorships have also come out of the program. Above all, the ARL CEP program allowed UCSD Library to contribute directly to the diversification of the librarian workforce.

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