Library Residency Working Group (RWG)

Resident Database

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Today we will:

- Tell you about the RWG database
  - Planning
  - Design
  - Implementation
  - Results
  - Challenges
  - Next steps
What is the RWG Resident Database?

- A collection of introductory data about past and present residents and their residency experiences.

- Name
- Degree granting institution
- Rotations
- Current position
- Professional associations & memberships
- Email
- Residency location
- Title during residency
- Projects
Design

Finding a purpose, or form follows function

- **Primary Purpose**
  - Provide a population on which relevant studies may be conducted
    - University of Tennessee Diversity Residency Assessment Tool
    - When Diversity is Too Much: New Librarians of Color and Expectations for Involvement in Library Diversity Initiatives (NCSU, Vanderbilt, and Auburn University)

- **Secondary Outcomes**
  - Create a network of current and former residents
  - Provide longitudinal evidence for library residency program assessment
Planning – Key Questions

• What data do we need?
  • Consult the ARL Residency Working Group listserv to get ideas

• How do we get it?
  • Collect resident and coordinator contact information
Draft an information request letter
  • Multiple drafts

Create form for respondents
  • Give respondents structure
  • Saves time for respondents and database creation team
<table>
<thead>
<tr>
<th>Name</th>
<th>Permanent Email</th>
<th>Degree Granting Institution</th>
<th>Residency Location (Institution Name)</th>
<th>Title/Rank During Residency</th>
<th>Years of Residency (From-To)</th>
<th>Residency Experience(s)/Rotations</th>
<th>Projects</th>
<th>Current Position (Title and Employer)</th>
<th>Professional Associations and Memberships</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jillian Fischer</td>
<td><a href="mailto:jfisch@gmail.com">jfisch@gmail.com</a></td>
<td>U of Guanevarana, IN</td>
<td>Resident Librarian</td>
<td>1999 - 2001</td>
<td>Cataloging, Circulation, ILL - year long rotation in Reference</td>
<td>Development of Learning Commons, We Are the World Initiative</td>
<td>Reference Librarian, U of Anywhere</td>
<td>ALA, NMRT, BCALA, ALISE</td>
<td></td>
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<tr>
<td>Greg Barnum</td>
<td><a href="mailto:gbarn16@hotmail.com">gbarn16@hotmail.com</a></td>
<td>U of TN</td>
<td>Research Assistant Professor</td>
<td>2000 - 2002</td>
<td>No rotations -- decided to stay in Digital Library Initiatives for entire program</td>
<td>Web 2.0 instruction project, virtual library tour, authority control project</td>
<td>Technical Services Librarian, University of Chicago</td>
<td>ALA, LITA, ALISE, SELA, ACA</td>
<td></td>
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<tr>
<td>Colleen McKinney</td>
<td><a href="mailto:cmckin@yahoo.com">cmckin@yahoo.com</a></td>
<td>Auburn College of Librarianship</td>
<td>Humboldt College</td>
<td>Visiting Librarian</td>
<td>2008 - present</td>
<td>Circulation, Systems and Technology</td>
<td>User statistics project, Next generation Catalog project</td>
<td>Still in residency</td>
<td>ACA, ALA, NMRT</td>
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<tr>
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<td><a href="mailto:tmade@burstile.edu">tmade@burstile.edu</a></td>
<td>Fisk College</td>
<td>Burstle Technical Library, OK</td>
<td>Assistant Librarian</td>
<td>1999 - 2002</td>
<td>Reference and Instruction, Special Collections, Inter Library Loan</td>
<td>ILL Tracking project</td>
<td>Head, College of Bristol</td>
<td>ALA, SLA, ILA, ARMA, LITA, ALISE, NMRT, ARL, ACRL</td>
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<td>LSU</td>
<td>University of Bogalusa, LA</td>
<td>Library Fellow</td>
<td>2004 - 2006</td>
<td>Information Literacy and Instruction</td>
<td>New Learning Initiative, Informatics Curriculum Development</td>
<td>Instruction Coordinator, University of New England</td>
<td>IFLA, ALA</td>
</tr>
</tbody>
</table>
March 2008

- The finalized letter was sent to approximately 80 people
  - Primarily residents
  - Some program coordinators

Post on:

- Academic Librarians and Fellows Facebook group
- ARL Residency Working Group listserv
- RWG website: http://libraryresidents.wordpress.com/
Implementation, continued

- **Saturation**
  - Get our message in as many places and to as many people as possible

- **Filter-down effect**
  - Coordinators forward message to residents
  - Residents forward message to other residents
Implementation, pt. 3

- **Calls for information**
  - 5 to 7 calls for information over a 3 month period

- **Does not include**
  - Contacts that weren’t on the original list
  - Residencies of which we were unaware
  - Defunct programs
Results

- Nearly 50 responses
  - Received support from coordinators and residents
  - April was the high point in response rates
  - As of 8/27/08, we were still getting responses
  - 1 or 2 respondents were not on our initial contact list
    - Evidence of successful filter-down
Results, continued

STATISTICS!!!!

- Take a look at our handout!
Challenges

- Getting up-to-date initial contact information for residents
  - Less current residents more difficult to find
  - Name changes
  - Relocation
Challenges, continued

- **Reply Rate**
  - Slightly greater than 50% in our case

- No way to determine why people didn’t respond
  - Lack of interest?
  - Spam filters?
  - Erroneous contact information?
Challenges, pt. 3

- Institutional Review Board Approval
  - Do we need IRB approval at this stage?
    - Data collected has not been used for research
  - Who should obtain IRB approval
    - Megan Perez as Convener of RWG?
    - Shantrie and Damon as primary investigators?
    - All of the above?
    - None of the above?
Confidentiality/Access Questions

- Who should have access?
  - Primary Investigators
  - Convener of RWG
  - Coordinators?
  - Researchers?

- What kind of credentials would be necessary to see/use the database?
Challenges, pt. 5

- Making ourselves known

- Not everyone is aware of who we are, what RWG is
- Some people don’t know our intentions for the information we’re collecting
  - This is fair – we’re figuring that out too
Getting The Word Out

- Coordinators and former residents
  - Contact from a stranger versus a colleague

- Visibility
  - Shantrie and Damon are fairly new to professional librarianship
    - Coordinators are better-known and have the advantage of visibility
      - Ease concerns about misuse of data
      - Boost our contact pool
Help from coordinators would be beneficial

- Their contacts would increase our pool
  - Perhaps exponentially if filter-down is encouraged
- Access for coordinators?
  - The database could prove useful to them and the direction of their programs
- We’d do the work
  - Contact potential respondents
  - Collect and organize the data
Next Steps

- RWG Database 2.0
  - Additional information needed
    - Salary
    - Perception of skill levels before and after residency
    - Communication skills
    - Leadership skills
    - Self-confidence
    - Rank
    - Years of experience
    - Ideas?
Next Steps, continued

- ARL Annual Report
  - Statistics in various areas
    - Salary
    - Area of work
    - Job
    - Rank
Next steps, pt. 3

Form an Access Policy

- We’re contacted by researchers
- We review proposal for applicability
- We contact database respondents
  - Opt out by choice
  - Opt in by silence
- Provide data to researchers for interested respondents
Questions? Answers? Ideas?

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Library Residents Working Group

website:
http://libraryresidents.wordpress.com/