Practicing Proficiency: The Past, Present, and Future of Library Residency Programs

by Megan Perez
introduction
From New Graduate to Competent Practitioner: Rethinking the Architecture of Post-MLS Residency Programs in ARL Libraries.
preceptors
Accreditation Council for Graduate Medical Education
preceptors

portfolios
tie it all together
preceptors

program coordinators

preceptors
“The term preceptor has been noted in nursing literature for a relatively short period of time; in 1975 it appeared in the International Nursing Index (Shamian & Inhaber, 1985).”
3-fold role...
Socializer
Socializer

Role model
S - Socializer
R - Role model
E - Educator
Protector
Protector

Team leader

Evaluator
Provides a safe learning environment:

- Simple to complex learning/teaching approach
- Encourages independent practice
- Ensures consistent observation
- Provides ongoing feedback and encouragement
Team builder

Creates supportive work culture:

- Recruits colleague support
- Builds interpersonal interactions
- Ensures communication
- Resolves conflicts
Evaluator

Serves as competence validator:

- Documents evidence of resident capability
- Determines level of proficiency
- Discusses performance issues
- Articulates and defines expectations clearly
\( f(\text{preceptor}, \text{coordinator}) \)
as in...
What are the six roles again?

✓ Socializer
What are the six roles again?

- Socializer
- Team builder
What are the six roles again?

✓ **Socializer**
✓ **Team builder**
✓ **Role Model**

NDCL Post Conference Workshop
What are the six roles again?

✓ Socializer
✓ Team builder
✓ Role Model
✓ Evaluator
What are the six roles again?

✓ Socializer
✓ Team builder
✓ Role Model
✓ Evaluator
✓ Educator
What are the six roles again?

✓ Socializer
✓ Team builder
✓ Role Model
✓ Evaluator
✓ Educator
✓ Protector
as in...
Excellent clinicians nurses

=\n
Excellent preceptors coordinators?
Experiential Learning Programs

Vermont Nurse Internship Project

Sail Training

NDCL Post Conference Workshop
What they’re saying:

“You feel like a novice again.”

“.learning a new skill can be very stressful...”

“...opened my eyes to how a new grad feels...”
portfolios
Accreditation Council for Graduate Medical Education
2 Quick FAQs:

What’s a learning portfolio?

What are the benefits?
Humble Beginnings

The “U” Curve Transition

Posted August 26, 2008
Filed under: Uncategorized | Tags: Add new tag, Minnesota Institute, MNIECL, u-curve |

If you’ve ever read Oprah Winfrey’s O Magazine, then you may be familiar with the column that appears in every issue called “Aha! Moments.” It usually features someone sharing a particular event, encounter, or experience that subtly os
Commentary

Damon on August 27, 2008

Wow — I really like that you paired your experiences to the different points on the curve — it’s nice to have a model pop up and realize that what you’ve gone through fits into it!

Do you suppose knowing what was going on RE acculturation and adjustment before and during the process might have made it easier?

DHodges on August 27, 2008

You know I thought about that and I tend to think hindsight is 20/20. It is harder to be objective when you’re in the middle of the process. The best part for me was understanding that the learning curve I experienced was not abnormal.

slittletree on August 27, 2008

And knowing that this learning curve exists maybe will make it easier the next time you have to adjust to another culture. But I think no matter how much you try to prepare yourself to enter another culture, there is always discomfort.
Dear Residency Group Members:

We have a new tool at our disposal that I hope will make virtual collaboration among our group easier. The tool, Near-Time...new opportunities for us to work collaboratively...

Jerome

-from an email dated 9/5/08
### Meeting Minutes and Agendas

Meeting Minutes and Agendas has no description.

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### Task Management

**ARL Residency Discussion Group**
Managed by Jerome Offord Jr and 2 others.

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<td>Megan Perez</td>
<td>9/16/06</td>
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<td>Follow up Sue Eason at LU</td>
<td>Megan Perez</td>
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*Hide Completed Tasks.*
National Diversity in Libraries Conference - Post Conference by Jerome Offord Jr. 6 days ago

Association of Research Libraries
http://www.arl.org/news/pr/ndlo-7aug08.shtml
For immediate release:
August 7, 2008
For more information, contact:
Jerome Offord Jr.
Association of Research Libraries
202-296-2296
jerome@arl.org

Early-Bird...
Read more...

Welcome to News for ARL Residency Discussion Group by Jerome Offord Jr. 6 days ago
Posted in Uncategorized. Not tagged.
This is the first post to your group weblog. Within the News tab, each member is able to create, edit, and comment upon news, web links, announcements, alerts and ideas — anything that you would post to a weblog.
## Readers in this space

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<th>Phone/Email</th>
<th>IM/Website</th>
<th>To:</th>
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**NDCL Post Conference Workshop**
Synchronous Chat

ARL Residency Discussion Group

Overview | News | Posts | Forums | Files

News
Create a new post
View recent posts

Forums
Create a new forum
View current forums

Events
Schedule and track events
View event calendar

Members
Build a team
View invitations

Residency Chat

2 people in this room

megan.perez

megan.perez: wow new sidebar widget action.
megan.perez: i love it.
megan.perez: i zoomed out with my browser to get it all to fit in my window. the text is small, but that's what icons and tabs are for.
megan.perez: this is great.

Sandy L.: cool. now we can navigate around the site without leaving chat.
megan.perez: exactly.
megan.perez: i gotta get some lunch.
megan.perez: catch you later.

Meebo Message: Conversations are logged and will be publicly available on the Web. Remember to not share private or sensitive information!

Type here and hit enter to send a message

edit nickname: megan.perez edit info:a/s/

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modules
did you know?
is creating a cataloging education fellows program?
Training Catalogers: a Checklist for Managers and Trainers
Training Catalogers: a Checklist for Managers and Trainers

Syllabus for a Course or Course Unit for Acquisitions

Purpose and Objective

This syllabus suggests topics to include in courses on acquisitions at the graduate level, in units within technical services, resources, and collection development courses, in acquisitions institutes and workshops, and in internal staff development and training events. The topics can be arranged and organized to fit the particular situation.
Training Catalogers: a Checklist for Managers and Trainers

Syllabus for a Course or Course Unit for Acquisitions

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Syllabus for Serials Cataloging Teaching and Training

By Dajin Sun, Catalog Management Librarian, Yale University; Yumin Jiang, Technical Services Librarian, University of Colorado Law Library; and Betty Landesman, Head, Collection Management, National Institutes of Health Library of the ALCTS Serials Section Education Committee
did you also know?
preparing and promoting standards for archival education programs
Outline of topics
ALCTS Checklist and Syllabi

Outline of topics

Bibliography
ALCTS Checklist and Syllabi

Outline of topics  ●

Bibliography  ●

Timeline  ❌

NDCL Post Conference Workshop
ALCTS Checklist and Syllabi

Outline of topics
Bibliography

Timeline
Objectives
Delivery
ALCTS Checklist and Syllabi

Outline of topics: ✔
Bibliography: ✔
Timeline: ✗
Objectives: ✗
Delivery: ✗
Assessment: ✗
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But surely, Megan...
nursing skills are *not* library skills
Agreed. BUT...
soft skills are soft skills are soft skills.
→ portfolios

ACRL Interest Group

→ service opps
Now What?
ACRL Interest Group

 Resident Education

 Rotation Modules
 Collaborative Portfolio

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ACRL Interest Group

- Research & Publications
- Program Management
- Resident Education
- Service Work

- Coordinator Training
- Rotation Modules
- Collaborative Portfolio
- Service Opportunities

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Program Management \( \rightarrow \) Coordinator Training

Residency training

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Library Residency Camp?
Now how do we do all of this?
Plan

Define

Write

Do

NDCL Post Conference Workshop
final thoughts
questions?