Targeting Undergraduates in Library Diversity Initiatives

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Approach and Outline

Approach: How we did it with supporting primary and secondary research

Outline:

- Timeline

- The Fellowship
  - Focus on undergraduates
  - Work vs. Scholarship
  - Not Stereotypical Work
  - Student as Professional
  - Mentoring
Timeline

- IUPUI Vision for Diversity, Nov. 2001
  - Recruitment, Retention, Climate
- UL Recruitment Task Force, 2004
- IUPUI Town Hall Meetings, Nov. 2006
- IUPUI Diversity Vision, Mission, Values, Jan. 2007
- UL Diversity Council, Early 2007
- UL Undergraduate Diversity Fellowship Sept. 2007
Fellowship Creation

- Selection Process
  - Application
  - Interview

- Advertising
  - Facebook

- Structure
  - Administrative concerns
  - Projects
Focus on Undergraduates

Practical Considerations

- Non-competition with Graduate Assistantship
- Preponderance of programs to recruit graduate students
Focus on Undergraduates

UL Research

- “Highly recommend librarians going out to undergrad campuses and sell themselves to students; Sell themselves at high schools and middle schools.” -Library science student

- 10 of the 24 Librarians interviewed decided to be librarians during undergrad/high school
Financial Support

• Campus Statistics
  • 68% of IUPUI students work off campus
  • 57% of those students work 10 miles or more away from campus

• UL Research
  • The most common element from all persons surveyed was the concept of financially supporting students on a path towards librarianship!!!
  • 20 of the 24 librarians interviewed/surveyed received financial support for MLS
Work not Scholarship

- Work experience
  - Precedent, Library Science Graduate Assistantships
  - Symbiotic relationships
UL Research

- At least 10* of 24 librarians worked in libraries prior to pursuing MLS
- “High school kids [need] to work in libraries. Be around people at the library and see what the work involves. [The] key is working in a library.” - Librarian surveyed
- “I only recently got my Bachelor’s and I still don’t know what I want my Master’s in so I took a look at [library science]. But prior to working here I never considered it.” - non-professional library employee
Independence & Flexibility

• “Ashley and I have an awesome idea and want to launch it as a project during our time here as Fellows. We discovered that we both were interested in the To Mexico With Love program, and we began to wonder if we could incorporate our Fellowship goals (diversity and librarianship) with this trip to Mexico. I mean, it is a program of cultural immersion, education, experience and service learning. So, we wondered, couldn't we possibly help a library in Cuernavaca as a service learning project?? Yes indeed, I believe we can! We just have to ask the right people and do the research!” Trina Otero, UL Diversity Fellow

Reflection

• Blog
La Lagunilla:
A Colony in Cuernavaca, Mexico
By Trina Otero
“Nobody wants to be bored. Nobody wants the stereotypical image of a librarian.”


Mentorship

- Mentor
  - UL Research
    - “Let me say it this way, sometimes black students want to talk with another black person about how they were able to cope with library school.”-librarian
This fellowship was a blessing. I have experienced so much in less than one year. This position was awesome because:

1. I had meaningful projects
2. Projects I was passionate about
3. Learning experiences
4. Experience in a professional setting
5. There were opportunities to share my opinions and my voice was heard....and I was given opportunities to carry out my ideas
6. We had an awesome supervisor. Many kudos to her.
7. Meeting awesome people within the library and receiving their support and help. Gracias a todos! (Thanks to all)

Con amor y paz,
Trina
References


Find out More

- IUPUI University Library Undergraduate Diversity Fellowship description and application
  [http://www.ulib.iupui.edu/about/diversity/fellowship](http://www.ulib.iupui.edu/about/diversity/fellowship)

  [http://uldf0809.blogspot.com/](http://uldf0809.blogspot.com/)

- IUPUI University Library Diversity Council, Charter, and Strategic Plan
  [http://www.ulib.iupui.edu/about/diversity](http://www.ulib.iupui.edu/about/diversity)