

## ***Diversity Residency Advisory Committee November 2021***

### **Charge**

The Residency Advisory Committee (RAC) will be charged with implementing and providing guidance for the residency program; including, but not limited to: establishing goals and objectives for the residents, monitoring the timeline for the residency, and evaluating the program to ensure that outcomes are objectives are reached. The RAC will be charged with hiring three early-career librarians – 0 to 3yrs removed from LIS degree completion – who identify as Black, Indigenous, and Persons of Color (BIPOC) to three-year appointments beginning in August 2022, concluding in May 2025. While the residents will be hired from term appointments, there may be potential for them to be hired for tenure-track positions based on fit and need of the organization.

The RAC will serve from December 2021 to Summer 2025 and will conclude with a final reports and recommendations to the Library Executive Committee.

The RAC has the following responsibilities:

1. Providing recommendations for training and facilitating professional development for residents, centered around current evaluative criteria including DEIA
2. Identifying and recommending DEIA learning opportunities and events
3. Work with library HR to create necessary template language for use position description concerning the appointment
4. Create a repository of information from similar programs and initiatives from benchmark institutions
5. Create a yearly timeline for the residency program
6. Recruit and train Library mentors
7. Create training materials for library mentors in mentoring diverse candidates, including list of responsibilities
8. Create training for host units and supervisors
9. Work with library HR to create onboarding materials for residents
10. Create and administer program assessment measures, working with the Assessment Librarian
11. Oversee the Residency program and carry out the regular scheduling and of program components
12. Communicate with Library Administration and the Library as a whole regarding program development and activities.

The team will work closely with others in the Library working in relevant areas (e.g. Library Assessment and Organizational Development and Training) and may periodically charge sub-teams to work in areas

### **Composition**

Membership will include the residency coordinator, a faculty member from the School of Information Sciences, a representative from human resources or related function (such as the Equal Employment Office, etc.) and a minimum of three members from the faculty at large.

[Proposed membership redacted.]