

IUPUI University Library Undergraduate Diversity Scholars Program

IUPUI University Library

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Approach and Outline

Approach: How & Why

Outline:

- Timeline
- The Scholars Program
 - Focus on Undergraduates
 - Work vs. Scholarship
 - Not Stereotypical Work
 - Student as Professional
 - Mentoring

Timeline

- 2001
 - November—IUPUI Vision for Diversity
- 2004
 - University Library Recruitment Task Force
- 2006
 - November—IUPUI Town Hall Meetings on Diversity
- 2007
 - January—UL Diversity Council Established
 - September—First Fellows Began
- 2008
 - Spring—Second Fellows Selected
 - August—Second Fellows Began
- 2009
 - Spring—Third Fellows Selected
 - Fellowship Renamed: Diversity Scholars Program

Scholars Program Creation

○ Selection Process

- Application
- Interview

○ Advertising

- Facebook

○ Structure

- Administrative concerns
- Projects

The screenshot shows a Facebook page for the "Diversity Fellowship (University Library IUPUI)". The page header includes the Facebook logo and navigation links: Home, Profile, Friends, and Inbox (with a notification badge). The user's name, Jaena Hollingsworth, and options for Settings and Logout are visible in the top right. The main content area features the group's name and location (IUPUI). Below this, the "Basic Info" section lists the group's type as "Organizations - Academic Organizations" and its description as "Diversity Fellowship". A website link is provided: <http://www.ulib.iupui.edu/about/diversity/fellows>. The "Contact Info" section lists the email as diversityfellowship@yahoo.com and the website as <http://diversityfellowship.blogspot.com>. The office is listed as "University Library IUPUI" in "Indianapolis, IN". The "Photos" section shows "Displaying 5 of 52 photos" with a "See All" link and a row of five photo thumbnails. The "Events" section lists "1 upcoming event" with a "See All" link, featuring "GLBT History Month" in "Indianapolis, IN" on "Tomorrow, October 3 at 11:30am". The "Related Groups" section lists "IUPUI University Library", "Organizations - Academic Organizations", "Barack Obama (One Million Strong for Barack)", and "Common Interest - Politics". A "Share" button is also visible.

Focus on Undergraduates

○ Practical Considerations

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



Work not Scholarship

- Importance of work experience
 - Precedent– SLIS Graduate Assistantships
 - Gain exposure to library & librarians
 - Develop skills
 - Build resume



Develop Professionalism

○ Independence & Flexibility

- “Ashley and I have an awesome idea and want to launch it as a project during our time here as Fellows.”

Trina Otero, Diversity Fellow 2007-08



Develop Professionalism, contd.

- “I really liked the “structured freedom” we were given. We were allowed to expand on our own diversity interests through choosing which regions to focus on for the displays, and also what we would focus on within each region.”

UL Diversity Fellow 2008-09

- “The fellowship was my first experience working in a fully professional environment, and it taught me a great deal about dealing with problems and working together with people.”

UL Diversity Fellow 2008-09

Make it Meaningful

○ Reflection

○ Regular interactions

- Scheduled meetings

- Informal conversations

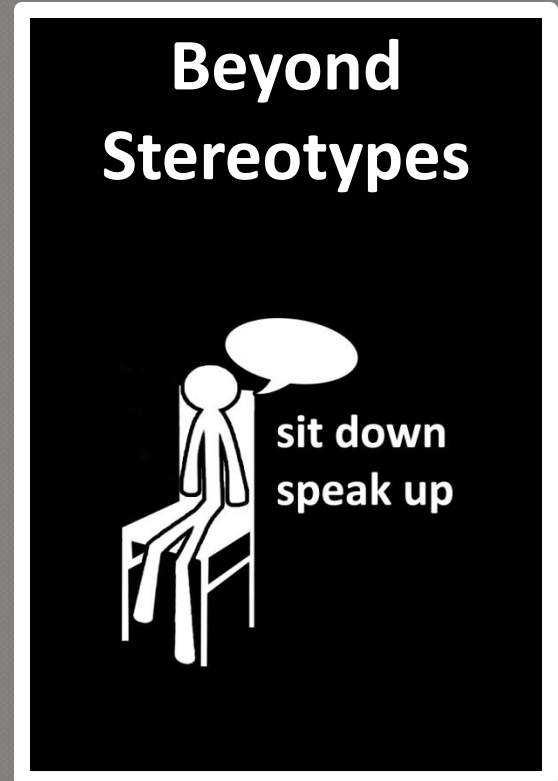
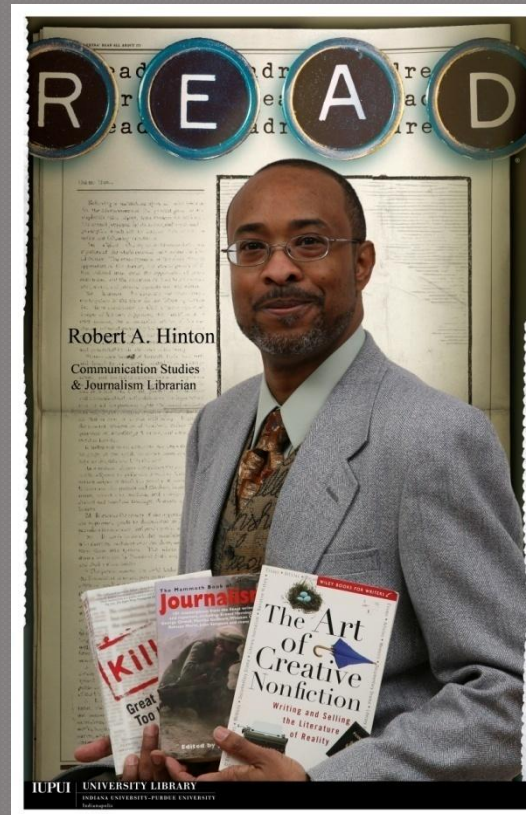
○ Blog

- “So we quickly realized diversity goes wayyyyyyy beyond the labels of ethnicity, race and gender.”

○ Exit evaluations

- “I have more confidence in my ability to conduct research and utilize the resources the library provides as much as possible.”

Not Stereotypical Library Work



“Nobody wants to be bored. Nobody wants the stereotypical image of a librarian.”

Mentorship

○ 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

○ Our Experience

- Interest
- Relationships





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

- Stanley, Mary. “Case Study: Where is the Diversity?, Focus Groups on How Students View the Face of Librarianship.” *Library Administration & Management*. 21. no2 (2007): 83-89.
- Revels, LaFleur, and Martinez, “Taking Library Recruitment a Step Closer: Recruiting the Next Generation of Librarians.” *The Reference Librarian*. 82 (2003): 157-169.
- Valentine, Barbara. “Undergraduate Research Behavior: Using Focus Groups to Generate Theory.” *The Journal of Academic Librarianship*. 19. no5 (1993): 300-304.
- Winston, Mark. “The Role of Recruitment in Achieving Goals Related to Diversity.” *College and Research Libraries*. 59. no3 (1998): 240-247.

Find out More

- IUPUI University Library Undergraduate Diversity Fellowship description and application
<http://www.ulib.iupui.edu/about/diversity/fellowship>
- 2007-2008 and 2008-2009 Diversity Fellow Blogs
<http://diversityfellowship.blogspot.com/>
<http://uldf0809.blogspot.com/>
- IUPUI University Library Diversity Council, Charter, and Strategic Plan
<http://www.ulib.iupui.edu/about/diversity>