

SIXTH NARRATIVE PERFORMANCE REPORT TO IMLS
THE CIRLA FELLOWS PROGRAM
30 NOVEMBER 2006

Overview:

The CIRLA Fellows Program is a comprehensive plan to recruit, educate, mentor, train and launch new librarians—particularly those who can contribute to the diversity of research libraries—into the profession for the 21st century. The program is designed to accelerate the increase in qualified librarians, and to promote these librarians successfully into a research library career by providing them with mentoring, coaching, practical professional experience and development.

Georgetown University, on behalf of the Chesapeake Information and Research Library Alliance (CIRLA), is responsible for the fiscal and administrative management and implementation of this IMLS grant.

Status:

Eleven of the fourteen Fellows have completed their MLS requirements, finished their core rotations and have begun their elective rotations. The three internal fellows—those working fulltime at CIRLA libraries and attending library school part-time—are still completing their core rotations. These fellows entered the program in September 2005 and January 2006. One will graduate in Fall 2006 and two will graduate in Spring 2007.

Eight of nine eligible fellows have been appointed to and accepted positions at the Library of Congress (see *Appendix 1*). The ninth fellow has accepted a permanent professional position at the National Agriculture Library beginning mid-November. One of the Senior Fellows has accepted a permanent professional position at the George Washington University.

The grant administrators are turning their attention to finishing the remaining projects, compiling documentation for the final IMLS report and model program handbook, and completing the grant's financial and budgetary requirements.

Accomplished Next Steps from the Fifth Report:

Complete the grant phase of the CIRLA Fellows Program.

Write the “replicable model” document describing the program’s processes and procedures.

Due to certain unencumbered funds remaining after the grant's original end-date of November 30, 2006, the grant administrators applied for a “No-Cost Extension” from the IMLS Office of Library Services (see *Appendix 2*). The extension was granted on November 14, 2006 (see *Appendix 3*). This will move the grant closing date to 3/31/07, and the handbook due date to 6/30/07. We have begun the information-gathering and planning stages of both.

Implement the post-MLS job placement process. Place all eligible fellows in one year, post-MLS positions by January 2007.

Nine Fellows were appointed to professional post-Master of Library Science/Master of Information Management positions with the Library of Congress. Eight accepted the appointments. The process began in August and appointments were announced in September. All nine of the eligible CIRLA Fellows applied for the 22 jobs that Georgetown University, Johns Hopkins University, and the National Agricultural Library (1 listing each) libraries and the Library of Congress (19 listings) offered.

The positions were posted on an authenticated page of the CIRLA website.

Applicants were asked to select three positions from those offered and rank them in order of preference. Their preferences were part of an application packet that also included a copy of the Fellow's resume, references, and a cover letter for each position.

A review panel consisting of the directors of the four involved libraries was appointed to resolve conflicts, but was not needed as all of the Fellows gave Library of Congress positions as their first choice.

Seven of the Fellows have already received their MLS degrees, and one will graduate in December 2006, so all can begin their post-MLS positions by the January 2, 2007 deadline.

A press release announcing the placements was posted on the CIRLA website, and sent to all the CIRLA Libraries and to appropriate media and organizations (ARL, ALA, etc. see *Appendix 16*).

Revise the CIRLA program assessment tool for fellows and mentors to complete at the end of the program.

Mentors were sent a brief program assessment questionnaire in October (see *Appendix 4*).

The October Open House at Johns Hopkins included small group evaluation sessions for both Mentors and Fellows. Participants were given a list of questions and time to discuss their responses (*Appendices 5-8*).

In addition, a survey will be sent to the trainers/supervisors at each institution that hosted the Fellows' rotations (see *Appendices 9 and 10*).

Plan a celebratory event at the completion of the CIRLA Fellows Program honoring fellows, mentors, and coaches from the CIRLA Libraries.

This event is being planned for mid-January. We anticipate bringing in a nationally recognized speaker on diversity and the library profession.

Work with CIRLA library directors to prepare a new version of the grant for the Fellows Program for the 2007 IMLS grant cycle.

The directors plan to investigate and pursue alternate funding for continuing this highly successful and model program. They are also planning to apply for a similar grant, focusing on the sciences and including new CIRLA member, the National Library of Medicine.

Fellows Activities June 2006 – November 2006

Professional Development:

Professional development continues to be a critical component of the CIRLA Fellows Program. Exposure to current and future issues in library technologies and in users' expectations in the access and delivery of information are of utmost importance. Professional development allows fellows to expand their knowledge while increasing their commitment to and their value within the library profession.

Listed below are professional development activities the CIRLA fellows were involved with during this report period.

(An asterisk indicates participation by or support of several Fellows.)

Conferences:

Medical Library Association (MLA)/Phoenix, AZ - May 2006

American Library Association /New Orleans, LA - June 2006*

Pre-conference of Rare Books and Manuscripts Section/ARL/Austin, TX June 2006

EduCause Southeastern Technology Conference/Atlanta, GA, June 2006

Special Libraries Association/Baltimore, MD, August 2006*

Southeastern/Mid-Atlantic Chapter of Medical Library Association/
Atlanta, GA, October 2006*

eLearn/Honolulu, Hawaii, October 2006

“Future of the Book” - Government Printing Office/Washington DC, October 2006

Society of American Archivists Annual Meeting/Washington DC, August 2006
SAA Pre-conferences on copyright and audiovisual archives

Workshops and Classes

“15th Century Books in Print and Manuscript”/ Rare Book School, August 2006

Copyright Seminar/ George Washington University, October 2006

“Diversity in the Workplace”/ Library of Congress, October 2006

“U.S. Copyright Law”/online class offered by Special Libraries Association, October 2006

Seminars:

“Unified Medical Language System” at the National Library of Medicine/Bethesda, MD-September 2006

”Website Usability: Making content easy to find” Continuing Education course offered at Southeast/Mid-Atlantic MLA Conference/Atlanta, GA-October 2006

“Pandora’s Box,” a box and miniature book-making class at the Pyramid Atlantic Art Center/Silver Spring, MD- November 2006

Accomplishments:

Awards and Scholarships:

Jade Albuero, Fellow at the Smithsonian Institution Libraries; was awarded a scholarship of \$3,825 to attend the Rare Books and Manuscripts Section of the Association of College and Research Libraries of the American Library Association conference held in June in Austin, TX. Ms. Albuero was awarded one of 33 scholarships from among 325 applicants to "Libraries, Archives, and Museums in the Twenty-First Century: Intersecting Missions, Converging Futures?"

Jade is also an Association of Research Libraries (ARL) “Initiative to Recruit a Diverse Workforce Program” winner, 2006-2008

Presentations:

Nedelina Tchangelova, Senior Fellow at University of Maryland Libraries; Andrew Young, Fellow at Johns Hopkins Libraries; Hector Morey, Fellow at Library of Congress, Matthew Treskon, Fellow formerly at Johns Hopkins; Sandra Marroquin, Fellow at Georgetown University Libraries; Julius Jefferson, Jr., Fellow formerly at Howard University and Netta Cox Fellow at the Smithsonian Institution Libraries created a Poster for ALA in New Orleans, June 2006 titled “The CIRLA Fellowship: A Recruitment Model for Promoting Diversity in Librarianship” complete with an extensive bibliography related to diversity in librarianship. The Poster was presented by Sandra Marroquin, Julius Jefferson, Jr., and Hector Morey.

Amber Thiele, Fellow at the Smithsonian Institution Libraries, presented a Student Poster at the Society of American Archivists Annual Conference in DC, titled “CIRLA Fellowship Rotation in George Washington University’s Special Collections and University Archives.” She also passed the exam for Certified Archivist, and is now working on the provisional portion of the title.

Nedelina Tchangelova, Senior Fellow at the University of Maryland Libraries, was a guest speaker at the University of Maryland College of Information and Library Sciences. She spoke to class LBSC 725 on “Library Services for Client Groups with Disabilities” to promote disability awareness for future librarians.

Nedelina Tchangelova, Senior Fellow at the University of Maryland Libraries, created the “New Librarians Network,” to support the academic achievement of new UMD librarians, and to assist them through the tenure process.

Nedelina Tchangelova, Senior Fellow at the University of Maryland Libraries, coordinated the SLA teleconference “Writing for Publication” in November 2006.

Alliah Humber, Fellow at Howard University Libraries, presented “Emergent Technologies: Information Literacy in the University Curriculum Workshop,” Center for Excellence and Teaching / Howard University Libraries/Washington, D.C. in May 2006.

Ivonne Martinez, Fellow at Georgetown University Libraries coordinated outreach activities for National Medical Librarians month in October 2006 with vendors at the Georgetown University Medical Library presenting online products (medline, MDConsult, Web of Science, etc) to faculty and staff.

Ivonne Martine, Fellow at Georgetown University, presented “Transforming Library Professional Development and Outreach Through Podcasting” at the Medical Library Association (MLA) Annual Meeting, Phoenix, AZ in May 2006 along with Jane Blumenthal, Theodora Bakker and Brian Boston.

Ivonne Martinez, Fellow at Georgetown University, and Jane Blumenthal, Director of the Dahlgren Memorial Library, Georgetown University, presented a poster session titled, “To Honor, Develop and Promote: a Library Carries on the Medical School’s Mission of Cura Personalis” at the MLA Annual Meeting, Phoenix, AZ in May 2006

Core and Elective Rotation Projects:

Samples of the Fellows’ work:

Processed, presented and created finding aids for the manuscript collections of three plant explorers.

Created publicity and background materials for an exhibit on Chinese Viewing Stones.

Surveyed the History of the Animal Parasite Institute Collection.

Re-housed photographs, negatives, and accompanying paperwork for the Mary Margaret McBride Collection.

Elective cataloging rotation at the Library of Congress in the areas of descriptive cataloging, subject cataloging, LC subject and LC classification number correlations, and overview of the LC cataloging method and philosophy.

Publications:

Tchungalova, N. and D. Cooper, /E-Publishing Portal: A New Approach to Faculty Outreach/, ELPUB2006. Digital Spectrum: Integrating Technology and Culture – Proceedings of the 10th International Conference on Electronic Publishing held in Bansko, Bulgaria 14-16 June 2006 / Edited by: Bob Martens, Milena Dobрева. ISBN 978-954-16-0040-5, 2006, pp. 393-394.

Tchungalova, N. */Library Matters* (UM Libraries' newsletter) and various articles in the University of Maryland Libraries' Newsletter

LSJ Editors' Blog (2006) Jade Alburo at the RBMS Conference, Part 1
LSJ Editors' Blog (2006) Jade Alburo at the RBMS Conference, Part 2

Planned Publications:

Jade Alburo - Paper proposal: "Unify to Diversify: Collaborating for Recruitment Diversity" accepted for presentation at ACRL 13th National Conference, Baltimore, MD, March 29-April 1, 2007.

New Library World article based on ALA Poster session "The CIRLA Fellowship" *

CIRLA Libraries Open Houses:

July 2006 – Howard University

Howard University Librarians spoke about the importance of technology and information in University governance and academic performance, the impact of Special Collections on the intellectual, cultural and socio-political life of the university and the broader community, the trends in medical librarianship and consumer health services, the legal pedagogy in the academy, and librarian and faculty collaboration.

Mini workshop on "Developing Co-Worker Relationships"

Tour of the Louis Stokes Health Sciences Library

(see *Appendix 11*)

November 2006-Johns Hopkins University

In addition to the assessment exercises mentioned in "Accomplished Next Steps," the Johns Hopkins Open House included a "front of the house" and "behind the scenes" tour of the Eisenhower Library, and an inspirational talk on the value of Special Collections given by John Buchtel, Curator of Rare Books for the Sheridan Libraries (see *Appendix 12*).

Communications:

The grant administrators used the fellow and mentor listservs heavily during the past 6 months, for surveys, questionnaires and event postings. The CIRLA webpage has been updated with an announcement of the post-MLS placements, and a current listing of professional development opportunities.

Deborah Cook gave a Fellows Program update and review to the CIRLA Board of Directors in October, 2006 (see *Appendix 17*).

Assessment:

The CIRLA Fellows Final Rotation survey and responses (*Appendices 13 and 14*).

Additional assessment materials as outlined in “Accomplished Next Steps from Fifth Report.”

Staffing:

Deborah Cook continues as Project Administrator (see *Appendix 15*). Miriam Achenbach, Special Projects Librarian at Georgetown, began working 10 hours per week for the program in January 2006 and will continue through December 2006 at 4 hours per week.

Next Steps:

1. Collect information, data, assessments, etc. from mentors, fellows, and rotation coaches in preparation for final IMLS report. Due 6/30/07.
2. Collect information, data, appendices, etc for “replicable model” document describing the program’s processes and procedures. Due 6/30/07.
3. Collect data for financial reports to IMLS. Due 6/30/07.
4. Plan a winter educational event on diversity for the fellows, mentors, rotation coaches and other involved personnel.
5. As the “No-Cost” extension allows for, assure that eligible Fellows attend workshops, conferences, and trainings through 6/30/07.
6. Maintain contact with all Fellows, especially those Fellows entering post-MLS positions. Monitor their experiences and provide assistance and counseling in determining their future career paths.

Conclusion:

The past six-months of the CIRLA Program have been rewarding and a period of new experiences for the fellows. Eleven of the fourteen fellows have obtained their MLS degrees and are in elective rotations. Eight are waiting to begin their post-MLS positions at The Library of Congress, while three are employed in permanent librarian positions at University of Maryland, the National Agriculture Library, and The George Washington University. Fellows have

continued their professional development by attending trainings, conferences and workshops along with presenting at various programs and events.

The poster session at ALA in June was a notable highlight of the CIRLA Fellows program. Publicizing the program and the Fellows' successes and achievements to an audience of library professionals was a great accomplishment. A major milestone during this period was conducting the post-MLS application process and appointment of nine fellows each to a one year term, post-MLS librarian position.

This last official reporting period report brings to light the many professional development experiences the fellows have participated in from contributing to blogs to formalized presentations. Also the many skills they have acquired in their core and elective rotations are indispensable in getting the experience necessary to compete with other librarians in the job market.

These fellows have had a breadth of experience that library students rarely receive during their pursuit of an MLS. It is truly extraordinary to see the growth in all the fellows and how remarkable their contributions are already to the profession. This is just the beginning of these fellows making their mark in the library profession. By applying what they have learned and experienced in the CIRLA Fellows Program they are proving their worth not only to the public but also to their peers.

Respectfully submitted,

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