

**Current Strategic Initiative: Mary P. Key Diversity Residency Program  
Strategic Project / Initiative Review  
Management Committee, April 30, 2019**

The attached 2018 Mary P. Key Diversity Residency Program annual report addresses many of the Libraries' strategic review questions.

Since sending the report to Exec and the MPK Advisory Group in January 2019, there are a few updates:

- Recruitment is underway for two new residents. Interviews are scheduled on May 13, 16 and 20.
- Kapil Vasudev, University Libraries' Mary P. Key Diversity Resident for Cultural Diversity Inquiry, will be moving into the Education Librarian position on May 1.
- We have extended Kay Clopton's appointment from 2 years to 3 years (2018-2020) to align with the current program.
- Quanetta Batts participated in a panel discussion about diversity residencies at the 2019 ACRL Conference.
- On June 18, Kay, Kapil and Quanetta will lead a panel discussion about our MPK program at the SLA Conference in Cleveland, Ohio.

Overall, the Mary P. Key Diversity Resident Program continues to improve and is viewed as a model program amongst our peers. The resources for the program are adequate and were recently increased to accommodate the change from a 2-year to a 3-year program.

University Libraries should continue to invest in the Mary P. Key Diversity Resident Program and strive to make continuous improvements. We receive constant feedback from our residents (via meetings with their supervisor and the MPK coordinator, and the pre-program/one-year review/post-program assessments). We use this feedback to measure success and make program adjustments as needed. Our success is also evidenced by the multiple asks from colleagues across the county, who want to learn about our program either through formal conference presentations or informal phone/email conversations.



**Mary P. Key Diversity Residency – 2018 Annual Report**

In January 2018, we welcomed two new residents to University Libraries: Kay Clopton and Kapil Vasudev. Kay is the Diversity Resident for Cultural Diversity Inquiry at the Billy Ireland Cartoon Library and Museum. Kapil is the Diversity Resident for Cultural Diversity Inquiry in Special Collections Thompson.

During their first week at OSUL, they participated in standard onboarding activities with HR and their respective supervisors. They also met with the Diversity Residency Coordinator to review and discuss the program milestones and stakeholder document put together by the coordinator and supervisors. Both residents have met with the identified stakeholders and many others across the libraries and campus. They have also met all of the first-year milestones identified on the document.

In January 2018, the residents completed a survey to identify their expectations during the program. They mentioned the desire to participate in a wide range of professional development opportunities, learn more about academic librarianship overall, understand how to navigate an academic institution, contribute to projects, and enhance teaching skills. Both residents were also looking forward to working with a professional mentor.

To date, our residents participated in multiple professional development opportunities including, but not limited to the following:

- The Midwest Archives Conference
- Visual Literacy & Teaching with Objects Workshop (University of Kentucky)
- Society of American Archivists Bootcamp
- ARL/ACRL Symposium for Strategic Leadership in Diversity, Equity and Inclusion
- OSU's National Conference on Diversity, Race & Learning
- Strategic Diversity Leadership Institute
- Wikipedia North American Conference
- National Popular Culture Association/American Culture Association
- Indigenous Comic-Con

In an effort to expose them to each division at OSUL, we arranged meetings and tours at all library locations. The residents also visited Oberlin and Wooster Colleges, and we have plans for them to visit Ohio Wesleyan, Denison, Kenyon and at least one regional campus in year two. During these visits, the residents were able to gain an understanding of the work that goes on in these libraries and build a network of professional colleagues. Some of these meetings have led to collaborative projects as well.

Our residents have made guest lectures, provided library tours, and made special collections material discoverable. They have assisted with exhibitions, curated case exhibits, and made significant contributions in their respective departments overall. They have also worked together and with colleagues in the Teaching & Learning Department to develop a course for the STEP program they will co-teach twice in the spring. The course, "You Can Research THAT?! Introduction to Special Collections," gives second-year students an opportunity to engage with special collections by observing and describing materials and seeing how their descriptions match up with the descriptions in our catalog. Our residents have also served on one search committee each and are on the IDEAL '19 Conference Planning Committee. This summer, one resident also served as a mentor for an Expanding Visions Foundation high school intern.

In the second year of the program, the residents are looking forward to leading the STEP course, assessing its effectiveness, and working to refine it. Both residents want to participate in additional instructional opportunities, more professional development, and continue to build their professional networks.

When asked about challenges during the first year of the program, our residents discussed how time consuming it was to develop relationships that could ultimately lead to collaborative projects. One resident stated, "there is a tendency by many to view the residents as curious rather than as a potential partner or mentee." The Coordinator will continue to seek understanding from the residents about areas in the libraries (outside of their department) they want to explore and encourage them to reach out to the appropriate colleagues to discuss collaborative projects as appropriate. Prior to the arrival of our next cohort of residents, the

Coordinator will work with the resident supervisors to identify some potential cross departmental projects that the resident might consider. We will encourage our OSUL colleagues to proactively reach out to the residents early in year one of the program.

The next step for the MPK Diversity Residency Program is to recruit two residents, who will begin in the summer of 2019. After carefully considering feedback from former residents, members of the ACRL Diversity Alliance and others, we have made two major adjustments for this recruitment. First, the term for each resident will be increased to three years. Second, the job posting will be broad and not identify a specific job title. Instead, we will hire MPK Diversity Resident Librarian's with experience in or the desire to work within one of three areas of focus. This will hopefully lead to a more diverse and robust applicant pool, and give us flexibility to match the candidate's strengths with an opportunity at OSUL that is in alignment. We will be sharing the draft job posting with you very soon.