

**ALABAMA ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES  
ANNUAL PROGRAM/BUSINESS MEETING MINUTES**

RSA Plaza  
Montgomery, Alabama  
Wednesday, April 11, 2001

The Annual Program/Business Meeting was called to order at 7:35 p.m. by President Tim Dodge.

I. PROGRAM

Jean Thomason introduced the three panelists from Auburn University: Dr. Stella Bentley, Dean of Libraries; Sheri Downer, Assistant Dean for Technical Services and Systems; and Sterling Coleman, Library Resident. The panelists presented the program "Mentoring Librarians: The Library Residency Program at Auburn University".

Dr. Bentley discussed the history of the Library Residency Program at Auburn University. The residency program was initiated in 1994 and was funded by the university. The first resident worked in the library from 1995 to 1996. After the first residency, the program was suspended due to funding problems. In 1998, the residency program was revived and was funded by the library.

Dr. Bentley outlined the goals of the residency program. The goals are to attract new minority librarians to academic librarianship, to provide a supportive environment for librarians in their first professional position, to increase the diversity of the professional staff, and to create more diverse pools for tenure track positions.

Dr. Bentley described the residency program. The position is designed for librarians with less than one year of experience and is a two year appointment. The program is structured to allow the residents to rotate through different departments depending on their areas of interest. Research time is provided for the residents to prepare them for tenure track positions. Residents are involved in library committees and are provided with funding support for professional activities.

Dr. Bentley stated that the focus of the residency program is to enable residents to experience a variety of assignments, to provide a solid introductory professional experience, to assist residents with becoming active participants in professional activities, and to assist residents with establishing a publishing record.

Mr. Coleman discussed his experience as a library resident. He stated that the residency program was a wonderful learning opportunity. During his first year, he rotated among various departments. During his second year, he concentrated on a single department. This experience provided him with an unique perspective on how departments interact with each other and the overall operation of the library.

Mr. Coleman described some of the challenges of the residency program. He mentioned that it was difficult to switch gears during the rotations. He also mentioned that he was forced to reconsider what he learned in library school and his previous library experience.

Mr. Coleman discussed the value of the residency program. In his opinion, it is a very practical learning experience. The residency program helps new librarians make the transition from library school to the real world. It also helps new librarians gain professional experience in an academic library.

Ms. Downer discussed her experience as a mentor for library residents. According to Ms. Downer, the residency program is successful for two reasons. First, Auburn University supports the program. Second, the librarians support the program because they care about the future of the profession.

Ms. Downer considers the following to be important for a successful residency program: residents should be included as part of the professional staff, desks and computers should be available for the residents, and time should be devoted to the residents. Also, it is important to remember that librarians have as much to learn from the residents as the residents have to learn from the librarians.

Dr. Bentley discussed some of her observations related to the residency program. First, the residents are considered to be beneficial for the library. The extra staff allows departments to work on projects that may otherwise not be possible. Second, the number of applicants for the residency program is increasing. She believes that many new graduates do not feel prepared to work as librarians and consider this type of program to be useful. Third, the program is successful even if residents leave for other positions. The library has a 50% success rate for retaining residents in tenure track positions.

The panelists answered questions from the members.

## II. INCORPORATION

Tim Dodge reported on incorporation. AACRL is incorporated as a non-profit organization. AACRL is working on its income tax situation and is investigating tax exempt status. AACRL has 15 months from the date of incorporation to file.

### III. BYLAWS

Tim Dodge summarized the conflict in the bylaws and the proposed changes. The changes to the bylaws were approved by the Executive Board at a previous meeting. The changes to the bylaws were voted on and approved by the AACRL membership.

### IV. TREASURER'S REPORT

Susan Herring reported that the balance last year was \$6,100.00 and this year is \$6,438.00.

### V. CERTIFICATES OF APPRECIATION

Tim Dodge recognized members of the Executive Board. Certificates were presented to Jean Thomason, Pat Henderson, Jennifer Long, Susan Herring, Michael Grace, Eric Kidwell, Della Darby, and Craig Beard.

### VI. INSTALLATION OF OFFICERS

New officers for 2001-2002:

President: Jean Thomason

Vice-President/President-Elect: Marcia Boosinger

Past President: Tim Dodge

Secretary: Jennifer Long

Treasurer: Mary Alice Fields

Member-at-Large/ACRL Chapter Liaison: Michael Grace

Legislative Liaison: Eric Kidwell

Newsletter Editor: Della Darby

Adjourned at 8:45 p.m.

Respectfully submitted

Jennifer Long  
AACRL Secretary