THE CIRLA FELLOWSHIP: A Recruitment Model for Promoting Diversity in Librarianship

The CIRLA fellowship is a recruitment model for promoting diversity in librarianship. Through its unique recruitment and professional training program, it aims to address the growing need for professionals skilled in the specialized work of a research library. The fellowship model is designed to accelerate the increase in qualified minority librarians and to prepare them successfully into a research library career by providing them with mentoring, coaching, and practical professional experiences.

1. INTRODUCTION

The library profession in the U.S. does not reflect the diversity of the nation. According to the U.S. Census Bureau, the number of job openings for librarians is projected to increase about 5% between 1998 and 2008. By 2008, librarians are expected to hold more than 159,000 jobs – 7,000 more than they did in 1998.

Professionals who can…

What do library school students need?

• Updated education and curriculum
• Cooperate & Collaborate
• Commit to the values and principles of librarianship
• Know the structure, organization, creation, management, use dissemination, and preservation of information resources

The library profession is gaining diversity. It is designed to accelerate the increase in qualified minority librarians and to prepare them successfully into a research library career by providing them with mentoring, coaching, and practical professional experiences.

2. STATEMENT OF THE PROBLEM

What is the status of the library profession?

3. OBJECTIVES OF THE PROGRAM

The CIRLA Fellowship Program is designed to recruit and retain a diverse group of librarians who can serve and lead the expanding research libraries. This is a multi-faceted recruitment and training model that involves a unique fellowship program, mentorship, and co-op placements.

4. METHODOLOGY

Diversity and the development of research librarians are the methodology for this program. The program seeks to develop and retain the skills necessary for successful roles in research libraries.

5. OUTCOMES AND THEIR SIGNIFICANCE

The CIRLA fellowship program is a competitive model for diversity and professional training programs. The CIRLA Fellowship Program aims to develop professionals who are knowledgeable about the specialized work of research libraries.

6. CONCLUSIONS

The CIRLA Fellowship Program is a competitive model for diversity and professional training programs in research librarians. The CIRLA Fellowship Program aims to develop professionals who are knowledgeable about the specialized work of research libraries.

ACKNOWLEDGMENTS

Special thanks to:

Irene Hoffman, Director of the CIRLA Program, for her ideas.
Hector Morey, Director of the CIRLA Program, for her support and guidance.
Jennifer L. Nimmo, a CIRLA Fellow, for her contributions.
Joan Cheverie, for her help and guidance.
He, Wan and Frank Hobbs, for their ideas.
~ Andrew Young
~ Netta Cox
~ Nedelina Tchangalova
~ Julius C. Jefferson, Jr.
~ Joan Cheverie
~ Hector Morey,

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