

# INITIATIVE TO RECRUIT A DIVERSE WORKFORCE

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## ARL AWARDS STIPENDS FOR GRADUATE LIBRARY EDUCATION

The Association of Research Libraries (ARL) Initiative to Recruit a Diverse Workforce, funded by the Institute of Museum and Library Services and 52 ARL member libraries, offers a graduate education stipend of up to \$10,000 to attract students from underrepresented groups to careers in research libraries. The Initiative reflects the commitment of ARL members to create a diverse research library community that will better meet the new challenges of global competition and changing demographics. In addition to the stipend for attending graduate library school, ARL's enhanced Initiative to Recruit a Diverse Workforce consists of a mentoring relationship as well as leadership development training and career placement assistance. Participants agree to a minimum of a two-year working relationship with an ARL library upon graduation.

Nineteen new Initiative participants were recently selected for the 2005–2007 class. These participants are listed below, along with their graduate schools:

Marissa Alcorta, University of Arizona  
Miriam Bridges, University of Maryland  
Emilyn Brown, Pratt Institute  
David Fernandez-Barrial, Catholic University of America  
Jocelyn Jaca, University of Alberta  
Lanell James, University of Michigan  
Latanya Jenkins, Drexel University  
Janelle Joseph, University of Arizona  
Jason Beatrice Lee, San Jose State University  
Deborah Lilton, University of Alabama  
Douglas Lyles, University of Pittsburgh  
Yasmin Morias, University of Toronto  
Phuongkhanh Nguyen, San Jose State University  
Liladhar Pendse, University of California, Los Angeles  
Megan Perez, University of North Carolina at Chapel Hill  
Flora Rodriguez, Pratt Institute  
Claudia Sueyras, Florida State University  
Kelvin Watson, North Carolina Central University  
Valerie Yazza, Kent State University

### Background

The Initiative commenced in 2000 when ARL member libraries created and financed it in order to establish an endowment for recruiting minority librarians; ARL awarded four stipends that year. In 2001, the program focused on enhancing the base fund by seeking grants and other contributions. ARL awarded four additional stipends in 2002. In October 2003, the Initiative received IMLS funding, which significantly augmented the member-financed endowment.

### Progress

With IMLS funding, ARL developed an infrastructure for the Initiative that provides grantees with the following programmatic components:

- a stipend of \$10,000 over two years (awarded in increments of \$2,500 per semester);
- a mentoring relationship with a former participant in ARL's Leadership and Career Development Program;
- leadership development via the Leadership Symposium (held in conjunction with the American Library Association's Midwinter Meetings);
- hosted visits to Harvard College Library and Purdue University Libraries; and
- career networking and development.

Prior to receiving IMLS funding, the Initiative awarded stipends to a total of eight minority graduate students. With IMLS funding, 34 additional students have been awarded stipends—15 who started the program in the fall of 2004 and the 19 starting in the fall of 2005.

Nine past recipients of stipends have graduated and started their professional careers in ARL libraries:

Michelle Baidon, Boston College Libraries  
LaVern Gray, University of Tennessee Libraries  
Jolie Ogg Graybill, University of Nebraska–Lincoln Libraries  
Stephanie Joseph, University of Iowa Libraries  
Teresa Miguel, Yale Law Library  
Donna L. Nixon, University of North Carolina Libraries  
Verna L. Riley-Broome, University of Illinois at Urbana-Champaign Library  
Allison M. Sutton, University of Illinois at Urbana-Champaign Library  
Carlette Washington-Hoagland, University of Iowa Libraries

ARL hopes these nine librarians are the first of many new minority librarians in ARL libraries. The Initiative has a goal of placing 60 minority librarians in ARL Libraries by 2008.

*For more information about ARL's Initiative to Recruit a Diverse Workforce, visit <http://www.arl.org/diversity/init/> or contact Jerome Offord, Jr., Program Officer for Training and Diversity at [jerome@arl.org](mailto:jerome@arl.org).*