

Career & HR Development Resources on the ARL Website

The [ARL Career Resources website](#) acts as a gateway to numerous tools for research library career and human resources development. Some features of the site are highlighted below.

Initiative to Recruit a Diverse Workforce

The [ARL Initiative to Recruit a Diverse Workforce](#) offers a stipend of up to \$5,000 to attract and expose new library professionals from underrepresented groups to careers in academic and research libraries.

Career Resources Online Service

For the job seeker and the recruiter, the site hosts the [Career Resources Online Service](#) a web-based job-posting forum that is free of charge to job seekers and ARL member libraries. (For more information about this service, see [page 21](#) of this issue of *ARL*.)

Research Library Resources & Internship Programs

The [Research Library Residency & Internship Programs database](#) is a free-of-charge, web-based registry for descriptions of residency programs and internships in academic and research libraries and/or library and information science educational programs. ARL encourages institutions with residency programs and internships to submit information about their programs to the database and update that information regularly.

Leadership and Career Development Program

The [ARL Leadership and Career Development \(LCD\) Program](#) is designed to increase the number of librarians from under-represented racial and ethnic groups in positions of influence and leadership in research libraries by helping them develop the skills needed to be more competitive in the promotion process. The LCD Program consists of two five-day institutes, a mentoring relationship, research project development, and a closing ceremony.

Online Lyceum

The [ARL Online Lyceum](#) is a collaborative partnership between the ARL Office of Leadership and Management Services (OLMS) and Southern Illinois University Carbondale, Library Affairs. Its purpose is to provide--via distance learning--affordable and innovative professional development opportunities that actively assist academic and research libraries in recognizing, developing, optimizing, and refining staff talents and skills.

ARL Learning-on-Site Workshops

The [ARL OLMS Learning-on-Site Workshops and Programs](#) offer organizations the opportunity to provide high-quality, in-house training for management and staff. Using OLMS faculty--who can develop curricula on a variety of vital and current topics--capitalizes on the extensive compilation of OLMS resources that have been gained over many years of service within the library and information services environment.

The Diversity Program

[ARL's Diversity Program](#) designs [educational events](#) for library staffs covering issues such as "Building Understanding across Culture," "The Role of Assessment in Advancing Diversity for Libraries," and "Developing a Library Diversity Program." The [Director of Diversity Initiatives](#) is also available to consult with libraries on creating, implementing, and evaluating diversity initiatives.

By providing centralized access to these professional development resources, ARL hopes to foster constructive change in the recruitment, training, and development of the research library workforce.

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