

University of New Mexico University Libraries
Residency Program Manual

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Table of Contents

- I. Welcome from the Interim Dean: Fran Wilkinson
- II. Purpose of the Residency Program Manual
- III. About the University of New Mexico
- IV. About the University Libraries, University of New Mexico
 - a. Mission
 - b. Vision
 - c. Overview
 - d. Branches
 - e. Center and Programs
 - f. Other Libraries
 - g. Library Facts
 - h. Tenants and Affiliated Programs
- V. Getting Set Up to Work and Other Related Stuff
- VI. Orientation for New Library Faculty (see Appendix)
- VII. About the University Libraries Residency Program
 - a. Purpose
 - b. Job Description—UNM UL Resident – 2007
 - c. Expectations/Goal and Objective Setting
 - i. Resident Duties and Responsibilities— Year 1
 - ii. Resident Duties and Responsibilities— Year 2
 - d. Rotation Orientation Through the UL
 - i. Zimmerman Public Services
 - ii. Zimmerman Library, Not Public Services
 - iii. Branches and CSWR
 - e. Residency Program Evaluation
 - f. Resident Projects
 - g. Bibliography on Residencies and Internships
- VIII. Appendices
 - Key Documents
 - [Orientation for New Library Faculty](#) (Intranet)
 - [UL Employee Directory](#) (Internet)
 - [UL Department Phone List and Mailing Information](#) (Internet)
 - [UL Affiliated Programs/Tenants Listings](#) (Intranet)
 - [UL Organization Charts](#) (Internet)
 - [UL Annual Report 2005 – 2006](#) (Internet)
 - [Instant Messaging Names in the UL](#) (Intranet)
 - Zimmerman Public Services Staff

- Zimmerman Public Services Phone Contact List (attached)
- Zimmerman Public Services Birthday List (attached)
- Zimmerman Library Floor Maps (attached)
- [University Libraries Fall Session Hours - 2007](#) (Internet)
- Collection Management
 - [Selector List - Alphabetical by Subject](#) (Internet)
- [UL Committee Listings](#) (Intranet)
- UL Faculty
 - [Faculty List - UL Faculty Roster 2007](#) (Intranet)
 - [Faculty Officers \(see UL Committee Listings\)](#) (Intranet)
 - [Faculty Organization Document](#) (Intranet)
 - [Faculty Merit Criteria Guidelines](#) (Intranet)
 - [Annual Supplement to the Biographical Record](#) (Intranet)
 - [Annual Assessment of Faculty Policy](#) (Intranet)
 - [Faculty Performance Review Policy](#) (Intranet)
 - [Assistance for Research and Other Creative Works](#) (Intranet)
 - [Professional Leave Policy](#) (Intranet)
 - [Faculty Travel Funds Distribution Policy](#) (Intranet)
 - [Faculty Travel Funds Request Form](#) (Intranet)
 - Faculty Professional Leave Request Forms
 - [Faculty Leave Request \(goldenrod\)](#) (Intranet)
 - [Professional Leave Request \(pink\)](#) (Intranet)
 - [Faculty Research Assignment Schedule Request \(green\)](#) (Intranet)
- UL Development
 - Connecting You to Worlds of Knowledge – Library Newsletter (attached)
- [UL Comprehensive Training Program](#) (Intranet)
- [UL Lectures and Exhibits](#) (Internet - Campus Online Calendar)
- [e-Link](#) - The University Libraries internal, weekly electronic newsletter
- [General Campus Map for Visitors](#) (Internet)
- [Employment Health Promotion Program](#) (Internet)
- [UNM Today](#) (Internet)
- [UNM Today](#) (Print)
- [Daily Lobo](#) (Internet) – UNM Student Newspaper
- *Professional Organizations (TBA)*
- *UL Campus Offices (TBA)*

Purpose of the Residency Program Manual

The purpose of this manual is to orient the Resident to the University Libraries, and to the University of New Mexico. This manual was revised and updated by the Zimmerman Library Director (ZLD), the de facto Program Coordinator for the Residency Program. The ZLD approached the revision with the following overarching goals:

- Insure adequate ‘down time’ between assignments, tasks, and orientation rotations.
 - Do not overwhelm or over schedule the Resident
- Do not create an experience that is isolating.
- Do not create an environment that can be characterized as “constant displacement”
- Provide multiple assignments and tasks that reflect a variety of library work—the Residents’ strengths, and interests—as well as the priorities identified by the ZLD and the needs of ZPS (Zimmerman Public Services).
 - Solicit input from the Resident about tasks, assignments, and projects
 - Solicit input from ZPS staff about tasks, assignments, and projects
 - Solicit input from all UL departments and staff about tasks, assignments, and projects
 - Seek and encourage opportunities for the Resident to work independently
 - Encourage the Resident to take initiative and be creative
- Do not allow the Resident to become adrift in any “sea of change”

About the University of New Mexico¹

Founded in 1889, the University of New Mexico now occupies 600 acres along old Route 66 in the heart of Albuquerque, a city of more than 700,000 people. From the magnificent mesas to the west, past the banks of the historic Rio Grande to the Sandia Mountains to the east, Albuquerque is a blend of culture and cuisine, styles and stories, people, pursuits and panoramas.

UNM offers a unique campus environment with a Pueblo Revival architectural theme that echoes the buildings of the nearby Pueblo Indian villages. The nationally recognized Campus Arboretum offers an outstanding botanical experience in the midst of one of New Mexico's great public open spaces.

UNM, a Hispanic-Serving Institution, represents a wide cross-section of cultures and backgrounds. In the fall of 2004, 26,399 students attended main campus and another 6,865 attended branch campuses and education centers. The average student at UNM is 27-years-old.

UNM boasts outstanding faculty members and include a Nobel Laureate, two MacArthur Fellows and several members of the national academies. UNM faculty published in many professional journals including Scientific American, New England Journal of Medicine and Nature. UNM professors have been quoted in Newsweek, Los Angeles Times, Business Week, People Magazine, Parade Magazine, US News and World Report, and the New Yorker, among others. UNM professors have shared their expertise on CNN, Today Show, Good Morning America, Nova and other news shows.

UNM employs 20,210 people statewide, including employees of University Hospital. UNM has more than 114,000 alumni, with Lobos in every state and 89 foreign countries. Nearly half choose to remain in New Mexico.

The University has branch campuses in Gallup, Los Alamos, Taos and Valencia County. In addition, UNM offers graduate and upper division programs in Los Alamos and Santa Fe and throughout the state. UNM's libraries, museums, galleries and Center for the Arts are a rich cultural resource for the state. UNM's Tamarind Institute is one of the premier printmaking workshops in the world. UNM is home to the Lobos and is part of the Mountain West conference. Lobo athletics draw fans from all over, and the University Arena or "The Pit" was ranked 13th by *Sports Illustrated* as one of the top 20 sports venues of the century.

UNM's main and branch campuses offer 210 certificate and degree programs, with 93 bachelor's degrees, 68 master's degrees and 37 doctoral programs. Additionally, there are three first-professional programs – in law, medicine and pharmacy – as well as five education specialist certificates, one undergraduate certificate program and two associate degree programs. Through the Evening and Weekend Degree Program, nearly 40

¹ From "About the UNM," at <http://www.unm.edu/welcome.html> (accessed 31 August 2006).

complete degree programs are available with approximately 1,000 classes offered each semester after 4 p.m. or on weekends. About 12,000 non-traditional, working students attend UNM at night each semester.

Several UNM programs consistently rank among the best nationwide. For the 11th consecutive year, U.S. News & World Report graduate school rankings place two UNM School of Medicine programs in the top ten – rural medicine and family medicine. Pharmacy and occupational therapy also made the rankings, while clinical law was ranked 8th nationally. Engineering and mechanical engineering also made the list.

UNM was the only New Mexico university to be ranked among the top 25 colleges and universities for Latinos by *Hispanic Magazine*. So noted because UNM is “strong in Latin American affairs and Southwest Hispanic studies. Nearly half of the undergraduate students are minorities and the law school is the most racially diverse in the nation.”

UNM’s music and dance programs are ranked among the top 25 for Hispanics by *Hispanic Outlook in Higher Education*. And, it’s a bargain. UNM has been listed among America’s Best College Buys for nine consecutive years.

In 2004, annual giving to the University exceeded \$40 million. Total current fund revenue for UNM in 2003-04 was \$926,000,000. UNM research injects millions of dollars into New Mexico’s economy, augments teaching-giving students valuable hands-on training in state-of-the art laboratories-and funds new advancements in healthcare. The Health Sciences Center is the state's largest integrated health care treatment, research and education organization. Among the university's outstanding research units are the High Performance Computing Center, Cancer Center, New Mexico Engineering Research Institute, Center for High Technology Materials, Design Planning Assistance Center, Environmental Law and Policy and the Center for Non-Invasive Diagnosis.

About the University Libraries, University of New Mexico

Mission

The University of New Mexico Libraries is a dynamic leader in connecting customers to information, collections, and instruction anyplace, anytime, as well as providing and maintaining exceptional facilities for the evolving education, research and service needs of UNM and the wider community.

Vision Statement:

The University of New Mexico Libraries plans for and responds to the evolving information and research needs of UNM while serving as a resource for the diverse community. The University Libraries will focus on re-envisioning its virtual space and physical places, evaluating and further developing its electronic and print collections, strengthening its presence in the academic culture, and ensuring that its employees have the necessary skills and tools to serve the evolving needs of its customers. The Libraries will continually seek customer input, explore new sources of funding, and share successes with customers

Branches

The University Libraries (UL) includes four branch specialized libraries and Center for Southwest Research. The four libraries are:

- Centennial Science and Engineering Library
- Fine Arts Library
- William J. Parish Memorial Library
- Zimmerman Library

Centennial Science and Engineering Library

The Centennial Science and Engineering Library (CSEL), located underground near the College of Engineering complex, contains materials related to science, technology, engineering, and psychology. It also has the U. S. Patent and Trademark Center for New Mexico. The Map and Geographic Information Center (MAGIC) has over 200,000 maps, images and cartographic resources. Bruce Neville (bneville@unm.edu) is Director of CSEL.

Fine Arts Library

The Fine Arts Library, located in the Center for the Arts (Popejoy Hall), contains print and media collections in the fields of architecture, landscape architecture and planning; art and art history; music and music education; and photography. The collections also include music scores, music recordings, exhibition catalogs, videos, CDs, and DVDs. A new Fine Arts and Design Library will be located on Central Avenue across from the UNM Bookstore in George Pearl Hall. The anticipated move into the new space will take

place during the 2007-2008 winter break. Dena T. Kenney (dena@unm.edu) is Director of the Fine Arts Library.

Parish Memorial Library

The William J. Parish Memorial Library, located in the Anderson Schools of Management facility, is the business and economics library. Its collections include books, periodicals, and corporate reports. The library places a special emphasis on collecting information about New Mexico businesses and has created a database indexing these resources. Sue Awe (sawe@unm.edu) is Director of the Parish Library.

Zimmerman Library

Zimmerman Library, located on Smith Plaza and the largest of the libraries, houses the education, humanities and social sciences collections. Zimmerman is home to the majority of the library's extensive microforms collection that includes large collections of Latin American materials, Native American materials, New Mexico newspapers, and the Early English Books series. Government information, reference and instructional services and circulation and reserves make up Zimmerman Public Services. Teresa Y. Neely (neely@unm.edu) is Director of Zimmerman Library.

There was a fire in Zimmerman's periodical area on Basement Level 1 on April 30, 2006. Periodicals in the areas of history, Latin American studies, Native American studies, Hispanic studies and African-American studies were completely destroyed. Other damaged areas were geography, anthropology, archaeology, religion, philosophy, and cultural studies. The surviving periodicals and microforms were shipped out of state for cleaning and further assessment.

Prior to the fire, Zimmerman Library housed most UL wide offices including the Dean's Office, Library Information Technology (LIT), Interlibrary Loan (ILL), Acquisitions, Collection Management, Cataloging, E-Resources, the Library Research Programs—DILARES, INLP, CHIPOTLE, the Center for Southwest Research, Special Collections and Archives (CSWR), and various tenants. As a result of the April 30th fire in the basement of Zimmerman Library, many of the offices and staff previously housed in Zimmerman Library have been relocated to branch libraries or other campus offices. Some staff continue to telecommute from home.

Administrative Services

The department of Administrative Services, located on the second floor of Zimmerman Library, is composed of four support teams: Dean's Office Support, Budget and Cost Management, Employee Resources, and Facilities Services. These offices manage a variety of day-to-day tasks as well as multiple complex projects related to the goals of the Senior Team (SRT)². Generally, this department provides communication from the SRT

² Senior Team is comprised of: Fran Wilkinson, Associate Dean of University Libraries and Interim Dean, University Libraries (until August 1, 2007—The new dean, Martha Bedard, will begin work on August 1, 2007); Johann van Reenen, Assistant Dean, Research and Instruction Services; Nancy Dennis, Assistant

to library employees through the production of *eLink* (the UL employee newsletter (see Appendix)), and management of various online listservs. This office also manages all collections, technology, and services costs; reports budgetary activities to SRT; manages all faculty, staff, and student employee hiring/payroll; pursues fund raising activities; provides public relations information; establishes marketing strategies; manages employee training; manages all library facilities maintenance, security, and space needs; processes all Library mail; and manages shipping and receiving.

The 2005 UL-wide reorganization placed Library and Information Technology (LIT) under Administrative Services. Dale Hendrickson (dale@unm.edu) is the Director for LIT. This department manages the planning, maintenance, and implementation of all technology applications (i.e., servers, networking, and desktop computing for UL employees and public services).

The Center for Southwest Research (CSWR), located in the historic West Wing of Zimmerman Library, also reports to the Office of the Dean. It is a major resource for the study of New Mexico, the Southwest, and the American West. Its collections include books, periodicals, archives, manuscripts, architectural documents, oral histories, and pictorial materials about Latin America, New Mexico and the Southwest. Michael Kelly (mtk@unm.edu) is the director for the CSWR.

The Center also houses the special collections and rare books of the UL as well as the University Archives whose purpose it is to collect, organize, preserve, and make available materials of permanent value to the University which have historical, legal, fiscal, or administrative significance.

The Online Archive of New Mexico (OANM) began in 1999 as a National Endowment for the Humanities grant to provide integrated, consistent and expanded online access to information about the archival collections held by the Center and other state libraries and archives. The project created an online database listing these collections and provides digital access to the guides as well as finding aids that describe the collections.

The 2005 reorganization created two major divisions—Research and Instruction Services, administered by Johann van Reenen, Assistant Dean; and Content Acquisition and Access Services, administered by Nancy Dennis, Assistant Dean.

Research and Instruction Services

This department includes all public services (branch libraries fall within this unit), the Customer Technologies department, the Research Programs (INLP, DILARES, CHIPOTLE), and the Coordinators responsible for Quality Assurance. (See Reorganization Plan and Organization Charts in Appendix). The UL Wide Coordination and Quality Assurance group includes the following units and coordinators:

Dean, Content Acquisition and Access Services; Dale Hendrickson, Director, Library Information Technology, and Patricia Brkich, Director of Development.

- Circulation and Reserves – Dave Herzel (dherzel@unm.edu)
- Collection Development – Linda Lewis (llewis@unm.edu)
- Information Literacy and Instruction – Mark Emmons (emmons@unm.edu)
- Reference – Kathleen Keating (kkeating@unm.edu)
- Scholarly Publishing – Christy Crowley (ccrowley@unm.edu)
- Web Services and Customer Studies – Susan Magee (smagee@unm.edu)
- Research Materials Bibliographic Access (RMBA) – Elizabeth Steinhagen (ens1@unm.edu)

The Government Information Department (GID) has been integrated into the Zimmerman Library Reference Department. The UL is a regional depository for federal documents and a depository for New Mexico state documents, all of which are managed by Dan Barkley (barkley@unm.edu), documents librarian.

Library Research Programs

In 2001, the UL created DILARES, the Division of Iberian and Latin American Resources and Services, housed in Zimmerman Library, which highlights one of the major collections of Latin American and Iberian materials in the United States. The Curator position for DILARES is vacant. The contact for information about this program is Carolyn Mountain (carolynm@unm.edu).

In 2004 the UL created the Indigenous Nations Library Program (INLP) which encompasses all indigenous and aboriginal peoples in New Mexico, the U.S., Canada, and Latin America, which a major focus on local tribes. The INLP Curator, Paulita Aguilar (paulita@unm.edu) works with the Tribal Outreach and Liaison Librarian, Mary Alice Tsosie (mtsosie@unm.edu) to provide outreach and library services.

In 2005, the UL reorganization created a third Library Research Program, CHIPOTLE, Chicano, Hispano, Latino Library Program. CHIPOTLE serves the information, collections, and knowledge discovery needs of UNM programs, students, faculty, and the community-at-large. CHIPOTLE provides singular assistance to learn how to use the library and acquire research skills. We are especially committed to promoting those proficiencies required for successful academic pursuits and preparation for being well-informed citizens, leaders, and life-long learners. The Curator for CHIPOTLE is Teresa Marquez (andaluz@unm.edu).

The Research Programs also includes a cataloging support unit called RMBA (Research Materials Bibliographic Access). Elizabeth Steinhagen (ens1@unm.edu) is the coordinator for RMBA.

Content Acquisition and Access Services

This department includes E-resources, Extended Services, LIBROS Coordination and Print Resources, the purchase of all books, journals and electronic resources; the cataloging and records maintenance of most print resources, management of the online catalog, and ILL.

Other Programs

The UL has several tenants in the Zimmerman Library building including the Center for Academic Program Support (CAPS) which provides peer tutoring services for students (Zimmerman 3rd floor—managed by Karen Olson (kolson@unm.edu)); the Center for Regional Studies which promotes research, teaching and learning about New Mexico and the Southwest (Zimmerman 2nd floor); the Chaco Archives, a National Park Service program which is part of the Chaco Culture National Historical Park Museum Collection, documenting the years of research at the Chaco Culture National Historical Park (Zimmerman 2nd floor); the Spanish Colonial Research Center promotes teaching, research, and learning about the National Park Service's Spanish Colonial heritage sites (Zimmerman 2nd floor); and the Western Governors' University, a virtual university, selected the UL to provide library services to all its students (Barbara Rosen – brosen@unm.edu). In her role as a public services librarian, Barbara also provides reference services at the Zimmerman reference desk.

Other Libraries

In addition to the UL, but not administratively part of it, are the Health Sciences Library and Informatics Center (Holly Shipp Buchanan – Associate VP for KMIT and Director (hbuchanan@salud.unm.edu)); and the Law Library (Carol A. Parker, Law Library Director and Assistant Professor of Law (cparker@law.unm.edu), as well as a variety of specialized and departmental libraries on the UNM campus and on branch campuses. This year the Residents will also be completing an orientation through the Law Library (see pg. 26) and the Health Sciences Library and Informatics Center (HSLIC) (see pg. 25)

Getting Set-up to Work and Other Related Stuff

The UL operates in a highly technological environment and UL employees are expected to master a variety of software packages in order to function successfully on a daily basis. The Resident will receive orientation and training in order to become proficient in using commonly used UL software packages. Additionally, the Resident will receive an orientation to software installed on her computer, as well as UL drives, the UL Intranet and the UL Internet. This training will be scheduled for the first week of the Residents' employment.

- GroupWise (calendaring and email software) – training TBA
- UL Listserv lists and communication
 - Libpers-1@unm.edu (all UL employees)
 - Libfac-1@unm.edu (all UL faculty)
 - Zimstaff-1@unm.edu (all Zimmerman public services staff)
 - Zimrefdesks-@unm.edu (all employees who work Zimmerman Reference Desks plus Zimmerman circulation staff)
 - Zpsstudents-1@unm.edu (all students who work for ZPS)
 - ULRef-1@unm.edu (all UL ref Staff)
 - ULCSC-L@unm.edu (Customer Services Committee – all department heads including N. Dennis. and J.v. Reenen)
 - Selectors-1@unm.edu (Collection development selectors)
 - Allfac-1@unm.edu (all UNM faculty)
 - Benelig-1@unm.edu (UNM HR benefits)
 - Payall-1@unm.edu (UNM Payroll)
 - NEWSMINUTE-L@LIST.UNM.EDU (UNM News Minute)
- Instant Messaging and CHAT (see Appendix for UL chat names) – The UL is currently discussing how best to implement Meebo.
- UL Internet and UL Intranet Overview
- Other Handy Relevant Information
 - Coffee/Tea/Dasani/Breaks
 - Employee Health Promotional Program (see Appendix)
- Committees, Task Forces, and Regular Meetings
 - Zimmerman Public Services Meetings, Thursdays, 2:00-3:00 pm
 - Library Faculty, 2nd Monday, 1:00-3:00 pm
 - Regular meeting with ZLD, Thursdays, 10:00 am
 - Regular bi-weekly meeting with Senior Resident Stohr
 - Other committee, task forces, and meetings as assigned

Orientation for New UL Faculty

The University Libraries has developed comprehensive checklists in order to orient new faculty to the UL and to UNM (see Appendix). The Resident's Orientation Rotation through key UL departments provides an opportunity for a more in-depth orientation in a structured environment. The ZLD will work with the Resident to complete the checklists and provide guidance throughout the completion and the general orientation process.

In addition to spending scheduled time in the departments beginning on page 19 of this manual, the Resident is expected to schedule individual meetings and/or coffee/breaks³ with the following individuals to become oriented to other administrative aspects of the UL. Also included are recommended offices and departments external to the UL.

Administration

Patricia Brkich – Director, UL Development (pbrkich@unm.edu)

Ed Padilla – UL Facilities, UL Security (epadilla@unm.edu)

Rita Critchfield – UL Human Resources (rcritch@unm.edu)

Public and Research Services

Carolyn Mountain (carolynm@unm.edu) – DILARES.

Paulita Aguilar (paulita@unm.edu), Curator, INLP, and Mary Alice

Tsosie (mtsosie@unm.edu), – INLP

Maria Teresa Marquez (andaluz@unm.edu), Curator, CHIPOTLE

Susan Magee – (smagee@unm.edu) – Web Services

Christy Crowley (ccrowley@unm.edu) – DSPACE

Library and Extended Services

Barbara Rosen – Western Governor's University (brosen@unm.edu)

External to the UL

Tenant – 3rd Floor, Zimmerman Library

Karen Olson – Director, CAPS (kolsen@unm.edu)

³ Coffee breaks are an interesting Southwestern cultural anomaly. Consumption of coffee is not automatically assumed or required, and those engaging in this activity can discuss work or not. In any event, it is entirely acceptable and expected.

About the University Libraries Resident Program

Purpose

The University of New Mexico University Libraries Resident Program was approved by the UL administration in 2002. The first two Residents were hired and began work in 2003. The Resident web site (see: <http://elibrary.unm.edu/zimmerman/resident.php>) will include additional information about the Resident Program, and the first three Residents.

The primary goals of the program in 2003 were:

- to provide opportunities to enter the profession with academic library experience, specifically for qualified diverse librarians; and,
- to bring energy, creativity and new ideas to the UL from recent library graduates

Recruiting for the 2006 Resident clearly illuminated the variety, diversity, and broad range of skill sets, knowledge, talent and interests shared by recent MLIS program graduates. This process provided a renewed focus on the goals, expectations and potential of the program. Shared collaborative experiences will significantly benefit both the UL and the Resident.

UNM UL Resident - 2007

The most recent job advertisement for the Resident position was posted in January 2007, culminating in an appointment beginning August 2007.

University of New Mexico Libraries
Library Resident in Research and Instruction Services

The University of New Mexico Libraries has an opening (JR# 6179) for a Library Resident in Research and Instruction Services. This is a full-time, 12 month faculty position. The desired start date is July 1, 2007. The faculty rank will be Lecturer III, visiting status. This position may be extended by the University Libraries for up to one additional year subject to program needs, library budget, and job performance. The annual salary is \$40,000.

Position Description

This post-MLS residency is designed for recent graduates of ALA accredited library and information science programs. Prior professional experience is not expected. The resident will participate in an extensive orientation program that provides the opportunity to develop expertise in all aspects of an academic research library including research and instruction services, public and technical services, library administration, special collections, library research programs and library technology. This position reports directly to the Director of Zimmerman Library. Residents will participate in faculty governance as detailed in the UNM Faculty Handbook.

Education and Experience

Minimum Requirements:

- Master's degree from an ALA-accredited Library/Information Science program obtained between December 1, 2005 and July 1, 2007.
- Experience working with culturally diverse populations.
- Coursework in public services, library instruction or electronic resources.
- Interest in and/or experience with library public services, information literacy, or outreach activities.

Preferred (Desired) Qualifications:

- Library instruction or teaching experience.
- Reference or library information desk experience.
- Coursework or experience working with government documents.
- Coursework in technical services, organization of information, or cataloging.
- Interest in and/or experience with library technical services, acquisitions, or cataloging.
- Demonstrated motivation to learn new technologies such as working in a Windows-based environment, especially productivity software, communication packages, or Web page development.
- Demonstrated problem solving experience.
- Excellent oral and written communication and interpersonal skills.

Primary Duties

- Provide public service with emphasis on general reference and instruction.
- Participate in collection development, the development of web-based services, e.g. subject pages, finding guides, and online tutorials and other liaison activities as assigned.
- Participate in library technology problem solving, discussions, and applications.
- Participate in collection development or technical services activities, as appropriate.

- Assist with outreach programs and/or in our research programs: DILARES (Division of Ibero and Latin American Resources/Services), INLP (Indigenous Nations Library Program), CHIPOTLE (Chicano, Hispano, Latino Library Program) as appropriate.
- Provide effective and timely supervision of any assigned employees including all required training, career development, and performance reviews.
- Participate in faculty governance meetings, as appropriate, and in library management meetings, as required.

Environment

The University Libraries (UL) of the University of New Mexico contains over 2 million volumes and includes four libraries, Centennial Science and Engineering Library, Fine Arts Library, Parish Memorial Library (business and economics), and Zimmerman Library (education, humanities and social sciences), as well as the Center for Southwest Research. The UL is a member of the Association of Research Libraries and the Greater Western Library Alliance and participates in the OCLC system as a member of AMIGOS. The UL is a regional library in the Federal Depository Library Program. The UL uses Innovative Interfaces, Inc. for OPAC, circulation, acquisitions and serials control systems. The UNM main campus enrolls 33,000 students and employs 2,650 faculty and 4,400 staff. UNM offers 92 baccalaureate degrees, 67 master's degrees and 36 doctoral and professional degrees. The University attracts a culturally diverse student population. For more information on the libraries, please visit our website at <http://elibrary.unm.edu>.

To Apply

Required Application Materials:

Resume, names and contact information of three references, signed letter of interest **addressing the minimum and preferred qualifications listed**, and an unofficial copy of MLS transcript.

Submit to (*email preferred*):

Linda Skye, Search Coordinator

Lskye@unm.edu

University of New Mexico Libraries

MSC 05 3020

1 University of New Mexico

Albuquerque, NM, 87131-0001

Fax: (505) 277-7196

Deadline

The search will remain open until the position is filled. For best consideration, complete applications should be received by our office no later than **January 31, 2007**.

The University of New Mexico is an Equal Employment Opportunity/Affirmative Action Employer and Educator.

UL Resident Program – Goals/Objectives and Duties/Responsibilities

Duties and Responsibilities – Year 1

- Meet regularly with Resident Supervisor (Zimmerman Library Director/ZLD)
- Work with ZLD to finalize goals and objectives for the 1st calendar year
- Become fully familiar with the UL as an organization and academic research library
- Become fully familiar with UL administration at the Dean, Associate Dean, Assistant Dean, Branch Director, Department Head and Coordinator levels
- Become fully familiar and oriented with functional and administrative areas of the UL as outlined in the Resident Manual.

Goals and Objectives – Year 1

- Complete the UL ‘Orientation for New Library Faculty’
- Complete the Resident Orientation through all departments and branches of the UL as outlined in the UL Resident Program Manual
- Become oriented to the UNM main campus
- Maintain a log, blog or journal of your experiences to assist you in completing a Resident Report.
- Resident Projects
 - Collection Analysis Tool
 - Other projects TBD
- Serve on committees as appropriate.
 - Upon UL Administrative approval of the Search, the Resident will begin service as a member of the search committee for the 2008 Resident.
 - Zimmerman Library Pack Back Task Force
- Fully engage in training in preparation for participation in the UL instruction program.
- Participate in training in selection for the acquisition of library materials in the UL in an assigned subject area.
- Participate in training for reference and public services in preparation for providing solo reference service.
- Participate fully as a library faculty member through faculty governance and service on library faculty committees as assigned and appropriate.
- Identify professional development opportunities external to the UL and UNM (e.g. ALA Mid-Winter Meeting).
- Work with ZLD to identify relevant UL projects and initiatives to participate in during the second half of the first year of Residency Program.
- Work with ZLD to develop curriculum vita and begin job search *or* prepare for second year at UNM.
- Other duties as assigned.

UL Resident Program – Year 2

Goals and Objectives – Year 2

- Begin participating in the UL instruction program
- Begin serving at the Zimmerman reference desk
- Begin collection development duties for Library Science and the Library and Information Science Research Guide at <http://elibrary.unm.edu/subjects/libscience.php>.
- Assume responsibility for Resident Web Page at <http://elibrary.unm.edu/zimmerman/resident.php>.
- Assume responsibility for the [Bibliography of Resident/Intern Literature](#) included in this manual.
- Assume responsibility for Supplies
- Assume responsibility for Hours recording
- Assume responsibility for monthly email question summation and distribution
- Projects:
 - Continue with Collection Analysis Project
 - Assume responsibility for Blue Book up-keep and maintenance
 - Other projects TBD with ZLD
- Work with ZLD to develop curriculum vita and begin job search.

Residency Program Evaluation

In order to insure the quality and ongoing success of the UL Residency Program, it is necessary to document and evaluate progress to continuously improve the program. Informal and formal feedback will be solicited from former and current Residents, UL staff, Resident Orientation Coordinators, and Resident Project Managers. The Resident will be strongly encouraged to maintain a log, blog, or journal of her experiences in the program, specifically, on the Orientation Rotations and the Projects. This record will benefit not only the Resident, but will also be used to inform the improvement of the Program overall.

Rotation Orientation Through the University Libraries

In order to become oriented to the UL as a whole, the Resident will rotate throughout all departments, all branches, the Center for Southwest Research, DILARES, INLP, and CHIPOTLE. The entire orientation rotation is expected to be completed during the first few months of the Residents' employment. Orientation Coordinators will be identified for each area of the UL and the Resident will be responsible for contacting the Coordinator and scheduling the Rotations.

Zimmerman Public Services

- Tour, Zimmerman Library, TBD
- UL Orientation for New Faculty, ZLD
- Reference Services, Kathleen Keating (kkeating@unm.edu) and ZLD
- Government Information, Dan Barkley (barkley@unm.edu)
- UL Instruction Services, Mark Emmons (Emmons@unm.edu) and Carroll L. Botts (cbotts@unm.edu)
- Circulation and Access Services and Security, Dave Herzel (dherzel@unm.edu)
- Committees, Meetings, and Task Forces, ZLD

Zimmerman Public Services – The Resident's home base will be in Zimmerman Public Services. The Resident will need to become oriented to and familiar with all aspects of Zimmerman Public Services, including reference and government information, as well as Zimmerman Circulation, reserve and access services. The Resident will receive in-depth training in preparation for serving at the Reference Desk during year 2.

Overview and Orientation to Zimmerman Reference

Supplies, Forms, Printing and Copying, Mail/Outbox, ZLD
(neely@unm.edu)

Scheduling a service point, Dan Barkley (barkley@unm.edu)

Reference Statistics, Kathleen Keating (kkeating@unm.edu)

Reference Collection and Newspapers, Kathleen Garcia
(katgar@unm.edu) and Jason Asenap (asenap@unm.edu)

Collection Maintenance, Nancy Pistorius (pistoriu@unm.edu)

Library Information Subject Guides (ZLD)

Zimmerman Reference Computer Support (ZLD)

Reference Desk, Ready Reference, Reference Telephone (S. Stohr)

Government Information – The following are areas of GID that have been identified as essential to orienting the Resident. The Resident is expected to spend approximately 2 weeks becoming familiar with GID resources. The contact for this Orientation Rotation is Dan Barkley (barkley@unm.edu).

- Orientation and Tour –closed stacks and basements as approp. (M. Dorame)
- Depository Program overview to include selective and regional (D. Barkley)
- Selecting in a Depository Program, print and electronic materials (D. Barkley)
- Processing overview to include gifts, depository items, bindery (M. Dorame)
- Processing Depository items, from boxes to shelf (M. Dorame)
- *Government Information Newsletter* (M. Dorame)
- Freedom of Information Act (FOIA) and Reading Room materials (D. Barkley)

University Libraries Instruction – The Resident is expected to spend approximately 4 hours with the UL Head of Instruction, Mark Emmons, and Carroll L. Botts, Coordinator for First Year Instruction Services, becoming oriented to instruction at the UL. Mark Emmons (emmons@unm.edu) will be the contact for this Orientation Rotation. This orientation is designed to provide the Resident with an overall orientation and overview to instruction at the UL. More in depth training will be provided later to prepare the Resident for participating fully in the UL Instruction Program.

- Information Literacy & Librarianship (M. Emmons)
 - journals
 - listservs
 - conferences
 - service opportunities
 - immersion & other training opportunities
- Overview and orientation to Instruction at the UL (M. Emmons)
 - Instruction and the Branches, CSWR, INLP, DILARES, CHIPOTLE
 - Scheduling instruction at the UL
 - Instruction Listserv (Instructor-I@unm.edu)
 - Web Instruction Group
- Learning to Teach Workshop (M. Emmons)
- Information Literacy (M. Emmons)
 - Information Literacy in the Disciplines at UNM (Special Education)
- Freshman Academic Choices (C. Botts)
 - Freshman Learning Communities
 - Freshman Interest Groups
 - Living and Learning Communities
 - Experiential Learning Communities (A.K.A. Service & Research Learning Communities)
 - Honors Program (M. Emmons)
- College Enrichment Program (CEP) (C. Botts)
- K-12 Outreach (C. Botts)
- English 102 (C. Botts)

Circulation and Access Services, and Security – The following are areas of Circulation that have been identified as essential to orienting the Resident. The Resident is expected to spend approximately one month in Zimmerman’s Circulation Department. The contact for this Orientation Rotation is Zimmerman Circulation Manager, Dave Herzel (dherzel@unm.edu).

- Overview including consortial issues and Zimmerman Circulation’s relation to branches, accessibility services, facilities and security (D. Herzel)
- E-Reserves (D. Herzel/M. Sanchez) – 10 hours (2 per day for 1 week)
- Circulation Counter and paper reserves (S. Keller)- 1 day
- Billing and Bursar - From notices to billing and collections (C. Ford) - 1 week
- Managing Stacks (R. Cole) - 2 days
- Hiring, training, and managing student workforce (A. Kargacin)
- Copy and Print Services (S. Keller)
- Opening and Closing Circulation and Zimmerman Library building (R. Cole)
- Day-to-Day Circulation activities including UL wide responsibilities (WHO)
- Recalls, Searching, and Holds Management (S. Keller)
- Collections Maintenance including item record analysis (D. Herzel/C. Ford)

Zimmerman Library (not Public Services)

In addition to Zimmerman Public Services, Zimmerman Library is home to all of the UL Wide services, except branch specific services and departments, as well as several tenants (described above).

Administrative Services

- Administrative Support, Patricia Campbell (pcamp@unm.edu), Linda Skye (lskye@unm.edu), Pat Branwen (pbranwen@unm.edu)
- Dean’s Office
 - Fran Wilkinson, Interim Dean, University Libraries (L. Skye support)
 - Martha A. Bedard, Dean, University Libraries (beginning August 1, 2007) (P. Campbell support)
 - Johann van Reenen, Assistant Dean, Research and Instruction Services (jreenen@unm.edu)
 - Nancy Dennis, Assistant Dean, Content Acquisition and Access Services (ndennis@unm.edu)
 - Patricia Brkich, Director, Development (pbrkich@unm.edu)
- Employee Resources (Student Employment)
 - Rita Critchfield (rcritch@unm.edu)
- Facilities Services and Security
 - Ed Padilla (epadilla@unm.edu)
- Budget and Cost Management (BCM)
 - Juanita Trujillo, Business Manager (jtrujill@unm.edu) – The Resident is expected to complete an Orientation Rotation in BCM. The contact for this Orientation Rotation is Business Manager, Juanita Trujillo

(jtrujill@unm.edu). The Resident will be given a tour of BCM and introduced to all BCM staff and oriented to their respective jobs. The tour will highlight the BCM offices and the centralized space created for UL forms. Major areas of responsibility in BCM include payroll, employee resources (faculty, staff, and students); travel vouchers and reimbursement; faculty leave (annual leave, research leave, professional leave, sick leave); petty cash; deposits and cash drawer audits; book bills (acquisitions); supplies; and bills for ILL and Document Delivery Services.

Interlibrary Loan

The Resident is expected to complete an Orientation in Interlibrary Loan (ILL). The contact person for this Rotation is Randy Moorehead, Manager, Interlibrary Loan (randym@unm.edu). The rotation through ILL is expected to last approximately 4 hours. The Resident will learn about the following:

- Overview, tour and basics of ILL to include general theory and background
- Basic workflow in ILL Department
- Lending, Borrowing, and Document Delivery
- ILL Software Management Systems
 - ILLIAD
 - Ariel
 - Rapid
- OCLC Searching and Ordering
- Consortium Libraries and lending policies – Ours and Theirs
- How much does ILL cost?

Electronic Resources

Electronic Resources (eResources) at the UL are managed by the Electronic Resources Coordinator, Twila Firmature. Twila can be reached at twila@unm.edu and will be the contact for the this Orientation. Twila and the E-Resources team (ERT) provide leadership in developing and providing access to the Libraries' electronic resources including coordinating the acquisitions, implementation, access and evaluation of electronic resources. ERT's homepage is on the UL intranet: <http://libintra.unm.edu.libproxy.unm.edu:8080/Main/eResources/index.php>

- Introduction to eResources and eResources Team (T. Firmature)
 - Attendance at an E-Resources team meeting: Sever Bordeianu (Print Resources Advisor), Christy Crowley (Scholarly Publishing Advisor), Linda Lewis (Col. Dev. Advisor), Susan Magee (Web Services Advisor), rebs Bauerschmidt (eresources unit), Tom Cabot (eresources unit), Twila Firmature (eresources unit), Roberta Innan (eresources unit), Chris Johnson (eresources unit), Chad Kurzawski (eresources unit), Christine Nelson (eresources unit), Bing-Shan Fazio (invited guest: eBook Acquisitor), Clark McLean (invited guest: Fine Arts)

- Databases and E-Journal packages
- eResources coordination and relationship to other library departments, e.g., reference, LIT, resource acquisitions
- Multi-systems vs. integrated systems/platforms
- On-campus use/access vs. remote campus use/access
- Licensing of eResources
- ERS system

Library and Information Technology

The Residents' rotation through Library and Information Technology (LIT), will be led by Dale Hendrickson (dale@unm.edu). Dale is the Director, Information Technology Services.

LIBROS Coordination

The LIBROS Coordination group was created in the UL reorganization. Nancy Dennis is the Interim LIBROS Coordinator until a search is conducted. This team includes the staff below. Nancy Dennis (ndennis@unm.edu) will serve as the contact for this orientation.

- Rebs Bauerschmidt – Customer Support (rebs@unm.edu)
- Roberta Innan – Training Coordinator (rinnan@unm.edu)
- Eric Nudell – System Administrator (emnudell@unm.edu)
- Nancy Dennis – Authority Control (ndennis@unm.edu)

Print Resources

Sever Bordeianu is the Print Resources Coordinator. This group is responsible for receiving, gifts, and copy cataloging; resource acquisitions; serials check-in; and bindery and marking. Sever Bordeianu (sbordeia@unm.edu) is the contact for this orientation.

The Center for Southwest Research

The Center for Southwest Research is the UNM UL special collections department and UNM's resource center for the comparative and interdisciplinary study of New Mexico and the Southwest. The CSWR supports the teaching and research mission of the University, as well as serves the citizens of New Mexico and scholars from throughout the world. The CSWR comprises both library collections (including archival materials, music and rare books) and the research efforts of affiliated programs. The Director of the Center and Orientation contact is Mike Kelly (mtk@unm.edu). The Resident is expected to spend several days in the Center, in addition to shadowing the Center Director for a partial day.

- Center Tour and Overview (M. Kelly)
- Conservation and Technical Services (Claire-Lise Benaud)
- Rare Books, Acquisition, and Selection (M. Kelly)

- Stacks Maintenance—Towers and Basements, Security (Donald Burge)
- Political Archives (Rose Diaz)
- Anderson Room Reference (Ann Massman)
- Online Archives of New Mexico and Manuscript Processing (Kathleen Ferris and Beth Silbergleit)
- Architecture (Audra Bellmore and Nancy Brown-Martinez (back-up))
- Photo Archives (K. Schleher)
- University Archives, T. Gugliotta

Branches

In addition to attending at least one Branch staff meeting, the Resident will complete a rotation through each of the UL Branches. The rotation through the branches is expected to take approximately 1 ½ weeks. Orientation contacts and key areas to be included in the rotations are listed below.

Centennial Science and Engineering Library (CSEL). Bruce Neville (bneville@unm.edu) is the Director for CSEL and will be the contact for this orientation.

- Tour and overview (Bruce Neville)
- Reference (Jackie Shane)
- Circulation and Reserves (George Farr)
- MAGIC (Map and Geographic Information Systems) (Mary Wyant)
- Patents/Trademarks (Jackie Shane)
- Collection Development (Bruce Neville)
- LIT at CSEL (Christy Crowley)

Fine Arts Library. Dena Kinney (dena@unm.edu) is the contact for the Fine Arts Library. The orientation will include:

- Overview and tour (Dena Kinney)
- Circulation (Michael Rivera)
- Reserves (Kyle Nelson)
- Reference and Instruction (Dena T. Kinney and Clark McLean)
- Collection development and selectors (Nina Stephenson Kinney)
- LIT at FAL (Clark McLean) – public computers vs. laptops
- Cataloging at FAL (Mary Bruesch)
- New Fine Arts and Design Library (Dena Kinney)

Parish Business and Economics Library. Sue Awe (sawe@unm.edu) is the Director of the Parish Library. She will be your contact during your rotation there. The Orientation will include:

- Overview and tour (Sue Awe)
- Reference and Instruction (Heidi Perea)

- Circulation (Vanessa Archer)
- Collection Development and Selectors (Peter Ives)
- Serials Check-in (Debbie Kozerski)

Health Sciences Library and Informatics Center

Health Sciences Library and Informatics Center (HSLIC). Holly Buchanan, Ed.D. (hbuchanan@salud.unm.edu), Associate Vice President for Knowledge Management and IT, is the Director of HSLIC and the lead for this orientation. A full orientation is presented; however, an abbreviated orientation could be arranged by including only the overviews by the Director and Deputy Directors. The orientation is anticipated to take 4-10 hours, depending on interest and topics covered.

- Overview (Holly Buchanan)
- Tour and Overview of Library Services (Janis Teal, Deputy Director, Library Services)
- Reference, instruction, reserves, and Domenici Center support (Dick Carr, Coordinator of Reference and User Support Services)
- Resources, electronic access, interlibrary loan (Holly Phillips, Coordinator of Resource Access and Delivery)
- Distance Services and Native Health Information Services (TBD)
- Oral histories, special collections, Hall of Discovery, Sculpture Garden of Healing (Laura Hall, Manager, Special Collections)
- Services to Nursing, Pharmacy, and University Hospitals (Ingrid Hendrix, Nursing Services Librarian; Charity Karcher, Pharmacy Services Librarian); Sarah Morley, Clinical Services Librarian)
- Overview of Technology Support (Greg Gaillard, Deputy Director, Technology Support)
- HSC web site and database applications (Kevin Wiley, Manager, Systems & Programming, Web)
- HSC network, file and print management, security (Barney Metzner, Manager, IT Systems)
- HSC user support and faculty workstation project (Rick Adcock, Manager, User Support)
- Accounting, facilities management, and human resources (Marcia Sletten, Business Management Specialist)

University of New Mexico Law Library (not on Group Wise)

UL Residents with an interest in special libraries, and academic law libraries in particular, are welcome to choose to participate in some of all of the following learning opportunities available at the UNM Law Library. Detailed information about Law Library faculty, staff, resources and services may be found at: <http://lawlibrary.unm.edu>. UL Residents should work with the Resident Program Managers to determine if any of these opportunities are appropriate for their particular program electives. After obtaining Resident Program Manager approval, UL Residents may contact the Law Library Associate Director, Michelle Rigual (rigual@law.unm.edu) to arrange a meeting to work out schedule details.

Tour and General Overview of the UNM Law Library

UL Residents are encouraged to tour the Law Library, meet its faculty and staff, and learn a bit about its resources and services.

Time Commitment: 4 hrs.

The UNM Law Library is an autonomous library, functioning as part of the Law School. The Law Library's policies are established by Carol Parker, the Law Library director (cparker@law.unm.edu), under the oversight of the Law School dean and in consultation with the law faculty. The Library is located next to the central Forum area of the Law School, placing student lockers and informal student gathering areas close to the Library for quick and easy access. Roughly half of the Library was built in 1972 when Bratton Hall was constructed, and the other half was added in 1978. It now consists of 32,443 square feet of space encompassing two floors, with beautiful views of the Sandia Mountains. Abundant natural light pours in through the large windows on the upper floor and skylights contribute to the lighting available at the Access Services and Reference desk. The library is an open, airy pleasant place to be. The Library can seat 351 people including 111 carrels limited to law student use. The seating provides a mix of spaces with many areas providing very quiet study space and others nearer the central service points providing quick access to services. The Library currently houses librarian and staff work space, student study rooms, a Library classroom, rare book and archival storage rooms, the Gov. Bruce King Reading Room, law journal offices, and the law student computer lab.

The library's collection of more than 429,740 volumes in print and microform format is housed on 48,646 linear feet of shelving space—the equivalent of more than nine miles of shelving—including 4,000 linear feet of compact shelving. Currently, 15% of Library shelf space is available for collection growth. The Law Library stores some duplicate material locally in a basement storage area and also in an unfinished off-site storage area provided by the University.

The Law Library director is a tenure-track member of the Law School faculty, and teaches courses within the Law School in addition to managing the Law Library. Currently, she teaches Advanced Legal Research, International Legal Research, and Wills and Trusts. The day-to-day activities of the Law Library are managed by the associate director, Michelle Rigual (rigual@law.unm.edu), who is a tenure-track Assistant Professor of Law Librarianship. The Law Library faculty hold a mix of tenured, tenure-track and non-tenure-track appointments under the University tenure and promotion system. Currently, the Law Library faculty consists of five librarians in addition to the director, four of whom hold J.D. degrees. All of the Law librarians currently teach advanced research classes within the Law School in addition to providing reference and faculty research support services, assisting with collection development and management, and being responsible for other administrative functions as assigned. Currently, the Law Library employs ten staff members who are a mix of exempt salaried employees and hourly bargaining-unit employees, in addition to several part-time student employees. The permanent staff size is down significantly from historical levels which averaged 15-20 staff members. This planned reduction in staffing levels occurred slowly over the past two years as part of an organizational restructuring undertaken in 2004. It was

accomplished by not filling vacant staff positions, reassigning the remaining staff members to new roles and responsibilities, hiring part-time law student employees to work at the Circulation desk in the Law Library, and increasing the size of the Law Library faculty. In 2006, the Law Library also created a new staff position to assist with various digital preservation initiatives and other technological needs. The reorganization reflects a greater emphasis on faculty research support, instructional services and acquisition of electronic resources, and less emphasis on processing and managing print materials which had necessitated a larger support staff.

Advanced Legal Research Class (ALR)

UL Residents who have not had an opportunity to study legal bibliography are welcome to audit and participate in a section of ALR. The Librarians currently offer seven sections of research classes each year. For schedule information for each semester please check the law school's web site at:

<http://lawschool.unm.edu/curriculum/upperclass/index.php>. Time Commitment:

Two hours per week, minimum, for 15 weeks; more time required if assigned reading or homework is completed

The goals of this two-credit, 15-week ALR course are to: (1) teach students to evaluate legal information sources effectively and to formulate a rational research methodology which maximizes efficiency; (2) expand students skills in using the primary American legal sources (cases, statutes, and administrative regulations and reports) in traditional and electronic formats; (3) introduce students to specialized American legal sources in subject areas such as labor, securities, and taxation; (4) hone skills in compiling legislative histories; (5) familiarize students with the many non-legal information resources and electronic databases and comprehensive news services that are becoming increasingly important to the legal community. Students have numerous opportunities for hands on experiences with a wide range of legal materials and databases. Overall, Law Librarian instructional services have increased significantly in the past few years. In 2005-06 the number of Librarian presentations, tours, and research lectures totaled 139 sessions (an 86% increase over the previous year) provided to 1,890 attendees (an 89% increase over the previous year). This includes the ALR class, in addition to guest lectures and collection tours for other law school classes and paralegal classes from the Albuquerque area.

Law Faculty Research Support Services

UL Residents are welcome to work together with the law librarians on various faculty research projects to gain insight into legal research methodologies and resources, and to also gain project management experience and insight into the recent trend toward significantly increasing the level of research support provided to law faculties. Time Commitment: 20-40 hours

In the past few years the Law Library has greatly expanded its faculty research support services and the law student research pool, and changed its approach to managing this work. In 2005 it started using a custom-designed, password-protected, web-based database for initiating and managing faculty requests. Faculty members may submit service requests of all types via the web form and the database automatically routes the request to the appropriate individual for action. Faculty members may use the website to monitor the progress of requests, and the librarians use it to track and manage the work. The database allows the librarians to hand off work to one another and tracks the progress of all requests even if someone is out of the office. The database also automatically provides usage statistics. In 2005-06, the Law Library completed 396 faculty research requests and it delivered 650 books and 205 articles to faculty members. The Law Library also employs law student research assistants to help support faculty research. Research pool students keep a regular schedule and work under direct Librarian supervision within the law library. The work that the research pool does assists faculty and provides high level research training for students. Students are required to submit professional level cover memos. In 2005-06 the research pool completed 156 faculty projects.

Introduction to Legal Research Databases

UL residents are welcome to work together with the law librarians to learn more about these licenses and how they are used by legal researchers, especially those that are available to the entire UNM campus.

Time commitment: 20 hrs.

In 2005-06, the Law Library spent nearly half of its acquisitions budget on electronic resources; it currently ranks sixth in the country among ABA-accredited law libraries, in overall spending on electronic resources. Many of these electronic resources are also available to the UNM community and/or to public patrons. Descriptions of these licenses may be found at: <http://lawschool.unm.edu/lawlib/databases/index.php>.

Introduction to Law Library Public Services

UL Residents are welcome to work together with the law librarians to learn more about public services in a public academic law library.

Time Commitment: 20-40 hrs.

The Law Library is open to the public an average of 90 hours per week. In 2005-06, the library gate counted 126,757 visits, its Web home page received 155,092 hits, it checked out or renewed 9,999 items and its interlibrary loan service borrowed, loaned or otherwise processed 1,215 requests. The Law Library is part of the LIBROS consortium and uses the circulation module of its integrated library system (Innovative Interfaces, Inc.) to manage circulation and course reserve functions. It uses OCLC's Resource Sharing system to manage its interlibrary loans. The Law Librarians answered nearly 4,000 questions at the Reference Desk in 2005-06. The ratios of patron served at the Reference desk have remained constant over recent years: roughly 20% law students; 20% bar members; 45-50% citizens; and 15% other.

Resident Projects

Due to the short-termed nature of the Resident Program (1 to 2 years), the Resident will have little time to develop and implement a research and scholarly agenda. The ZLD has solicited projects from the entire UL. The Resident is expected to begin work on short term projects (1 to 3 months) in Spring 2006.

Projects identified for the first few months of the Residency for 2006 are:

- ZPS Collection Analysis Tool – (SS, TYN, NP) - Sarah Stohr will provide the orientation to this tool she created and will work with you on keeping it up- to-date. It will require learning more about Millennium (back end of LIBROS catalog), and Excel, and Weekly Fund Reports.
- Other UL projects - TBD
- UL Residents who wish to propose specific projects that are best undertaken in a law library setting are encouraged to propose them for consideration on a case by case basis.

Bibliography of Resident/Intern Literature

The purpose of this bibliography is to provide background and essential reading material about library resident programs for individuals participating in the UL Resident Program.

---. "Post-Master's Residency Programs: Enhancing the Development of New Professionals and Minority Recruitment in Academic and Research Libraries." *College & Research Libraries* 58 (November 1997): 528-37.

Acree, Eric Kofi, Sharon K. Epps, Yolanda Gilmore, and Charmaine Henriques, "Using Professional Development as a Retention Tool for Underrepresented Academic Librarians," *Journal of Library Administration* 33(3/4) (2001): 45-61. Published simultaneously in Teresa Y. Neely and Kuang-Hwei (Janet) Lee-Smeltzer, eds., Diversity Now: People, Collections, and Services in Academic Libraries, Selected Papers from The Big 12 Plus Libraries Consortium Diversity Conference (New York, NY: The Haworth Information Press, 2001): pp. 45-61.

Association of Research Libraries, Research Library Residency and Internship Program. Available <http://www.arl.org/careers/residencies.html>

Boisse, Joseph A., and Connie V. Dowell. "Increasing Minority Librarians in Academic Research Libraries." *Library Journal* (15 April 1987): 52-54.

Brewer, Julie. "Implementing Post-Master's Residency Programs." *Leading Ideas* 4 (September 1998): 2-7 <<http://www.arl.org/diversity/leading/issue4/brewer.html>>.

Brewer, Julie, and Mark D. Winston, "Program Evaluation for Internship/Residency Programs in Academic and Research Libraries." *College & Research Libraries* 62 (July 2001): 307-15.

Cawthorne, Jon E. and Teri B. Weil, "Internships/Residencies: Exploring the Possibilities for the Future," in Teresa Y. Neely and Khafre K. Abif, eds., In Our Own Voices: The Changing Face of Librarianship (Lanham, MD: The Scarecrow Press, Inc., 1996), pp. 45-71.

Cogell, Raquel V. and Cindy A. Gruwell, Eds., Diversity in Libraries: Academic Residency Programs (Westport, Conn.: Greenwood Press, 2001).

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Shoemaker, Sarah. "A Unique Experience." *Library Journal* 111 (Feb. 1986): 125-26.

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Trumpeter, Margo C., and Paul Gherman. "A Post-Master's Degree Internship Program." *Library Journal* (Jun. 1980): 1366-69.

Velez, Cecilia P. "Academic Libraries Meeting the Challenge of Affirmative Action: The University of California at Santa Barbara Experience." *Reforma Newsletter* (Sum. 1989): 11, 15.

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Gregory L. Reese and Ernestine L. Hawkins. Stop Talking, Start Doing! Attracting People of Color to the Profession (Chicago, IL: American Library Association, 1999).