OCULA New Librarian Residency Award
Call for Proposals

OCULA is calling for proposals for the OCULA New Librarian Residency Award (see below). Please forward this information to your institutions (in Ontario only).

Deadline: January 17th, 2020
Successful applicants will be notified by May 1st 2020. Funding must be used within 2 years.

The Ontario College and University Library Association (OCULA), a division of the Ontario Library Association, is requesting applications from academic libraries (colleges and universities) in Ontario for a residency program for new librarians[1]. OCULA will award $11,700 toward the funding of this position to the successful academic library for the upcoming academic year.

Purpose and Overview

The intention of the residency program is to enhance recruitment of new librarians and provide entry-level professional opportunities in academic and research library settings. The award should also help libraries promote diversity and recruit new librarians from underrepresented groups as much as possible. Through this program, college and university library administrators can apply for funding for a new librarian position lasting for a minimum of 4 months to a maximum of 12 months.

This residency program is the first in Canada to be funded by a library association. The program fulfills OCULA’s goal of promoting our division, while creating an opportunity for a librarian resident to develop their leadership skills at the professional association level. The residency program also benefits the employer and the profession as a whole. The submission process is outlined below.

Eligibility

For institutions

Any Ontario College or University library can apply for the residency program.
For new librarians

The librarian must have graduated in the last 2 years, and the residency must be their first position as a professional librarian. Preference should be given to applicants from marginalized and underrepresented groups.

Structure for proposals

Submissions should include the following information from the academic institution:

1. A statement of interest in hosting the OCULA residency program
2. A description of project(s) for the librarian resident.
3. Outline of roles and responsibilities of the librarian resident / job description.
   a. The proposal may include a research component as part of the librarian resident’s responsibilities.
4. A description of how the new librarian will be mentored and by whom.
5. Salary floor for an entry level librarian at the institution.
6. A firm commitment to fund the remainder of the salary (including a basic benefit package).

Timeline

- Call for Proposals from institutions: November 15, 2019 - January 17th, 2020
- Review of Proposals: January 17th, 2020 - February 15th, 2020
- Award successful institution: by May 1st, 2020
- Post Residency Position on relevant listservs, interview candidates (timeline may vary by institution)

Selection Process

The NLRA Selection Committee (see "Administration" for a description of this committee) will look for a sustainable project for the librarian resident. The proposals will be evaluated with the following objectives of the program in mind:

- The residency increases the professional skills and marketability of the incumbent in the academic library field through the mentorship, training, support and experience provided.
- The residency provides a valuable work experience for the incumbent, exposing him or her to relevant areas of academic librarianship and allowing him or her to be involved in initiatives such as: collaborating with librarians and/or faculty at the institution,
developing strategies for evaluating “big deal” packages, updating subject guides and course materials, managing a project, working with information literacy projects, working with digital scholarship, working with strategies and development of open educational resources (OERs), contributing towards scholarly research. Academic libraries should propose more than reference desk hours, although this can form a part of the position.

- The residency promotes the value of OCULA and membership in OLA.
- The institution ensures that the candidate will be mentored regularly by at least one librarian.
- The residency increases the incumbent's understanding and knowledge of the diverse aspects of academic libraries.

Administration

Administration of the New Librarian Residency Program is overseen by OCULA Council. The NLRA Selection Committee oversees the call and review of proposals as well as the selection of the successful proposals from the institutions.[2] Once the position is posted, this committee's function is to assist the institution with the selection of a candidate. To assist with communication, the search committee should have an OCULA member who will report to the Selection Committee the progress and decisions of the hosting institution. The final selection of the successful candidate is within the purview of the search committee of the institution.

The resident is expected to provide two reports to OCULA Council: the first (oral mid-term report) to be submitted at the midway point of the residency and a second (written report) at the end of the residency. The successful candidate will also become an ex-officio member of OCULA Council during their residency. In addition, the successful institution is expected to provide an experience for the librarian resident that fulfills the objectives of the program; an OCULA council member will visit the successful institution and candidate for a mid-year check-up to ensure that the objectives are being met and to explore opportunities to fulfill the objectives, if necessary.

For more information please contact:
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Committee Chair(s):
Natalie Colaiacovo (Centennial College) NColaiacovo@centennialcollege.ca
Kristin Hoffman (Past-President, WesternU) khoffma8@uwo.ca

Please send all submissions by email to Melissa Macks, OLA, mmacks@accessola.com

[1] Referred to as “librarian resident” in this document.
[2] Please see the OCULA website for the NLRA Selection Committee terms of reference.