

MINNESOTA INSTITUTE FOR EARLY CAREER LIBRARIANS FROM TRADITIONALLY UNDERREPRESENTED GROUPS 2020

PROGRAM DESCRIPTION

The University of Minnesota Libraries will offer its 12th week-long Institute for 26 early career college and university librarians who are from traditionally underrepresented groups and are in the first three years of their professional careers. The program runs from July 13 through July 17, 2020.

OVERVIEW

The Institute focuses on the development of library leaders from diverse backgrounds. Participants will develop specific leadership abilities proven to be necessary for organizational success.

The Institute intensely focuses on enhancing personal awareness — creating unique opportunities for participants to reflect on personal leadership styles and preferences, explore strengths and areas for continued development, and connect unique cultural insights and experiences to one's professional journey.

LEARNING OBJECTIVES

The Minnesota Institute for Early Career Librarians will:

- Expose career professionals to a variety of topics relevant to current and changing realities of academic librarianship.
- Introduce participants to experts representing diverse backgrounds, perspectives and contributions to the library, higher education, technology, and archival communities.
- Learn about and explore the leadership challenges related to the increasing interdependencies of institutions and potential for collaboration.
- Facilitate participants' identification of personal leadership behaviors and goals.
- Create a platform for participants to reflect on how their diverse identities are and will be leveraged in the service of their leadership goals, their organizations and the profession.
- Create a plan for immediate development and long-term professional growth.

INSTITUTE ENVIRONMENT

Since 1998, the University of Minnesota Libraries has offered the biennial week-long institute for early career librarians from underrepresented in the profession. The Twin Cities — known for offering vibrant programming through numerous cultural, arts, and sports venues, an extensive park and recreational system, and an engaged and diverse community — is a perfect setting for this successful program.

The University of Minnesota Libraries, a leader in academic research libraries, received the Institute for Museum and Library Services National Medal in 2017, the nation's highest honor for libraries. For 25 years, the award has celebrated institutions that respond to societal needs in innovative ways.

Participants will have the opportunity to interact with leaders in academic librarianship from multiple institutions and experience our campus and the beautiful "Twin Cities" of Minneapolis and St. Paul.

FACULTY



DeEtta Jones (left)
Kaetrena Davis Kendrick (right)

DeEtta Jones (DeEtta Jones & Associates) and Kaetrena Davis Kendrick will lead the Institute in 2020. Jones is an experienced organizational leadership development consultant and trainer. Before launching DeEtta Jones and Associates in 2005, she served for 10 years as Director of Diversity and then Director of the Office of Leadership and Management Services at the Association of Research Libraries. Kendrick's research interests include ▶

professionalism, organizational behavior, ethics, and racial and ethnic diversity in the LIS field. In 2019, Kendrick was named the Association of College and Research Libraries' Academic/Research Librarian of the Year.

CONTRIBUTING FACULTY:

Contributing faculty will include University of Minnesota Librarians and Faculty along with visiting faculty from other research libraries.

SCHEDULED EVENTS

July 13 (Monday)

Opening leadership session. A Welcome Dinner, hosted by the Libraries, during which participants will meet the Institute faculty and special guests, University Libraries staff members and administrators, and University and community representatives.

July 13 (Monday) – July 17 (Friday)

Morning and afternoon seminars, training, and workshops.

July 17 (Friday)

Closing day lunch, during which participants will reflect on the Institute and receive certificates of completion.

Networking and Extracurricular Opportunities:

Mid-week evening reception with University of Minnesota Libraries staff members; several evenings to explore the campus, libraries, and the Twin Cities.

ARRANGEMENTS

Participants will be provided:

- Housing in a hotel on campus Monday through Thursday night (Sunday/Friday possible to accommodate travel); rooms provided will be shared (two to a room)—private rooms are available with additional cost to be absorbed by the individual.
- Light breakfast, lunches and refreshments Tuesday through Friday
- Opening dinner Monday, reception mid-week, and concluding lunch Friday

Participants are responsible for:

- Travel arrangements and expenses. Participants are required to attend the Institute through the final session, which ends at 2:00 p.m. Friday. This is an intensive week and participants must commit to fully engage in all aspects of the entire institute.
- Meals unless noted above
- Local transportation during the Institute
- Approval from their home institutions for the time commitment to participate in the Institute and payment of a \$2,000 participation fee.

APPLICATION INFORMATION

Application information — including the process and applicant criteria — is available online at lib.umn.edu/sed/institute

DEADLINE for applications: March 20, 2020

Apply online at: continuum.umn.edu/apply-mn-institute

Questions?

Questions about the application process? Please contact Naomi Golden by email at UL-MNInstitute@umn.edu or visit the website at lib.umn.edu/sed/institute.

The Libraries will collect applications and prepare them for review and selection by the Institute Application Review Committee. Applicants will be selected by early April.

PAST PARTICIPANT COMMENTS

“The Institute was the first real intentional space to explore the kind of leader I would like to become. It is much more than the week that you spend doing leadership development; it is a lifetime of colleagues and a community that grows with every institute.”

—**JODY GRAY**

(Cheyenne River Lakota)

Director, Office for Diversity and Inclusion, CFANS,
University of Minnesota | Past Director, ALA Office for
Diversity, Literacy and Outreach Services
2004 MN Institute graduate

“The Institute has granted me the most substantive leadership training I've experienced yet. As a person of color and activist archivist, the program has given me the tools to be a better leader, to manage others more effectively, and to simply just listen. It also has given me a cohort of colleagues who make me proud to be an advocate.”

—**ANNIE TANG**

Archivist, Johns Hopkins University Sheridan Libraries;
2016 MN Institute graduate