



Resident Librarian Program Annual Report 2024

Presented by Eric Glenn and Roberto Silva

Message from the Dean

I am very proud to celebrate the ongoing impact of our Resident Librarian program, which is now in its third iteration at University Libraries at Virginia Tech. As we have done in past residency programs, we continue to welcome bright, early-career professionals into academic librarianship, equipping them with the mentorship, professional development, and support they need to thrive. This program strengthens our commitment to improving and sustaining the future of our profession by fostering new voices, fresh perspectives, and a deep dedication to inclusivity and excellence.

Tyler Walters, Ph.D.
Dean
University Libraries, Virginia Tech

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Program Overview

Our mission is to create a supportive and growth-oriented environment for aspiring library professionals. We empower them through mentorship, professional development, and a strong network of support. We help participants build the skills, confidence, and leadership capacity needed to thrive and shape the future of librarianship.

Executive Summary

BACKGROUND AND EVOLUTION

University Libraries at Virginia Tech (University Libraries) has a strong tradition of innovative residency programs. The first program launched in 2015, and a subsequent program in 2019 included two residents: Anthony Wright de Hernandez and Ana Corral. Anthony continues his career at University Libraries as the community collections archivist. These early initiatives established a solid foundation for future residency programs.

See Figure 1 for a timeline of major events.

The current residency program, established in 2023, began with six residents and introduced a model distinct from traditional rotations. Each resident was hired directly into a full-time, restricted faculty position for a three-year term. Residents have the option to transition to unrestricted faculty roles upon successfully completing the residency.

PROGRAM DEVELOPMENT AND FEEDBACK

Eight months into the program, coordinators actively sought feedback from the residents to identify areas for improvement. Based on this valuable input, they implemented changes during the winter of 2023 and spring of 2024. When two residents opted to leave in pursuit of opportunities that better aligned with their personal and professional goals, coordinators — working closely with the Dean, supervisors, and human resources — transitioned these individuals into unrestricted faculty roles. This swift action underscored our commitment to supporting residents and recognizing their contributions.

FINANCIAL AND PROGRAMMATIC SUPPORT

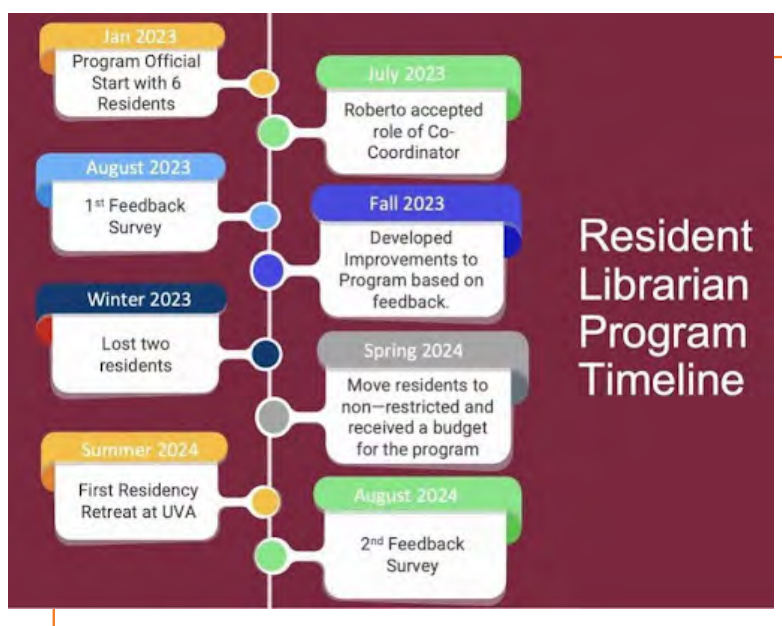
To further enhance the program, coordinators secured \$10,000 in funding to improve overall effectiveness. This funding now supports professional development initiatives, guest speaker engagements, training opportunities, and other enrichment activities. The financial boost has relieved pressures on both departmental budgets and individual professional development funds, thereby improving morale and increasing residents' sense of security.

RETREAT AND FUTURE GOALS

The first residency retreat occurred in the summer of 2024 and was followed by a feedback survey in August. The retreat connected residents, highlighted their contributions, and fostered collaboration with other regional residency programs. Detailed retreat and survey metrics are provided in later sections of this report.

As the program reaches the midpoint of its three-year term, we have made substantial progress in developing a strong, dynamic residency experience. This report outlines our program's structure, initiatives, professional development opportunities, performance metrics, updates, and recommendations for the next reporting period (January 2023 through December 2024).

Figure 1. Resident Librarian Program Major Events Timeline



Program Structure

The residency program is led by two experienced coordinators:

ERIC GLENN, Director of Organizational Development

ROBERTO SILVA, Head of the Fralin Biomedical Research Institute Health Sciences and Technology (FBRI HS&T) Library

Their leadership fosters a supportive environment that emphasizes professional growth and community within University Libraries at Virginia Tech.

The program relies on a multi-tiered support system that includes internal mentors, designated supervisors, and an advisory group of University Libraries employees. University Libraries at Virginia Tech administration carefully selected mentors and advisory group members to ensure residents receive diverse guidance, can voice their concerns, and actively contribute to the program's development.

Unlike traditional residency programs that require rotating through various departments, University Libraries program offers a focused, customized experience. Residents apply for positions that align with their career goals and professional interests. Available departments include:

- Data Management and Curation Services
- Collections
- Digital Libraries and Preservation
- Metadata and Library Technical Services
- Open Education & Scholarly Communications
- Evidence Synthesis

To maintain transparency and adaptability, coordinators hold quarterly one-on-one meetings with residents, along with group meetings that involve supervisors, mentors, and the advisory group. An annual check-in also gathers comprehensive feedback on the program's effectiveness.

Figure 2 displays the names and roles of the resident librarians.

Our Residents



Asha Chiraghidin
They/Them/She/Her
Digital Imaging
Dept: Digital Libraries and Presentation



Brandi Pullen
They/Them
Data Curations
Dept: Data Services



Jackson Hoch
He/Him
Evidence Synthesis
Dept: Research Collaboration and Engagement



Kat Brown
They/Them
Science Liaison
Dept: Collections

Table 1. Supervisors and Mentors to Residents

SUPERVISORS AND MENTORS
JULIA WESTBLADE , Digital Imaging Coordinator
KARA LONG , Assistant Director, Metadata Technologies
JONATHAN PETTERS , Data Management & Curation Services
KAYLA MCNABB , Assistant Director, Teaching & Learning Engagement
COZETTE COMER , Evidence Synthesis Services
JONATHAN BRIGANTI , Manager DataBridge
EDWARD LENER , Director of Collections
ELLIE KOHLER , Associate Director, Library Data Analytics & Assessment

Professional Development

Professional development plays a vital role in our residents' growth and success. Investing in their career development not only benefits them individually but also strengthens the future of librarianship. To support our residents at every stage, coordinators have designed a comprehensive development plan that includes career arcs, internal workshops, external conferences and training, and publication opportunities.

Table 2. Professional Development Count

PROFESSIONAL DEVELOPMENT	
Conferences	17
Trainings, Seminars, Workshops	13
Internal Workshops	07
Career Arc Sessions	10
Presentations and Publications	06

CONFERENCES

University Libraries supports residents' attendance at various conferences, either virtually or in person.

Conferences:

- Association for College Research Libraries 2023
- ACRL Diversity Residency Institute 2023
- Association for Southeastern Research Libraries Retreat
- Association of Research Libraries IDEAL 2024
- Medical Library Association Conference
- Conference of Higher Education Pedagogy
- Digital Curations Network Next
- Research Data Access and Prevention Summit
- Library Evidence Synthesis Services Symposium
- Minnesota Institute
- The Charleston Conference
- Resident Librarian Retreat 2024
- Great Lakes Science Boot Camp
- Gender Bodies & Technology Conference
- SciAccess
- 48th Annual Conference of the International Association for Social Science Information Service and Technology
- John Hopkins Love Data Week

EXTERNAL TRAINING, SEMINARS, AND WORKSHOPS

Our residents have pursued diverse external training designed to advance their careers and personal growth. These sessions equip them with essential skills and broaden their professional perspectives. Examples include:

- Virginia Library Leadership Academy
- Preventing Burnout and Fatigue: A Masterclass with Loida Garcia-Febo
- VirTual Safe Zone at Virginia Tech
- VirTual Trans Safe Zone at Virginia Tech
- Mental Health First Aid
- ACRL Residency Diversity Institute
- Leadership Essentials (Leading Others, Leading Teams, and Leading Self)
- Research Training Institute (MLA)
- Fundamentals of Health Data Science
- Responsible Conduct of Research Training

INTERNAL WORKSHOPS

Internal workshops offer residents an immersive experience across various disciplines within University Libraries. These sessions enable seasoned employees to share expertise, build rapport, and provide mentorship. Residents gain insights into departmental functions, travel logistics, the annual faculty review process, and more.

Table 3. Internal Workshops

INTERNAL WORKSHOPS		
FACILITATOR(S)	DEPARTMENT	TITLE
Jon Petters	Data Services	Intro to Project Management Fundamentals
Cathy Duerbeck	Finance	Budget Process Overview
Ginny Pannabecker	Research, Collaboration, and Engagement	Elements at Virginia Tech
Corrine Guimont	Publishing	VT Publishing Overview
Kara Long	Metadata	Wikibase Cloud
Rachel Miles	Research, Collaboration, and Engagement	Faculty Activity Report Procedures & Overview

CAREER ARC SESSIONS

Career Arc Sessions connect residents with external speakers from outside University Libraries. These sessions break down silos and build mentorship networks beyond our immediate environment. Each speaker shares their career journey, including the challenges they overcame, and offers practical advice. These sessions inspire residents by illustrating that success comes through persistence, adaptability, and resilience. They also allow speakers to give back by mentoring the next generation of leaders.

Featured speakers include:

- Tyler Walters, Dean, University Libraries, Virginia Tech
- Aisha Johnson, Associate Dean for Academic Affairs and Outreach, Georgia Institute of Technology
- Shannon Jones, Director of Libraries, Medical University of South Carolina, University of South Carolina
- Tarida Anantachai, Director of Inclusion and Talent Management, North Carolina State University
- Sergio Chaparro, Behavioral and Social Sciences Research Librarian, Virginia Commonwealth
- K.T. Vaughan, Dean and University Librarian, Washington and Lee University
- Jerome Offord Jr., Associate University Librarian for Antiracism, Harvard University
- Tina Rollins, Director, Harvey Library, Hampton University
- Elaina Norlin, Program Coordinator, Association of Southeastern Research Libraries
- Nina Exner, Research Data Librarian, Virginia Commonwealth University

Impact on the Profession

Scholarship and professional expertise are crucial for shaping future leaders in librarianship. Our resident librarians have contributed significantly by advancing research and scholarship in their disciplines. We encourage ongoing collaboration with University Libraries colleagues and external partners to foster innovative, impactful research that enriches our profession and supports equitable access to information.

Selected Contributions:

- Comer, C., DeBose, K., Hoch, J., & Pannabecker, V. (accepted May 2024). Using Principle-based Instruction to Overcome Challenges in Teaching Systematic Review Methods Across Disciplines: A Workshop Case Study. Paper session, Medical Library Association (MLA).
- Comer, C., Silva, R., DeBose, K., & Hoch, J. (accepted May 2024). The Reality of Replicability: Evaluating the Capacity of Database Interfaces to Support Searching for Systematic Reviews. Paper session, MLA.
- Comer, C., DeBose, K., Silva, R., & Hoch, J. (November 2023). The Realities of Replicability: Evaluating the Capacity of Database Interfaces to Support Searching for Systematic Reviews. Conference poster, The Charleston Conference (virtual).
- Comer, C., Hoch, J., DeBose, K., & Pannabecker, G. (February 7–9, 2024). Teaching Synthesis Methods by Purpose and Principle: Refining Scope. Conference poster, Conference on Higher Education Pedagogy (CHEP).
- Glenn, E. & Chiraghdin, A. (July 15–17, 2024). Fostering Trust and Strengthening Community Between Library Employees with Restorative Justice Circles: An Event on the Power of Community. Conference presentation, ARL IDEAL 2024, Toronto, CA. [Link](#)
- Hoch, J. (accepted May 2024). New Frontiers: Opportunities and Gaps in Leadership Professional Development for Medical/Health Sciences Library Directors and Managers. Conference poster session, MLA.

Community Engagement and Impact

Creating a meaningful impact within Virginia Tech and the surrounding community requires dedication, resilience, and trust. We equip our residents with the skills to engage authentically and effectively with the community. The following projects illustrate their commitment to fostering connection and driving positive change.

CALFEE COMMUNITY AND CULTURAL CENTER

Originally established in 1894 as a school for African American children in Southwest Virginia, the Calfee Training School became a cornerstone of education and community cohesion despite significant challenges caused by segregation and underfunding. The school's legacy includes notable contributions to civil rights history — such as former principal Chauncey Depew Harmon's involvement in a landmark case that helped lead to the Brown v. Board of Education decision. Today, the legacy of the Calfee Training School lives on through the community and cultural center, which preserves local heritage and supports community needs.

More information about this remarkable center can be found [here](#).

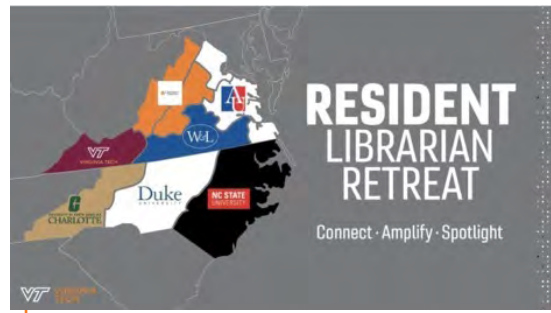
Residents actively support the Calfee Community & Cultural Center by focusing on three core projects:

- Development of Finding Aids: Creating comprehensive finding aids to improve navigation and discovery within Calfee's digital collections.
- Inclusive and Accessible Metadata: Establishing metadata standards that prioritize inclusivity and accessibility, ensuring that collections serve diverse audiences.
- Enhanced Accessibility to Digital Archives: Expanding and improving access to the center's digital archives, making historical and cultural resources more readily available.

FIRST ANNUAL RESIDENT LIBRARIAN RETREAT

We collaborated with residency programs from several universities to host a unique retreat that fostered connection, amplified resident voices, and showcased their achievements. The event brought together 12 residents from Virginia Tech, Duke, UNC Charlotte, American University, Washington & Lee, and North Carolina State, creating invaluable opportunities for professional growth and shared experiences.

Figure 3. Graphic of Resident Programs for Annual Retreat



During the retreat, residents networked, participated in challenging activities, and enjoyed insightful tours at the University of Virginia's Shannon Library. They also connected with UVA librarians and other professionals, broadening their understanding of the field.

Figure 4. Images from Resident Librarian Retreat



The retreat also allowed residency coordinators to exchange ideas and explore innovative methods to enhance collaboration across programs. We plan to make this retreat an annual event, expanding participation in future years.

Budget, Annual Feedback, and Next Steps

BUDGET

At the program's outset, funding was limited. Coordinators worked closely with the fiscal team and the dean to establish a sustainable budget that would provide ongoing support for residents. In April 2024, funds were allocated as follows: \$2,500 for FY24 and \$10,000 for FY25. This budget increase has enabled residents to access more professional development opportunities — attending conferences, workshops, and training sessions essential to their career growth.

ANNUAL FEEDBACK

Although we have made significant progress since 2023, we continue to seek ways to enhance the resident experience. Coordinators collected feedback from residents in August 2023 and August 2024 to evaluate the program's effectiveness. The assessment combined questions that measured engagement, personal goals, and overall program value, supplemented by a validated tool from the ACRL Residency Toolkit. Responses were rated on a 1-to-5 scale, where 1 represents the lowest and 5 the highest satisfaction.

Feedback was categorized into seven key areas:

- Career Advancement
- Engagement
- Faculty Activity Review
- Inclusion
- Mentorships
- Professional Development
- Resident Librarian Program

Appendix A presents feedback from current residents, while Appendix B provides the complete dataset, including feedback from former residents. Overall, the average score improved from 3.6 in 2023 to 4.5 in 2024, indicating meaningful progress.

NEXT STEPS

Resident Librarian Retreat:

Coordinators will build on the success of the previous retreat. We hold monthly meetings to plan another retreat for summer 2025, and we aim to include additional schools and further refine the program.

Increase Publication Numbers:

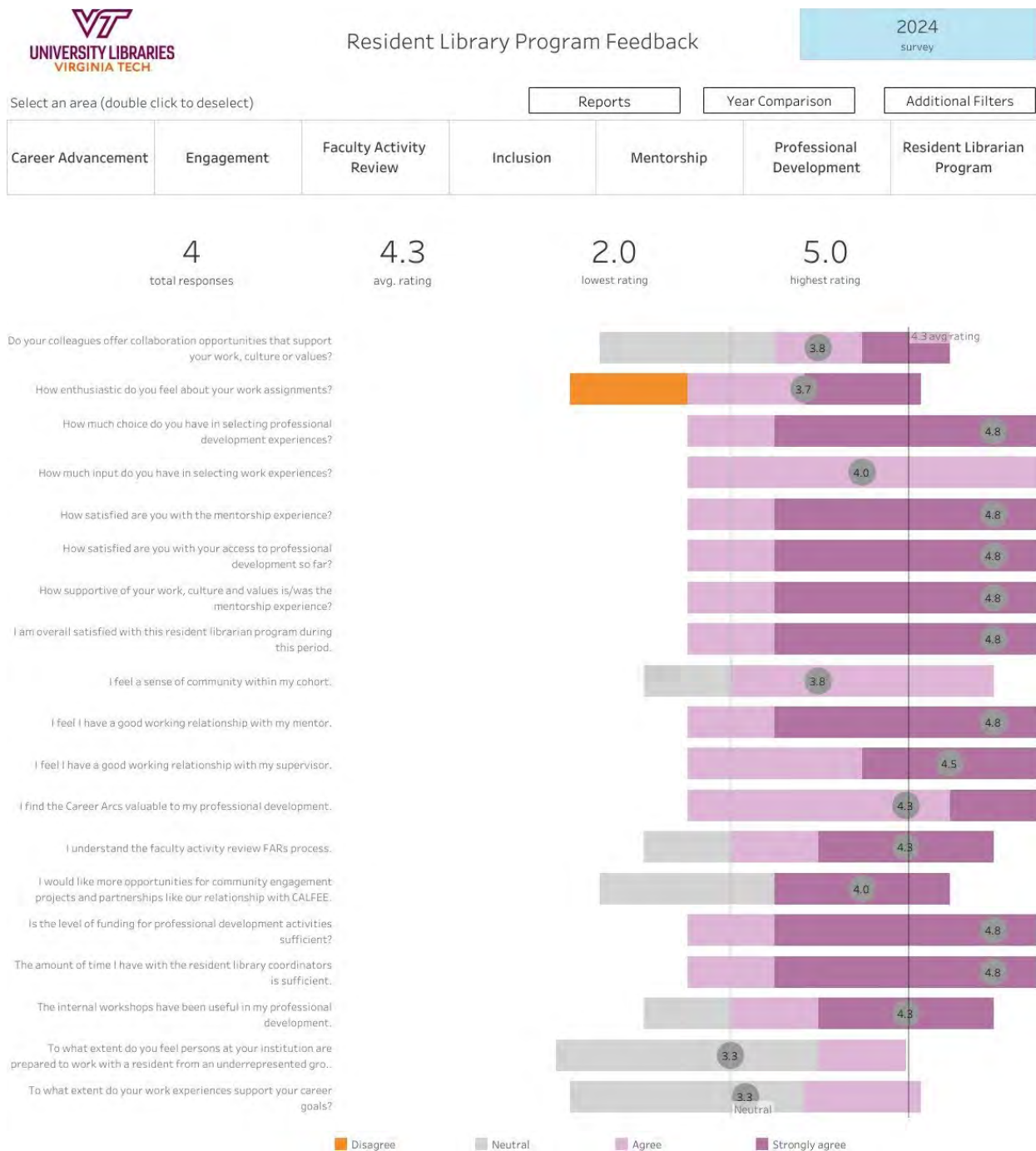
Recognizing the importance of scholarship, we will encourage residents to enhance their skills in proposals, presentations, and journal submissions. All residents have expressed interest in boosting their publication records, and our goal for the next period is to increase the number of publications by at least one.

Next Program Development:

University Libraries at Virginia Tech remains committed to improving our residency program and attracting prospective residents. We will continue to refine the program to ensure that emerging professionals — especially those from marginalized communities — acquire the tools and skills needed to succeed in an evolving and complex career field.

Appendices

APPENDIX A: 2024 SURVEY



APPENDIX B: 2023 SURVEY



Resident Library Program Feedback

2023
survey

Select an area (double click to deselect)

Reports

Year Comparison

Additional Filters

Career Advancement	Engagement	Faculty Activity Review	Inclusion	Mentorship	Professional Development	Resident Librarian Program
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6

total responses

3.7

avg. rating

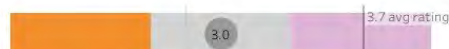
1.0

lowest rating

5.0

highest rating

Do your colleagues offer collaboration opportunities that support your work, culture or values?



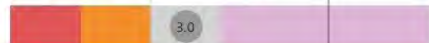
How enthusiastic do you feel about your work assignments?



How much choice do you have in selecting professional development experiences?



How much input do you have in selecting work experiences?



How satisfied are you with the mentorship experience?



How satisfied are you with your access to professional development so far?



How supportive of your work, culture and values is/was the mentorship experience?



I am overall satisfied with this resident librarian program during this period.



I feel a sense of community within my cohort.



I feel I have a good working relationship with my mentor.



I feel I have a good working relationship with my supervisor.



I find the tours valuable to my onboarding experience.



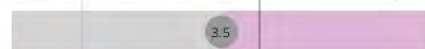
I understand the faculty activity review FARs process.



Is the level of funding for professional development activities sufficient?



The amount of time I have with the resident library coordinators is sufficient.



To what extent do you feel persons at your institution are prepared to work with a resident from an underrepresented group?



To what extent do your work experiences support your career goals?



Strongly disagree Disagree Neutral Agree Strongly agree