



PROGRAM SCHEDULE

Wednesday, April 3, 2002

6:00 pm RECEPTION [North Exhibition Lobby, Main Library]
Sponsored by The Pennsylvania State University
ARIEL QUARTET

OPENING REMARKS AND INTRODUCTIONS

Joe Coulter, Associate Provost for Diversity and Director of Opportunity at Iowa,
University of Iowa
Leslie Moyo, Head of the Gateway Library, The Pennsylvania State University

Thursday, April 4, 2002

7:30 am REGISTRATION [2nd Floor Ballroom Lobby]

BREAKFAST [2nd Floor Ballroom]
Sponsored by The University of Illinois

8:20 am OPENING SPEAKER [2nd Floor Ballroom]

WELCOME and INTRODUCTIONS

Paula Kaufman, University Librarian, University of Illinois at Urbana-Champaign,
President of ARL, and Chair, CIC Library Director's Group

REMARKS

Jon Whitmore, Provost, The University of Iowa

8:30 am LIBRARIES AND UNIVERSITIES AS PUBLIC GOODS

Dr. Nancy Cantor, Chancellor, University of Illinois at Urbana-Champaign

9:30 am BREAK [2nd Floor Ballroom Lobby]
Sponsored by The University of Michigan

10:00—11:30 am PAPER SESSION 1.1 [Penn State Room]
Moderator: Sue Searing, University of Illinois

(Per)Forming Diversity: Weaving New Immigrants into the American Academic Fabric
Emilie Ngo-Ngudjol, University of Wisconsin-Madison

How should academic libraries face the new challenges posed by the changing character of recent immigration? A discussion of how new patterns of diversity affect libraries, focusing on human resources, organizational structure, collection development, and other issues for libraries and their respective campuses.

Creating Community: The Impact of Social Networks on the Recruitment and Retention of Librarians of Color

Kimberly L. Clarke, University of Minnesota, Twin Cities

Malaika Grant, University of Minnesota, Twin Cities

Discusses strategies that promote a sense of belonging for librarians of color, focusing on two approaches: social networks and mentoring between librarians of color who are new to the field and leaders in the profession.

10:00—11:30 am PAPER SESSION 1.2 [Northwestern Room]

Moderator: Allison Sutton, University of Illinois

Empower and Change: Library Activism, Cultural Reform and Information Literacy
LeRoy J. LaFleur, Cornell University

Examines what library multicultural educators can learn from the organizational strategies employed in ACRL's Information Literacy initiative and in turn what Information Literacy advocates can gain from the history and successes that multicultural proponents have had on college campuses.

Another Dimension of Diversity: Interactions Among Minority Librarians

Kim Lipsey, Washington University School of Medicine

Neville Prendergast, Washington University School of Medicine

Examines issue of a comfort zone or comfort level, defined as the tendency to establish an immediate level of comfortableness with a stranger of like ethnicity or racial group. Taking the position that the phenomena of increased racial minorities in the workplace need not be a hindrance to an organization, the authors propose a survey among librarians of color on their interactions with other minority colleagues.

10:00—11:30 am PANEL SESSION A.1 [Ohio State Room]

Moderator: Laurel Minnott, Northwestern University

Building the Future of Our Profession: Recruiting Undergraduate Students from Diverse Backgrounds

Haipeng Li, Oberlin College

Heather Smith, Oberlin College

Alita Pierson, Oberlin College

10:00—11:30 am PANEL SESSION A.2 [Indiana Room]

Moderator: Joyce Wright, University of Illinois

The ARL Diversity Program

Stella Bentley, University of Kansas

Camille H. Hazeur, Association of Research Libraries

12:00 pm LUNCH SPEAKER [2nd Floor Ballroom]

Introductions: Janice Simmons-Welburn, University of Iowa

LUNCH WITH ACADEMIC LIBRARIES: A SALAD FOR DIVERSITY AND A RECIPE FOR ORGANIZATIONAL CHANGE

Dr. Camila Alire, Emeritus Dean of Libraries, Colorado State University

2:00—3:30 pm PAPER SESSION 2.1 [Penn State Room]

Moderator: Helen Cook, University of Michigan

Serving Diverse Library Users: The Multicultural Studies Librarian at an Urban Research University

Michelle Harrell, University of Wisconsin-Milwaukee

Vanaja Menon, University of Wisconsin-Milwaukee

An overview of campus outreach and collaborative efforts of the Multicultural Studies Librarian at the University of Wisconsin-Milwaukee since 1999 when the position was established in recognition of the importance of providing services to users from varied backgrounds.

Library Research Mentoring for Diversity

Lesley Moyo, The Pennsylvania State University

Daniel Mack, The Pennsylvania State University

Provides an overview of the Pennsylvania State University library research mentoring program, relating the program to its initial goals.

2:00—3:30 pm PAPER SESSION 2.2 [Northwestern Room]

Moderator: Pat McCandless, Ohio State University

Gender and Academic Library Management: Historical and Social Perspectives

Sharon Ladenson, Michigan State University

An historical overview of gender discrimination in U.S. culture and society and how it has affected women's participation in library management for more than 100 years.

How Libraries Construct Meaning—and for Whom

Hope Olson, University of Alberta

Looks at the way information is shaped by context in library collections, catalogues, and in interactions with users. Three traditional core functions of librarianship are examined using a theoretical lens derived from feminist and postcolonial theory.

2:00—3:30 pm PANEL SESSION B.1 [Ohio State Room]

Moderator: Laurel Minnott, Northwestern University

Critical Look at the Availability of Award-Winning Multicultural Books in Academic Library Collections

Ellen Greenblatt, University of Colorado at Denver

Arlene Barnes, University of Colorado at Denver

Althea Redd, University of Colorado at Denver

Mary Dodge, University of Colorado at Denver

Cynthia Hashert, University of Colorado at Denver

2:00—3:30 pm PANEL SESSION B.2 [Indiana Room]

Moderator: Linda DeBeau-Melting, University of Minnesota

Recruiting into the Profession: The First Step in Achieving Diversity

W. Michael Havener, University of Rhode Island

Mary MacDonald, University of Rhode Island

Jane Moore McGinn, Southern Connecticut State University

Mary Berry, University of Rhode Island

Jametoria Burton, University of Rhode Island

Weimin Zhang, University of Rhode Island

- 6:30 pm DINNER [2nd Floor Ballroom]
8:00—9:30 pm ORQUESTA ALTO MAIZ (Cuban Jazz Band) [2nd Floor Ballroom]

Friday, April 5, 2002

- 7:30 am BREAKFAST [2nd Floor Ballroom]
- 8:30 am MORNING SPEAKER [2nd Floor Ballroom]
Introductions: Tom Peters, Director, Center for Library Initiatives, CIC
- MAKING DIVERSITY REAL
Dr. Linda Greene, Associate Vice Chancellor for Academic Affairs, University of Wisconsin-Madison
- 9:30 am BREAK [2nd Floor Ballroom Lobby]
- 10:00—11:30 am PAPER SESSION 3.1 [Penn State Room]
Moderator: Janice Simmons-Welburn, University of Iowa
- Investment in Diversity and Organizational Success
Mark Winston, Rutgers University
- Evaluates the relationship between the level of investment in diversity and organizational success, based on original research related to diversity and equity in the academic environment.*
- Diversity Training [Doesn't] Get(s) to the Heart of the Matter
Camille H. Hazeur, Association of Research Libraries
- Considers the aftermath of decades of diversity training, addressing best practices associated with our continuing struggle to embrace difference and through a series of scenarios, cast the Library as the central place on the University campus where this might take place.*
- 10:00—11:30 am PAPER SESSION 3.2 [Northwestern Room]
Moderator: Sue Searing, University of Illinois
- Are We Ready to Meet Our Future? A Diversity Climate Assessment
Molly Royse, University of Tennessee
Tiffani Conner, University of Tennessee
Tamara Miller, University of Tennessee
- Outlines the methods used by the University of Tennessee Libraries' Diversity Committee (ULDC) in assessing climate for diversity, presenting results of data collection and how survey results will impact library strategic priorities.*
- The Diversity Asset: Variety, Vision and Versatility
Lana Porter, Epixtech, Inc.
- Discusses issues regarding the on-going recruitment, retention, and development of a diverse workforce to meet the needs of a diverse customer base.*
- 10:00—11:30 am PANEL SESSION C.1 [Ohio State Room]

Moderator: Peggy Johnson, University of Minnesota

Creating and Sustaining Diversity through Academic Library Residency Programs
Raquell Von Cogell, Emory University
Cindy Gruwell, University of Minnesota
Julie Brewer, University of Delaware
Charmaine Henriques, University of Iowa
A. Priscilla Angenor, University of Minnesota

10:00—11:30 am PANEL SESSION C.2 [Indiana Room]

Moderator: Linda DeBeau-Melting, University of Minnesota

Bowling Green State University's Multicultural Affairs Committee Multiculturalism,
Libraries and Community Outreach
Mary Beth Zachary, Bowling Green State University
Mary Wrighten, Bowling Green State University
Bonna Boettcher, Bowling Green State University
Nancy Down, Bowling Green State University
Colleen Coughlin, Bowling Green State University

12:00 pm LUNCH SPEAKER [2nd Floor Ballroom]

Introductions: Nancy L. Baker, University Librarian, University of Iowa

RACIALISM AND THE MEDIA: BUILDING A DIVERSIFIED FUTURE

Dr. Venise Berry, Associate Professor, School of Journalism and Mass
Communication, University of Iowa

2:00—3:30 pm PAPER SESSION 4.1 [Northwestern Room]

Moderator: Helen Look, University of Michigan

Commitment, Cooperation, and Coordination: The Librarian-in-Residence Program at
the University of Notre Dame

Laura Bayard, University of Notre Dame
G. Margaret Porter, University of Notre Dame

*Discusses aims and purposes of the University of Notre Dame's Librarian-in-Residence
Program, why the University and Libraries made the initial commitment, how the
program was formulated, and an evaluation of the program's success.*

Black Male Librarians: Stereotypes and Perceptions

Tiffeni Fontno, University of Illinois at Chicago

*Inquires into identity and Black male librarians, focusing on how Black male librarians
define themselves and how they believe they are perceived in librarianship.*

2:00—3:30 pm PAPER SESSION 4.2 [Ohio State Room]

Moderator: Janice Simmons-Welburn, University of Iowa

Inflation of Diversity Journals in an Academic Library Collection: Implications for Data
Tracking in Diversity Collection Development and Maintenance

Susan A. Vega Garcia, Iowa State University
Kristin H. Gerhard, Iowa State University

*Academic libraries seeking to improve the recognition and acceptance of multicultural
diversity on their campuses frequently subscribe to journals on topics such as women's
studies, U.S. racial and ethnic studies, and disabilities. An analysis is presented of the*

inflation within diversity areas tracked, comparing inflation across those areas, and related to the inflation of academic serials more broadly.

Collections on the African Diaspora Located in U.S. Libraries: Strengths and Challenges

Irene Owens, University of Texas at Austin

Examines the historical context of the development of African Diaspora collections in both predominantly African-American institutions and in other academic and research libraries. Attention is given to such challenges as emerging technologies and the need for digitization and needs for funding and cooperation.

2:00—3:30 pm PANEL SESSION D.1 [Indiana Room]
Moderator: Peggy Johnson, University of Minnesota

Fostering Diversity in Archival Collections

Amy Cooper, University of Iowa

Kären M. Mason, University of Iowa

Kathryn Neal, University of Minnesota

2:00—3:30 pm PANEL SESSION D.2 [Penn State Room]
Moderator: Donna Hirst, University of Iowa

Library Diversity: Initiatives for Staff Recruitment and Outreach Services

Yolanda Cooper-Birdine, Indiana University, Bloomington

Carolyn Walters, Indiana University, Bloomington

DeLoice Holliday, Indiana University, Bloomington

3:30 pm BREAK [Chicago Lobby, 3rd Floor]

3:45—4:45 pm POSTER SESSIONS [Minnesota Room]

Programming for Multi-Cultural Understanding at Auraria Library

Ellen Greenblatt and Mary Dodge, University of Colorado at Denver

Assessment of the Library Fellowship Program at the UC Santa Barbara

Carmelita N. Pickett and Gary A. Colmenar, University of California at Santa Barbara

U of Michigan Peer Information Counseling Program: Training and Marketing

Renoir Gaither, University of Michigan

Project Prism: Answering the Call to Diversity at the U of Rhode Island

Jametoria Burton, MLIS Student and Prism Fellow, U of Rhode Island

Using Reference Skills for Conflict Resolution

Deborah Turner, University of California, Santa Cruz

Diversity, Academic Libraries and Occupational Necessity Highlights in History

Philip Howze, Southern Illinois University

6:30 pm DINNER ON YOUR OWN OR CONFERENCE DINNER GROUPS (*dutch treat*)

Saturday, April 6, 2002

- 7:30 a.m. BREAKFAST [2nd Floor Ballroom]
Sponsored by The University of Iowa Libraries
- 8:00 am MORNING SPEAKER [2nd Floor Ballroom]
Introductions: Nancy Eaton, Dean of Libraries, The Pennsylvania State University
- FROM AFFIRMATIVE ACTION TO LEVERAGING DIVERSITY: HOW TO FRAME THE DISCUSSION
Dr. W. Terrell Jones, Vice Provost for Educational Equity, The Pennsylvania State University
- 9:30 am BREAK [2nd Floor Ballroom Lobby]
- 10:00—11:30 am INVITED PANEL [Illinois Room]
Introductions: Pat McCandless, Ohio State University
- Moderator: DeEtta Jones, Association of Research Libraries
- DIVERSITY—BUILDING A STRATEGIC FUTURE: NEXT STEPS
Sandra Rios Balderrama, Director of the Office for Diversity, American Library Association
Nancy Eaton, Dean of Libraries, The Pennsylvania State University
Camille H. Hazeur, Program Officer for Training and Diversity, Association for Research Libraries
Susan Vega García, Assistant Professor and Bibliographer, Parks Library, Iowa State University
William Welburn, Assistant Dean, Graduate College, The University of Iowa