

**The University of North Carolina at Greensboro  
University Libraries - Post MLS Diversity Residency Report  
Orolando Duffus, 2014-2016**

**Introduction**

The University of North Carolina at Greensboro (UNCG) University Libraries has established a two-year Diversity Residency in order to guide and develop a new librarian's professional growth while investing in the libraries' commitment to diversity within the field of librarianship. In the first year of the program, the Resident rotates between different functional areas of Jackson Library gaining valuable experience in multiple service areas of academic librarianship. The Resident also participates in diversity initiatives and outreach activities for both the library and the university. The second year of the Residency aligns with the goals and interests of the Resident and is designed to be spent in one department getting more in-depth experience in a particular area of the academic library profession

**Orolando Duffus: 2014-2016**

Was selected as the fourth Diversity Resident Librarian at the University of North Carolina at Greensboro (UNCG). This report details each of the two years of his residency.

**Year One Summary**

During his time at UNCG Orolando divided his time between two departments within Jackson Library: Research, Outreach and Instruction (ROI) and Special Collections and University Archives (SCUA). During year one, his time was equally divided between both departments. Orolando had an interest in becoming a Business Librarian he spent fifty percent of his time teaching and co-teaching business classes with Steve Cramer (Business Librarian) and the other fifty percent was spent working in Special Collections and University Archives. His first year highlights include:

- He served on the Administrative Advisory Group, Social Sciences Liaison Team, Diversity Committee, Electronic Resource & Distance Education Librarian Search Committee, and the Reference Intern Search committee.
- He devoted a significant amount of time to promote the libraries collections and services through information literacy instructions in Bryan School of Business. He taught multiple sections of Marketing 309 (mid-upper level undergraduate marketing class) and was embedded in an MBA Capstone class. He delivered training workshops on various business databases for library staff.
- He created and maintained several lib-guides (Student Athletes, MBA 719, and BUS 105), created several video tutorials for business databases such as SimplyMap, IBIS World and ReferenceUSA, provided reference in-person and online, and participated in library outreach efforts. Orolando was also an active liaison for the Office of Multicultural Affairs.

- He performed numerous outreach/volunteer activities on campus. Orolando participated in UNCG's Men Think Tank – this is a campus based mentorship program where male faculty/staff meet with male students once monthly, semi-formally, to discuss a plethora of topics. These sessions includes presentations on interviewing etiquettes, definition of masculinity, imposter syndrome, etc.
- He also created the libraries' first ever Diversity and Global Engagement Expo in Jackson Library; this was a cultural enrichment initiative that aims to provide access to multicultural exchange so that every Spartan, regardless of national origin or domicile, may exude a high level of intercultural competence. Orolando also created a library exhibit that was put on display at UNCG's 33rd International Festival. The exhibit showcases numerous library materials available to support our diverse student needs. He also showcased some culturally relevant materials from his native land of Jamaica that was "hidden" in UNCG's Harold Schiffman Music Library.
- While working in SCUA, Orolando met with archivists and staff to better understand the various special collections. He provided research help at the SCUA reference desk and shadowed some SCUA tours and instruction sessions. Orolando Duffus processed the Carole Boston Weatherford and Loren Schweninger's manuscript collections that span over 26 linear feet. He created metadata and online finding aids for both collections. He also created an online photo exhibit for some of Carole Boston Weatherford's scrapbooks that won numerous national accolades.
- Towards the end of year one, Orolando created a pre/post-testing tool to help assess the growth and development of the reference interns that are participating in the University Libraries' Reference Internship program. He also implemented a mentorship program that is entitled "Adopt a Protégé: LIS Intern Mentorship Program."

Orolando delivered multiple presentations including a panel discussion at the American Library Association's Annual Conference in San Francisco. His poster entitled "The Library as an Incubator of Anti-discrimination and Multicultural Engagement" won first place at the diversity fair. He presented another poster at the Metrolina Library Conference and delivered a virtual poster session at the biennial Association of College & Research Libraries Conference in Portland, Oregon.

### **Year Two Summary**

The second year of the Diversity Residency is designed to be spent in one department gaining in-depth experience in a particular area of the academic library profession. Due to Orolando's interest in business librarianship, he dedicated his final year of Residency to work in Reference Outreach and Instruction (ROI), in particular serving as co-liaison for the Bryan School of Business and Economics under the direction of the Business Librarian, Steve Cramer. He was able to gain experience in instruction, collection development, and faculty outreach in regard to business librarianship. He also served on numerous external committees for ACRL.

The highlights of Orolando's second year as a Resident include:

- Orolando served as an embedded librarian in the MBA Capstone course – Strategic Management in Action. He was invited back by the professor to teach and support the day-time MBA class because his involvement with the night-time class from a previous semester was a huge success.
- Orolando served on the planning and proposal team for the Association of College and Research Libraries, Residency Interest Group (RIG).
- He also served on the ACRL 2017 Invited Papers Committee. The charge of the committee is to coordinate the call for, review of, and presentation of the invited papers programs at the conference.
- He co-created an Entrepreneurship Interest Group with Steve Cramer. The interest group is a subsection of the Business Reference and Services Section (BRASS). The interest group provides several online workshops on the basics of supporting entrepreneurs. It also provide helpful tips on how non-business librarians may support social entrepreneurs and nonprofits in various libraries (mainly public libraries).
- In collaboration with several colleagues, Orolando presented two sessions in the NCLA 61th Biennial Conference in Greensboro, NC. His sessions included a poster on ways to improve library outreach and marketing and a presentation on the initiatives and accomplishments of UNCG University Libraries' Diversity Committee since its inception in 2007. In this panel presentation, members of the UNCG Libraries Diversity Committee discussed the programs developed and sponsored by the UNCG Libraries Diversity Committee, beginning with training from within the Libraries for staff, expanding to regional, national, and international representation.
- Orolando was awarded the IFLA 2016 Congress Fellowship. This included a \$1000 Stipend to attend The 2016 IFLA World Library and Information Congress in Columbus, Ohio. Orolando and Gerald Holmes will co-present a poster session at the Congress– the poster was entitled “Creating the Strategic Plan to make the Library an Incubator for Multicultural Engagement.”

Orolando Duffus hopes to find a library position that would allow him to receive his MBA and continue with his interest in business librarianship.