

Libraries Lead Nationally by Developing Intern/Resident Post

Libraries across the country have employed a variety of strategies to broaden their personnel pools. Informal research tells us that the Rutgers University Libraries chose a unique and rather creative approach when we established a Libraries' intern/resident position and selected the post's first participant in August.

The internship/residency program was created based on the action plan of the Libraries' Personnel Policy and Affirmative Action Committee. The program was advanced by University Librarian Marianne Gaunt, in conjunction with the School of Communication, Information and Library Science (SCILS), to further engage the Libraries in the university's long-standing commitment to equal opportunity, affirmative action, and increasing diversity. The Rutgers University Libraries and the Library and Information Science (LIS) department of SCILS jointly administer the program and the position is funded by the Libraries.

Lonnie Johnson of Plainfield was chosen by the Internship Selection Committee as the first participant in this internship/residency program. Prior to his coming to Rutgers, Mr. Johnson worked for twelve years with the Johnson & Johnson family of companies. He has extensive background in database processing. He received a B.S. degree in 1995 with a major in business and management science from Kean College of New Jersey.

Mr. Johnson was admitted by SCILS in the fall 1998 academic program. He began the internship program with the Rutgers University Libraries on September 1, 1998. Besides taking courses at the school, Mr. Johnson works for a total of twenty-five hours per week in various areas of the Libraries.

Mr. Johnson's internship will last two years. Following his graduation from SCILS, Mr. Johnson will serve in a one-year residency in the Libraries. Professor Jana Varlejs of SCILS and Françoise Puniello, associate director of the Rutgers-New Brunswick Libraries, serve as intern/resident program

mentors, overseeing Mr. Johnson's study and professional development over the next three years.

Mr. Johnson's experiences in this new post have been overwhelmingly positive. "All the faculty and staff have been great in helping me get oriented," said Mr. Johnson recently. "Specifically, Mary Gerber and Sandra Troy in the Libraries' human resources department helped me with all the initial paper work to get started and answered other requests that I had.

"I especially appreciate L. Treadwell Atkins, in Access Services, who gave me an orientation I will never forget. When the first day ended, I felt like I knew more about circulation than most seasoned professionals in the department! She left no stone unturned. Additionally, all the Access Services staff helped me cover what I didn't learn from that first orientation by graciously answering the hundreds of questions I had.

"So far I have worked in Access Services, which includes, interlibrary loan, request service, billing, student scheduling, and reserves and worked with the collection development team designing a web-based tutorial program. Currently I am working in Kilmer



Lonnie Johnson hard at work in his new post as resident intern at the Rutgers University Libraries.

Library, with Librarian Jia Mi, helping to redesign the Kilmer web site and to add an additional subject guide to those already on the web.

"The initiative the Rutgers University Libraries took in order to make this internship a reality makes it distinctive. It is one thing to have an initiative, but it takes people working together to make it happen. I have learned many things from the people that I have worked with and I'm enjoying the post a great deal."

We at the Libraries wish Lonnie much continued success. ■