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### Being the Newbie: How to Support the Successful Integration of a New Librarian

Dymond Bush

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# BEING THE NEWBIE: HOW TO SUPPORT THE SUCCESSFUL INTEGRATION OF A NEW LIBRARIAN

DYMOND BUSH, MLIS

ACRL-NEC/NELIG LIGHTNING TALK

JUNE 2022



# BACKGROUND

- B.S. Sports Management, Hampton University
- M.S. Kinesiology, Sport Management and Policy Specialization
- MLIS Simmons University
- Youth development nonprofits-college access advisor



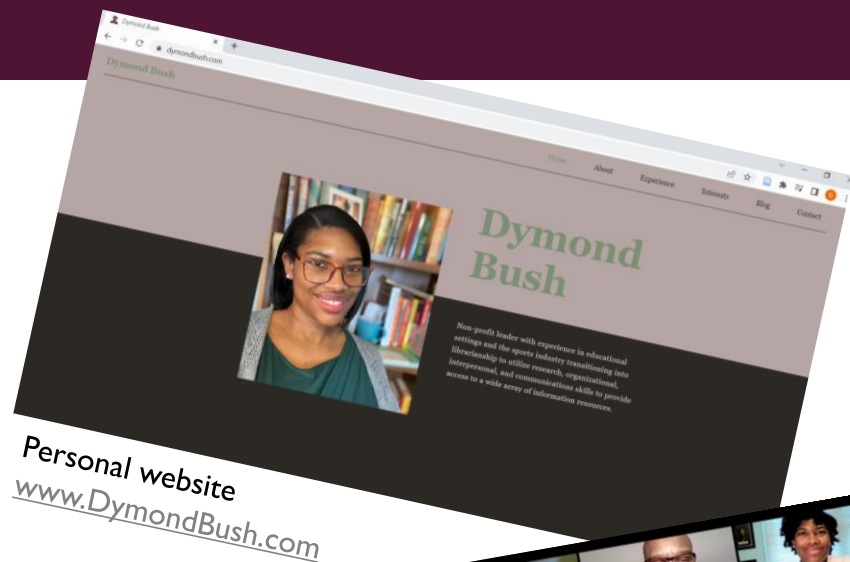
# TRANSITION

- Informational Interviews
- Listservs
- Social Media
- Networking



# RECRUITMENT

- ARL Kaleidoscope Program
- Personal Website
- Professional Organizations
- Job Boards



Personal website

[www.DymondBush.com](http://www.DymondBush.com)



2020 Cornucopia of RI Annual Conference



2020-2022 ARL Kaleidoscope Scholar Symposium

# ONBOARDING/INTEGRATION

- Job Shadowing
- Regular Mentorship
- Imposter Syndrome



# ADVICE

- Recruit through diverse outlets
- Provide job shadowing opportunities
- Have mentorship programs within your staff
- Share all resources
- Be open to difficult conversations

# RESOURCE LIST



Dymond Bush, MLIS  
Research and Instruction Librarian  
Bryant University  
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<https://www.dymondbush.com/post/resource-list-being-the-newbie-acrl-nec-nelig-conference-lightning-talk>







# QUESTIONS