

OCLC Online Computer Library Center  
**OCLC Diversity Fellowship Program**  
**2012 Program Guidelines**

**About OCLC** .....

Founded in 1967, OCLC is a nonprofit computer library service and research organization dedicated to the public purposes of furthering access to the world's information and reducing library costs. More than 72,000 libraries in 171 countries have used OCLC services to locate, acquire, catalog, lend, preserve and manage library materials. OCLC and its member libraries cooperatively produce and maintain WorldCat, the world's largest online database for discovery of library resources.

Every day, from our world headquarters in Dublin (Columbus), Ohio, and locations around the world, OCLC employees help libraries offer better service to users. Our innovative online services and software provide libraries with the latest developments in information technology to help meet the growing demands of an increasingly high-tech society. OCLC cultivates a corporate culture that understands the value of a wide array of perspectives because inclusive thinking improves our solutions for libraries and the diversity of people they serve. Our diverse workforce enjoys an environment where each of us feels respected and valued, thereby enabling us to build broad commitment and ownership for the work of the cooperative.

**Program Overview** .....

OCLC's Diversity Fellowship Program (formerly known as the OCLC Minority Librarian Fellowship Program) presents an opportunity unlike any other. As the world's leading library cooperative, OCLC offers global exposure through its enterprise-wide product portfolios and operations. The OCLC Diversity Fellow will spend time in an assigned host unit, such as Metadata Contract Services, working on contract cataloging-related services, and Quality Control, learning to process and correct identified sets of problem/error master records in WorldCat. In addition, the Diversity Fellow will spend time in the Research division, working on a feasibility project to assess the viability of WorldCat holdings data to support bibliometric analysis of use to university libraries and research administrators. Each Fellow will have a unique and specifically tailored experience.

**Eligibility** .....

- ALA-accredited MLS/MLIS or other graduate degree in technology with a special emphasis in libraries or other cultural heritage institutions (granted by July 2012)
- Have less than three years post graduate work experience
- Demonstrated awareness and sensitivity in issues of diversity and inclusion: strong awareness of other cultures and viewpoints, appreciation for the benefits of diversity in the workplace and library community, behavior which demonstrates the ability to work with people at all levels and from different backgrounds
- Strong organizational skills which include the ability to organize work plans and processes toward a targeted outcome
- Exceptional communication skills – written, oral, small group presentation
- Selected individual must represent historically underrepresented groups (i.e., defined in a manner consistent with the 2007 EEO-1 race/ethnicity reporting classifications).