Fostering Future Colleagues: Academic Library Internships and Mentoring

Clinton K. Baugess
Gettysburg College

Alison Gregory
Lycoming College

Mallory R. Jallas
Gettysburg College

Kathryn S. Martin
Gettysburg College

Carolyn Sautter
Gettysburg College

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Abstract
Using case studies from two academic libraries (Gettysburg College and Lycoming College), this presentation demonstrated how libraries can strengthen the profession by nurturing undergraduates to explore librarianship as a career. The presentation provided a snapshot of how libraries may mentor students, either informally or through a formal internship program, including how to supervise interns and fund, market, and structure the internship.

Keywords
interns, library internships, library mentoring, academic library internship

Disciplines
Library and Information Science

Comments
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Fostering Future Colleagues: Academic Library Internships and Mentoring

Alison Gregory
Lycoming College

Carolyn Sautter, Kathryn Martin, Mallory Jallas, and Clinton Baugess
Gettysburg College
# High-Impact Educational Practices

- First-Year Seminars and Experiences
- Common Intellectual Experiences
- Learning Communities
- Writing-Intensive Courses
- Collaborative Assignments and Projects
- Undergraduate Research

- Undergraduate Research
- Diversity/Global Learning
- Service Learning, Community-Based Learning
- Internships
- Capstone Courses and Projects

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Internships at Musselman Library: History

“'I want to see others enjoy the field as much as I did. The internship is a wonderful way to get people interested in becoming librarians.’” - Barbara Holley ‘54
Internships at Musselman Library: Structure

**SEMESTER**
Robert ’44 and Esther Kenyon ’46 Fortenbaugh Internship  
Part-time Paid  
6-8 hours focusing on one of the following specialties  
Research and Instruction  
Special Collections and College Archives  
Music

**SUMMER**
Diane Werley Smith ’73 Special Collections Internship  
Full-time Paid  
37.5 hours for 10 weeks in Special Collections and College Archives  
Archival processing  
Research - Cataloging  
Exhibits - Conservation  
Digital Projects

**YEAR**
Barbara Holley ’54 Library Internship  
Full-time Paid with benefits  
June-May  
37.5 hours for 12 months throughout library  
Special Collections and College Archives  
Research and Instruction  
Technical Services  
Digital Scholarship  
User Services
Internships at Musselman Library: Variety
Sustainability: Interns

- Marketing Internships
- Direct Emails
- Banner Ads
- Departments

Assessment
- Check-ins
- Exit Interview
- Reflection Book

Customized Internship Experiences
Sustainability: Library Staff

- Coordinating Intern Searches
- Library Department Collaboration
- Internship Syllabus
Sustainability: Donors

- Donor and Intern Connection Letters
- Donor Visits
- Direct Donations
- Library Newsletter Development
- Marketing to Donors

Support Library Internships

Barbara Holley Internship

Robert B. and Esther Kenyon Fortenbaugh Internship

Musselman Library
Impact: ACRL Assessment in Action

During the 2015-16 academic year, we designed and administered an online survey ($n=45$) and conducted six semi-structured interviews with former interns asking:

What impact does completing an undergraduate library internship have on:

- Preparation and success in graduate school or other advanced training
- Career and professional goals
- Early professional employment and success

Participants:

- Librarians Clinton Baugess and Kathryn Martin
- Qin Zhang, Assistant Director of Institutional Analysis
- Katherine Mattson, Associate Director of Career Planning
AiA Methodology

Online Survey
- 29 items
- Skip logic applied
- Open-ended, interval scale, and multiple choice
- Open for 3 weeks
- Sent to 83 previous interns via mail and email
- Received 45 complete responses (54%)

Semi-structured Interview
- Conducted 6 interviews via telephone
- Subjects represented a range of graduation years, current professions, and internship types
- Schedule included 6 questions about overall experience, impact on graduate school and early career, and skills acquired.
## AiA Overview of Findings

How much did your internship(s) positively impact your decision to pursue a career in libraries, archives, museums, or a related field?

<table>
<thead>
<tr>
<th>Response</th>
<th>Response Rate</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very much</td>
<td>68.6%</td>
<td>24</td>
</tr>
<tr>
<td>Quite a bit</td>
<td>22.9%</td>
<td>8</td>
</tr>
<tr>
<td>Some</td>
<td>8.6%</td>
<td>3</td>
</tr>
<tr>
<td>Very Little</td>
<td>0%</td>
<td>0</td>
</tr>
</tbody>
</table>

*Answered question 35

*Skipped question 10*
Please specify the types of libraries, archives, museums, or similar institutions in which you have worked since completing your internship(s).

<table>
<thead>
<tr>
<th>Top 5 Responses</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Library</td>
<td>61.8%</td>
<td>21</td>
</tr>
<tr>
<td>College/University Archive</td>
<td>35.3%</td>
<td>12</td>
</tr>
<tr>
<td>Museum</td>
<td>26.5%</td>
<td>9</td>
</tr>
<tr>
<td>Other</td>
<td>20.6%</td>
<td>7</td>
</tr>
<tr>
<td>Government Library/Archive</td>
<td>17.6%</td>
<td>6</td>
</tr>
</tbody>
</table>

*Respondents able to select multiple answer options.*
As a previous library intern, what do you especially value about your internship experience at Musselman Library?

- Hands-on and tailored experience
- Opportunity to explore a career as an undergraduate
- Close mentorship
- Initiation into the profession
“I was using the internship to step into the profession [and] it did really help me solidify my decision to [pursue] this career.”

“I felt like I was part of the library, and I felt like I was part of the staff.”

“Because I got all of those different experiences as an undergraduate, I was really able to hone in on what it is I wanted to do as a professional librarian.”

“A lot of the communication skills I learned from doing reference interviews really help when I’m talking to patrons.”

“...Having done the internship I was a lot more prepared for graduate school.”

“A lot of the little tips and tricks I learned when searching for things in reference are helping me search for things at my [current] job too.”
For More Information:

Internships at Musselman Library
https://www.gettysburg.edu/library/information/general/internships/

Blogging the Library (Intern Blog at Musselman Library, 2013-)
http://blogging.musselmanlibrary.org/

Baugess, Clinton, Kathryn Martin, Katherine Mattson, and Qin Zhang.
“Undergraduate Library Internships and Professional Success.” Poster
http://cupola.gettysburg.edu/librarypubs/53/
Contact Information:

Clinton Baugess, Research & Instruction Librarian, cbaugess@gettysburg.edu

Mallory Jallas, Research & Instruction Librarian, mjallas@gettysburg.edu

Kathryn Martin, Cataloging & Collections Librarian, ksmartin@gettysburg.edu

Carolyn Sautter, Director of Special Collections & College Archives, csautter@gettysburg.edu
Questions?

Alison Gregory
Lycoming College

Carolyn Sautter, Kathryn Martin, Mallory Jallas, and Clinton Baugess
Gettysburg College