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Fostering Future Colleagues: Academic Library Internships and Mentoring

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Fostering Future Colleagues: Academic Library Internships and Mentoring

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

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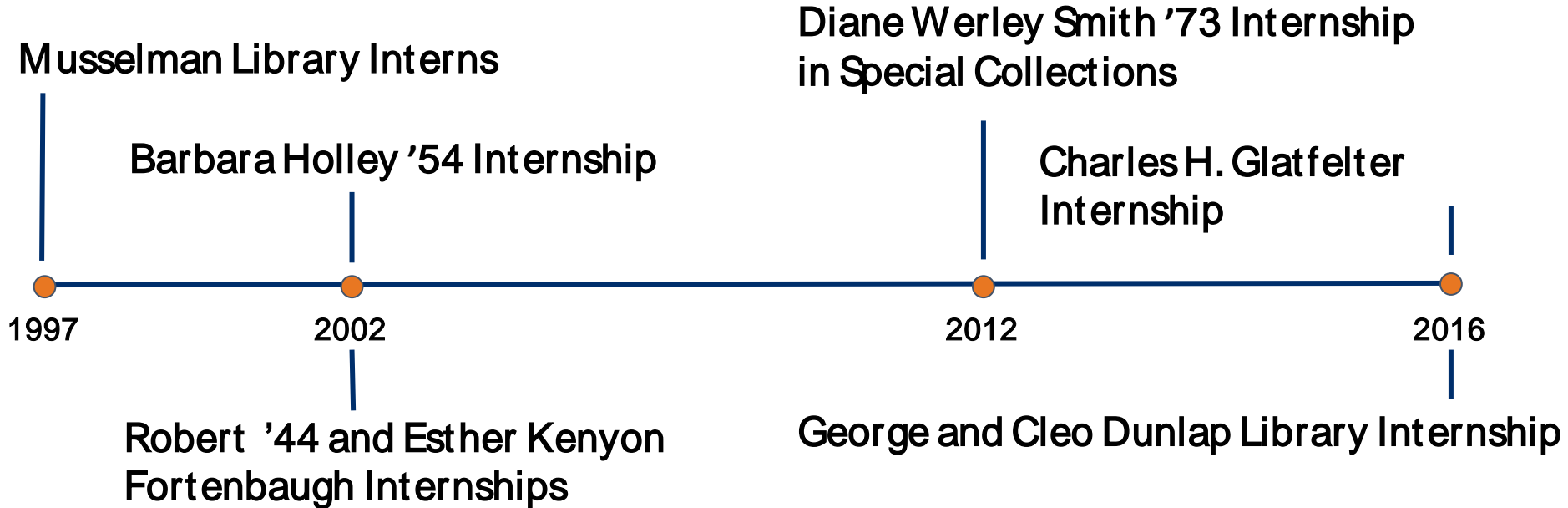
High-Impact Educational Practices

- 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



Internships at Musselman Library: History

Musselman Library Interns



“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

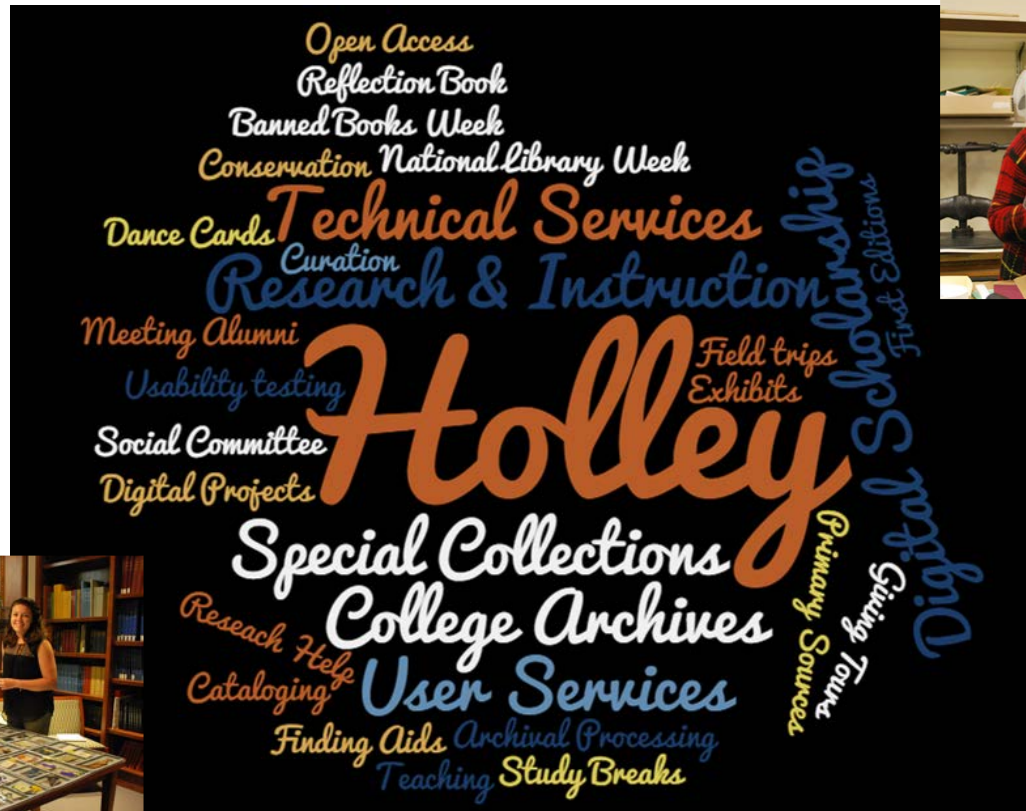
YEAR

Barbara Holley '54 Library Internship

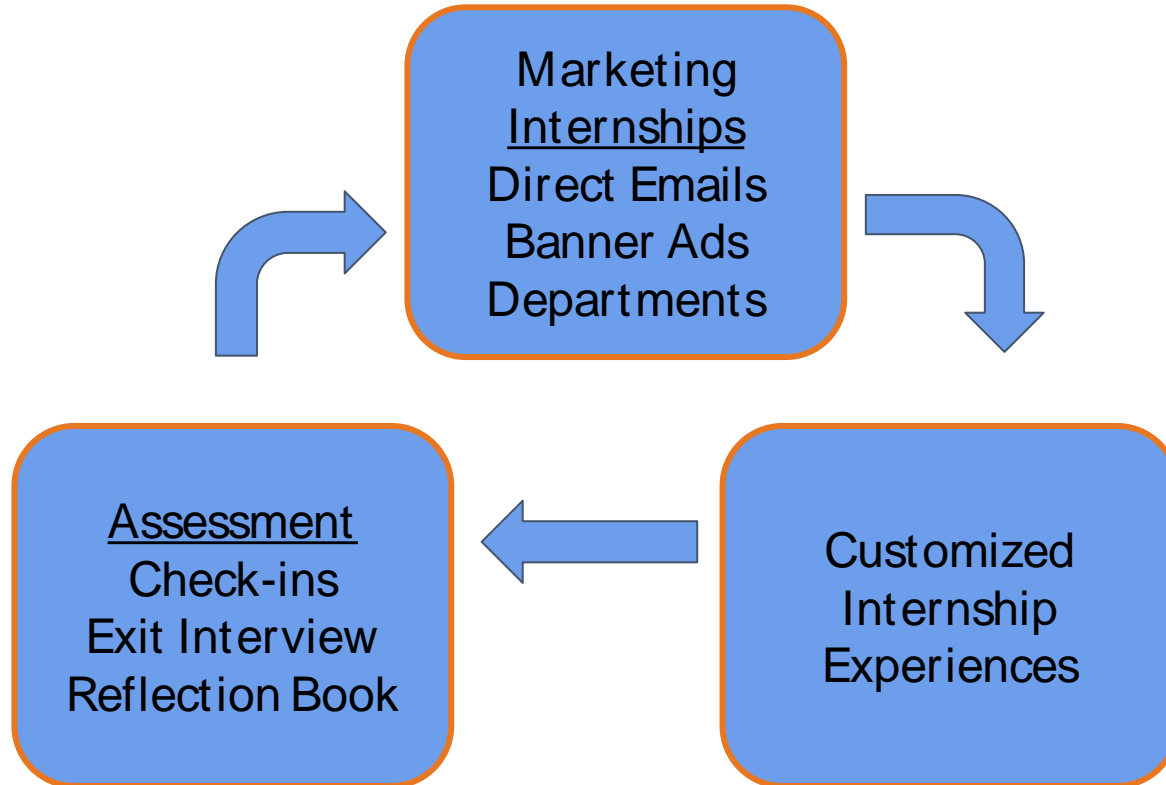
Full-time Paid with benefits
June-May
37.5 hours for 12 months
throughout library

Special Collections and
College Archives
Research and Instruction
Technical Services
Digital Scholarship
User Services

Internships at Musselman Library: Variety



Sustainability: Interns



Now accepting applications for the
Barbara Holley Library Internship
2016-2017

Application deadline:
Friday, February 19th

Research & Instruction - Special Collections - Technical Services - User Services

Now accepting applications for
Fortenbaugh Internships
in Music, Research & Instruction, or Special Collections

Application deadline:
Friday, November 13th

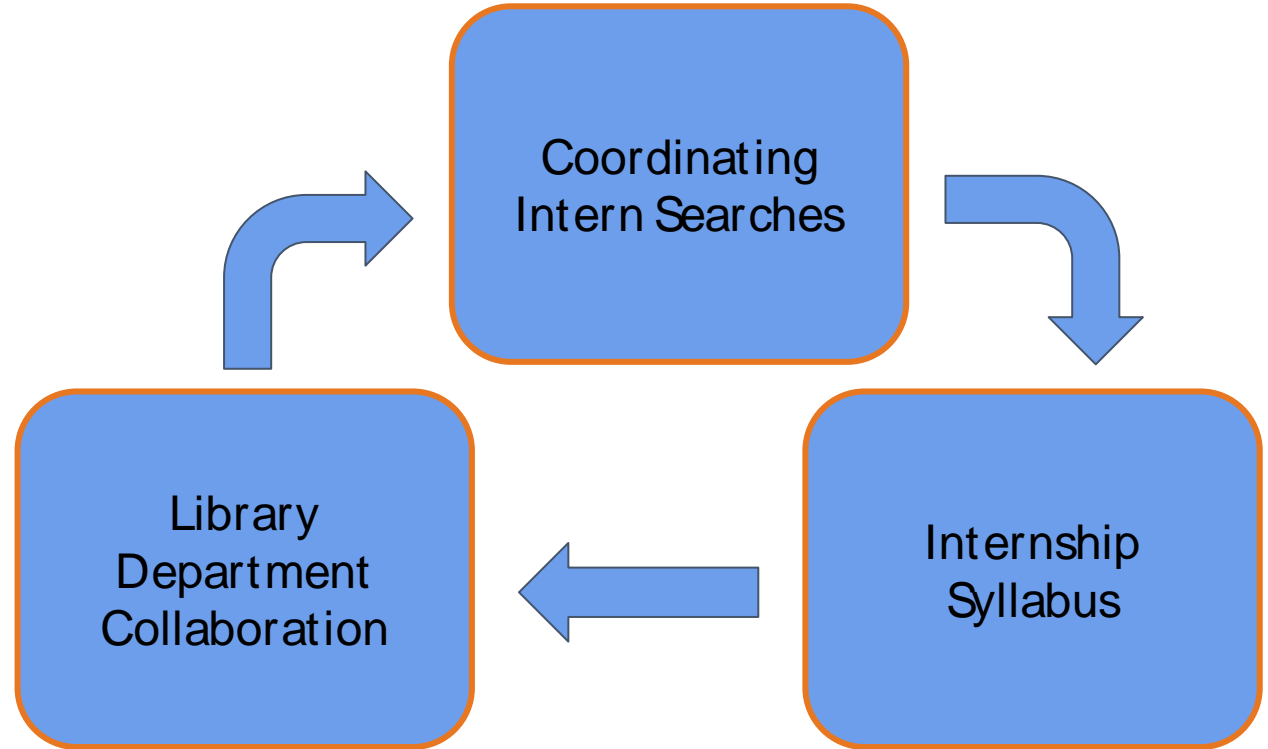
Now accepting applications for
The Diane Werley Smith '73 Internship

Application deadline:
Friday, February 26th

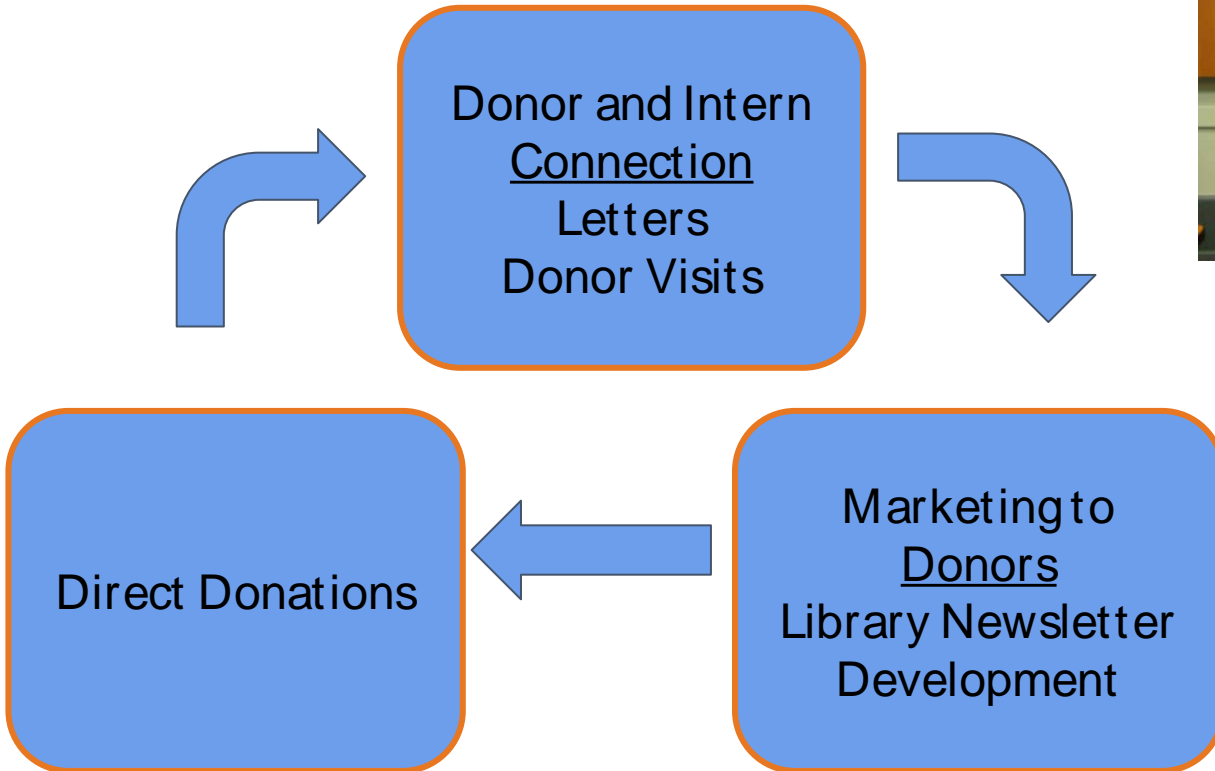
Spend a summer in Special Collections!



Sustainability: Library Staff

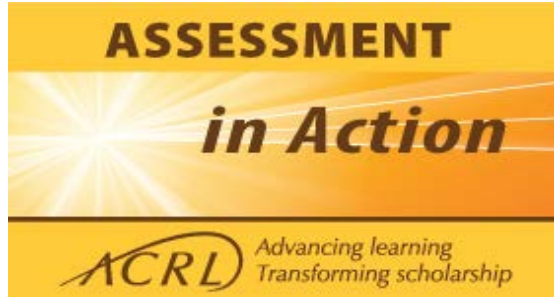


Sustainability: Donors





Impact: ACRL Assessment in Action



Participants:

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

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



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?		
	Response Rate	Response Count
Very much	68.6%	24
Quite a bit	22.9%	8
Some	8.6%	3
Very Little	0%	0
<i>Answered question</i>		35
<i>Skipped question</i>		10

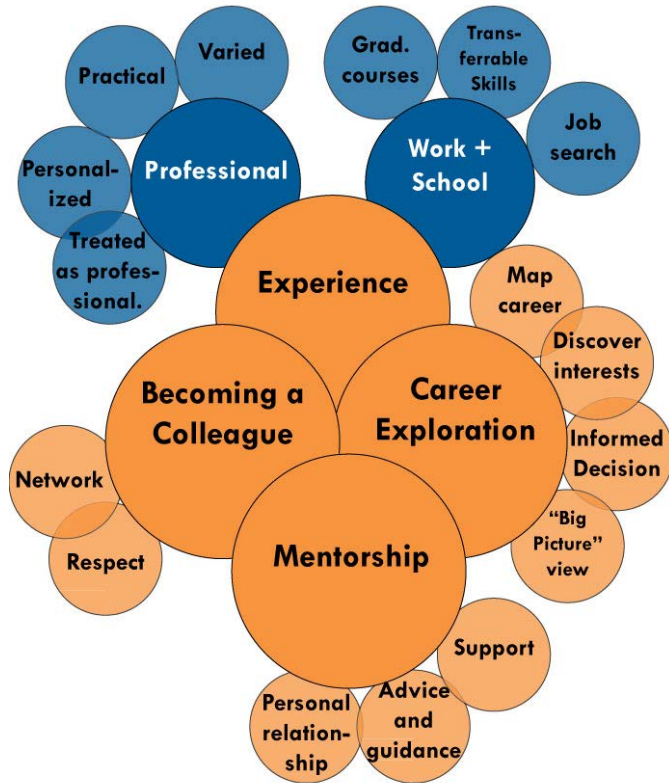
AiA Overview of Findings

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

Top 5 Responses	Response Percent	Response Count
Academic Library	61.8%	21
College/University Archive	35.3%	12
Museum	26.5%	9
Other	20.6%	7
Government Library/Archive	17.6%	6

*Respondents able to select multiple answer options.

AiA Overview of Findings



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



AiA Overview of Findings

Value and impact of internship on students' post-graduate careers

“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.**”

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

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

“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.

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<http://cupola.gettysburg.edu/librarypubs/53/>

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Musselman
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Questions?

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Mallory Jallas, and Clinton Baugess**
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