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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This presentation is available at The Cupola: Scholarship at Gettysburg College: https://cupola.gettysburg.edu/librariypubs/58
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

“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
<table>
<thead>
<tr>
<th>Semester</th>
<th>Summer</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Robert '44 and Esther Kenyon '46 Fortenbaugh Internship</td>
<td>Diane Werley Smith '73 Special Collections Internship</td>
<td>Barbara Holley '54 Library Internship</td>
</tr>
<tr>
<td>Part-time Paid 6-8 hours focusing on one of the following specialties: Research and Instruction, Special Collections and College Archives, Music</td>
<td>Full-time Paid 37.5 hours for 10 weeks in Special Collections and College Archives, Archival processing, Research - Cataloging, Exhibits - Conservation, Digital Projects</td>
<td>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</td>
</tr>
</tbody>
</table>
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

Marketing to Donors
Library Newsletter
Development

Support Library Internships

Barbara Holley Internship
In 1995, the library launched an endowment for a research college graduate fellowship. The goal of this program is to attract outstanding students to the George W. Beery Library at Gettysburg College.

Robert B. and Esther Kenyon Fortenbaugh Internship
The Fortenbaugh Internship program is in honor of a life-long friends of the Library. The program provides an internship opportunity for students to work in the library archives. The program is funded by a gift from the Fortenbaugh family.

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

**Answered question**: 35

**Skipped question**: 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).

<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
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.”

“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/

http://cupola.gettysburg.edu/librarypubs/53/
Questions?

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