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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

Presented during the Annual Meeting of the [Pennsylvania Library Association](#), Pocono Manor, PA, October 17, 2016.

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# Fostering Future Colleagues: Academic Library Internships and Mentoring

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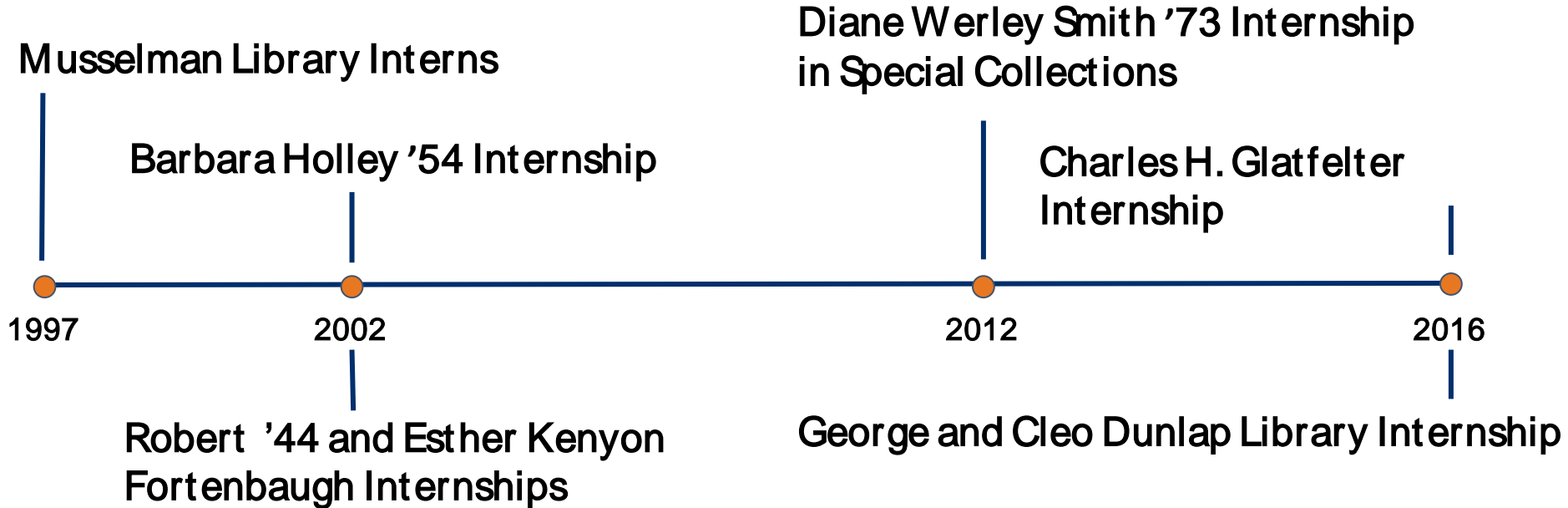
# High-Impact Educational Practices

- 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

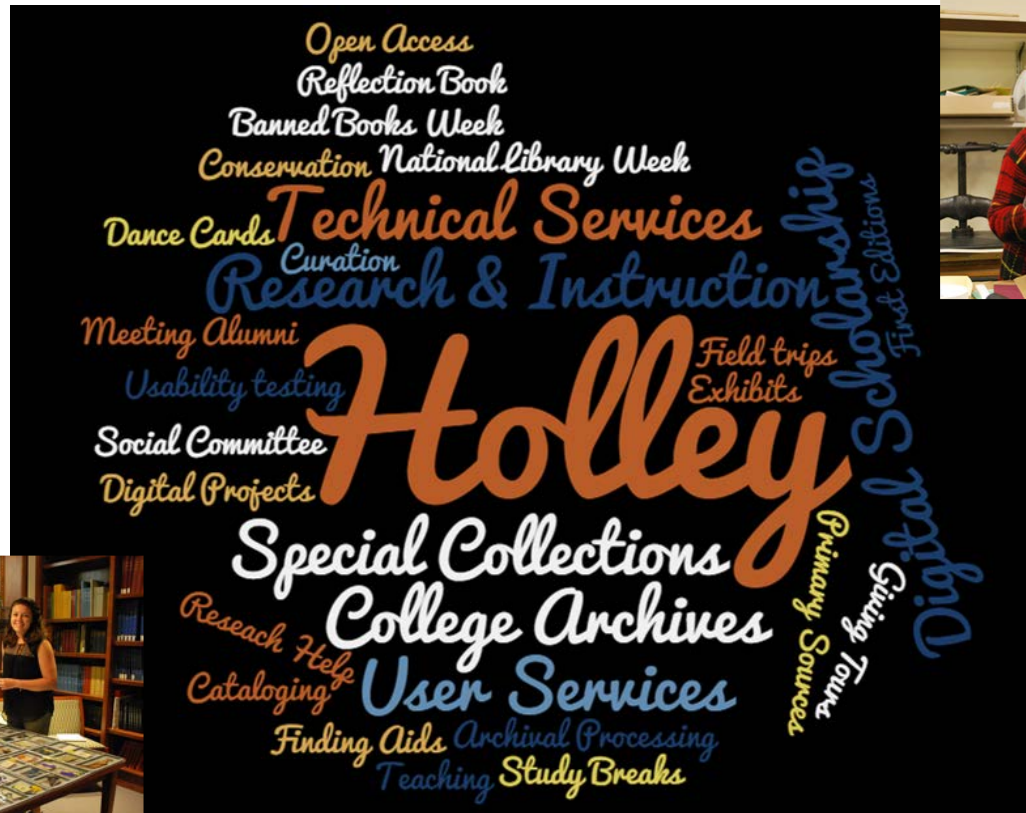
## YEAR

### Barbara Holley '54 Library Internship

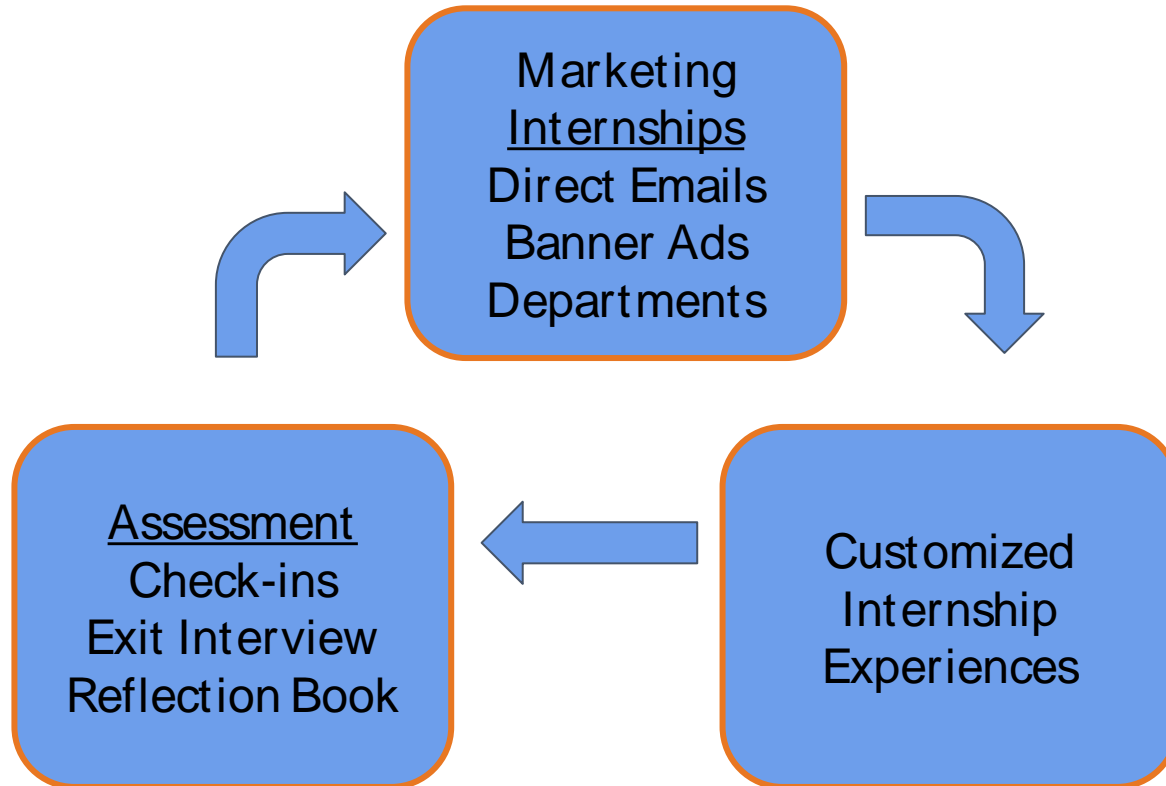
Full-time Paid with benefits  
June-May  
37.5 hours for 12 months  
throughout library

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**

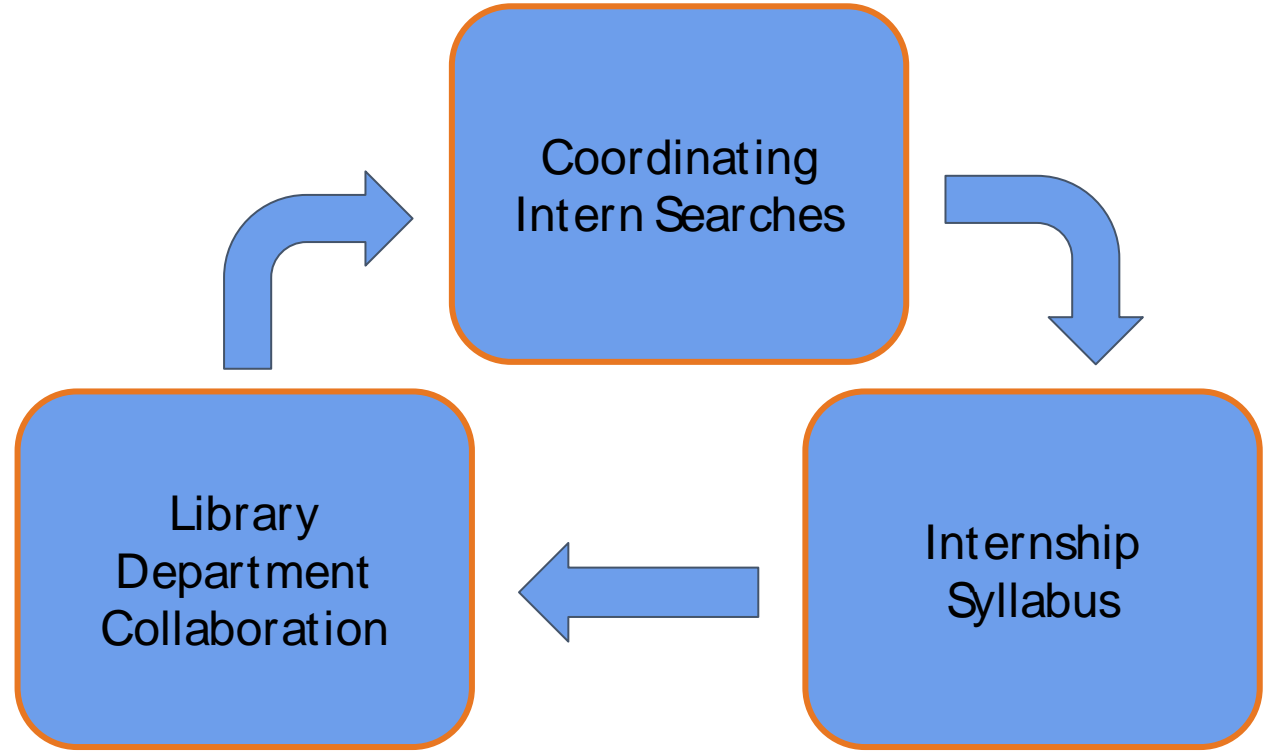
Application deadline:  
Friday, February 26th

*Spend a summer in Special Collections!*

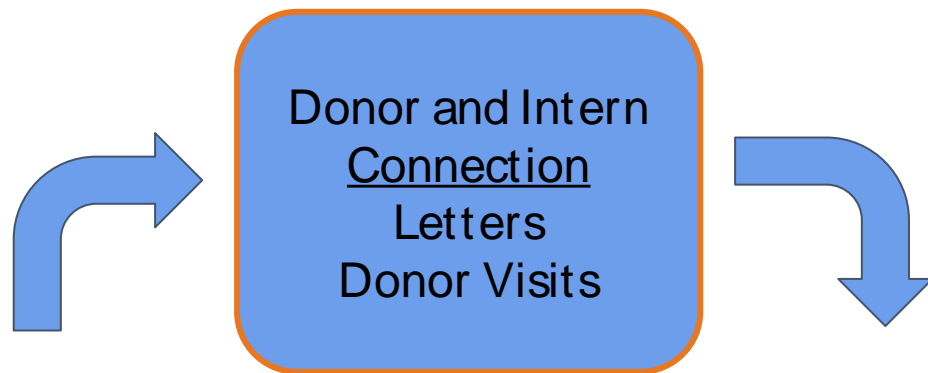




# Sustainability: Library Staff

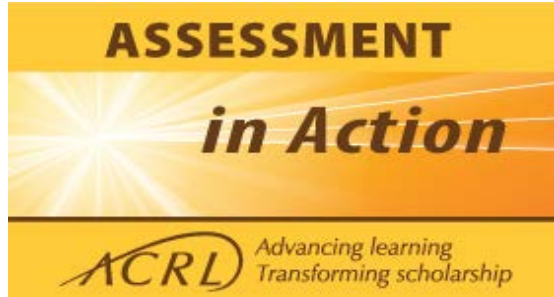


# Sustainability: Donors





# 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

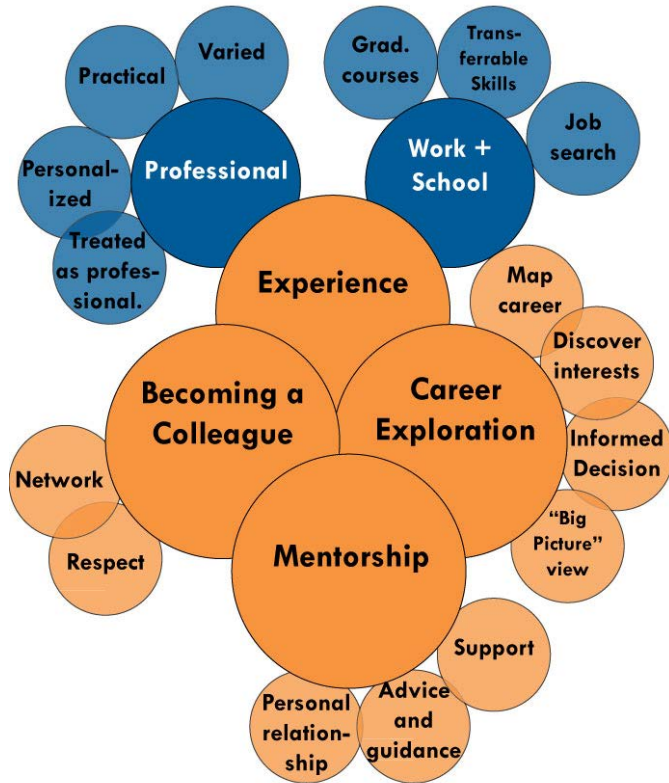
<b>How much did your internship(s) positively impact your decision to pursue a career in libraries, archives, museums, or a related field?</b>		
	<b>Response Rate</b>	<b>Response Count</b>
Very much	68.6%	24
Quite a bit	22.9%	8
Some	8.6%	3
Very Little	0%	0
<i>Answered question</i>		35
<i>Skipped question</i>		10

# AiA Overview of Findings

<b>Please specify the types of libraries, archives, museums, or similar institutions in which you have worked since completing your internship(s).</b>		
<b>Top 5 Responses</b>	<b>Response Percent</b>	<b>Response Count</b>
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.

**“Undergraduate Library Internships and Professional Success.”** Poster presented at the Annual ALA Conference, Orlando, FL, June 23-28, 2016.

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

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Musselman  
**Library**

# Questions?

**Alison Gregory**  
Lycoming College

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



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