

# All Hands On Deck: Developing a Job Shadowing Program in Collection Development

## Introduction

The library system's reorganization last fall and the transition to remote working this spring provided a unique opportunity to include 4 paraprofessionals pursuing Master of Library Science degrees & a newly hired librarian in our year-end process of spending down the monographs budget. Two Collection Development librarians served as mentors.

Selectors watched pre-recorded training videos on how to select titles in GOBI. Then we met in Microsoft Teams for a live demo and Q&A. Mentors answered questions and provided further guidance via email and Teams. The Acquisitions team also provided support.

## Benefits

- Getting to know coworkers & better understanding each other's workflows
- Stronger communication skills
- Putting undergraduate degrees to use by selecting titles in those subject areas
- Diversifying the collection and filling in gaps I noticed as an undergraduate student
- Developing confidence: The more I selected, the less afraid I became

## Challenges

- Lack of in-person guidance
- Relying on email for instruction and questions
- Uncertainty about what titles to search for: What if I select the wrong books?



## Future Possibilities

- Expand mentorship opportunities for employees in library school, incorporating all areas of Collection Development
- Create a cross-training program to allow employees from other library units to learn Collection Development workflows