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Mapping it Out: Developing a Library Internship Program

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Mapping it Out: Developing a Library Internship Program

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Deputy Director and Head, Research and Education
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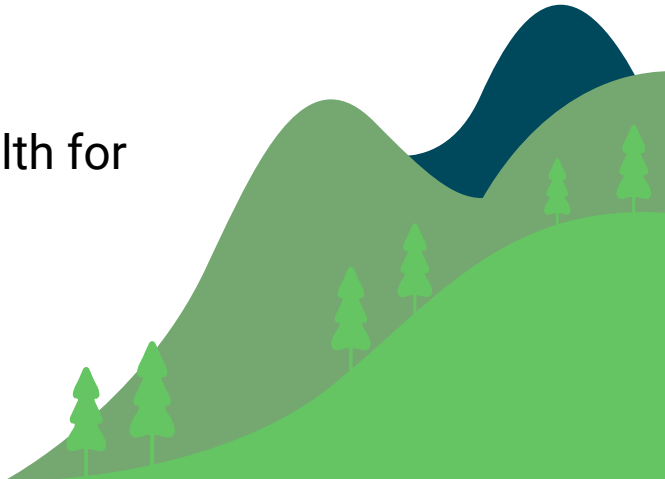
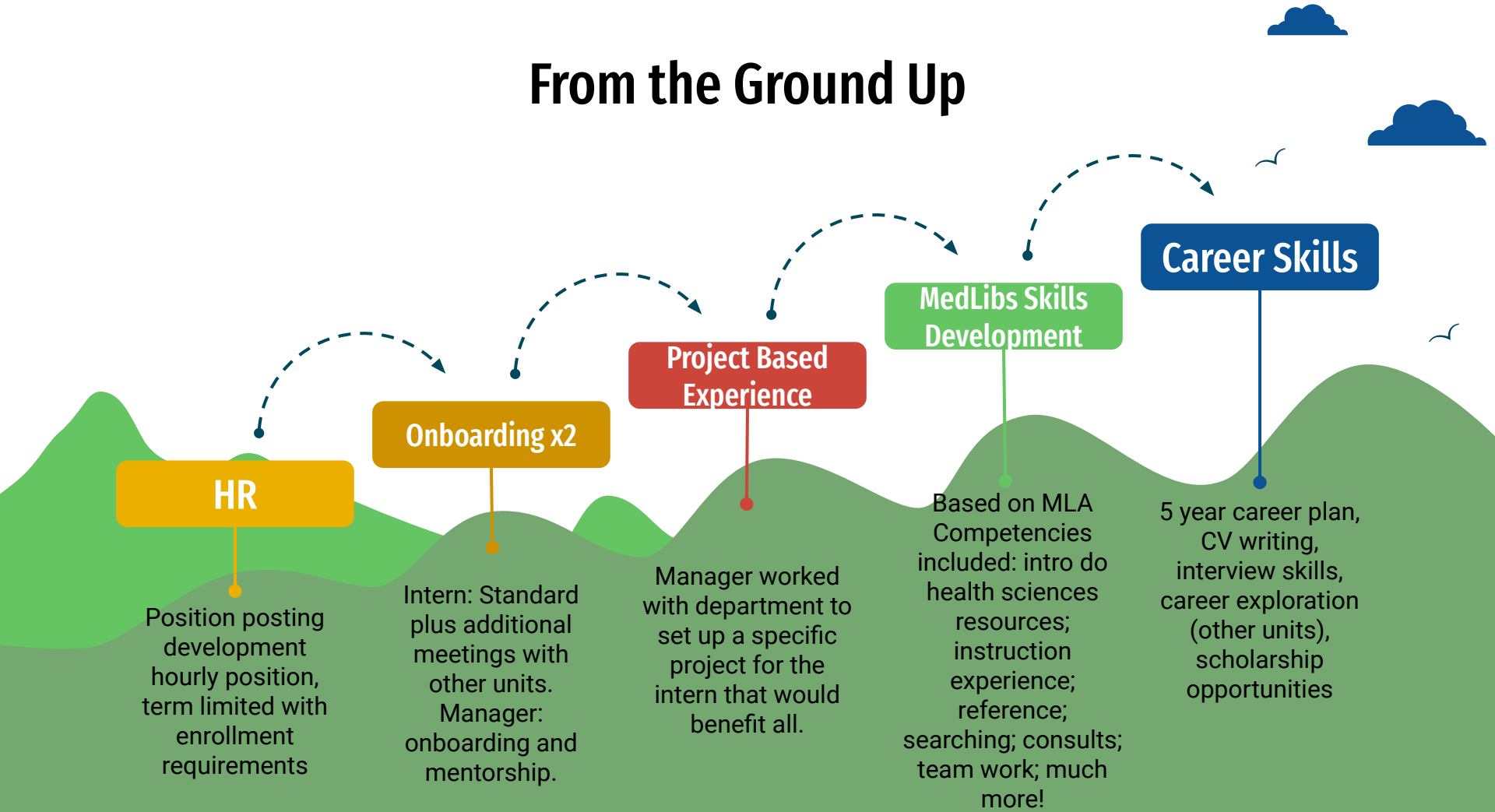
Research and Education Librarian
VCU Libraries
Health Sciences Library

Background

- Successful informal volunteer opportunities
- Uneven experience/skills with health sciences librarianship (new hires)
- Flat model, does not give liaisons opportunity for management
- Documented increased demand from VCU Health for services
- Proposal for internship developed

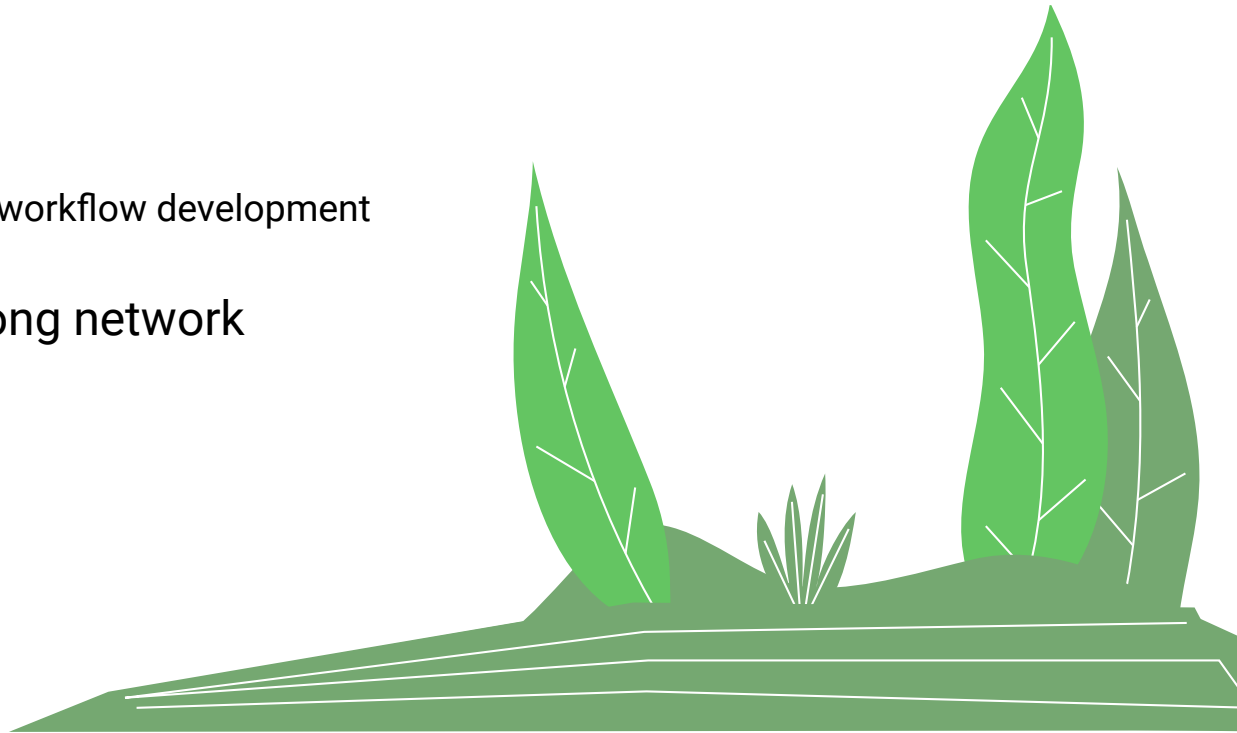


From the Ground Up



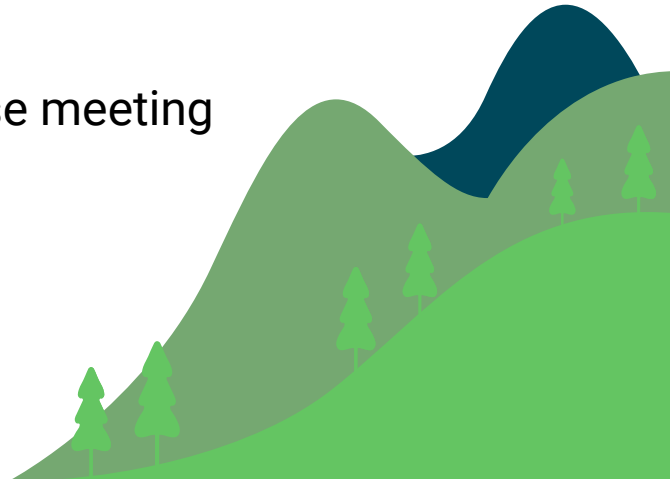
COVID Impact

- Switch to virtual work
- Virtual projects
  - COVID guide
  - Video curation and workflow development
- Difficult to build strong network



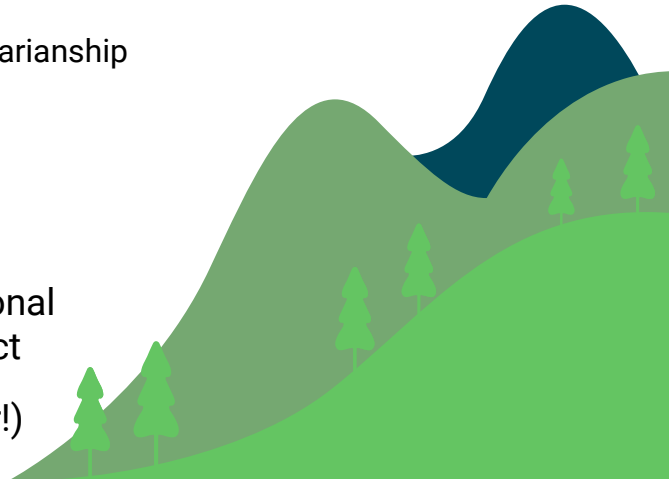
Program Improvements

- New extensive reading list (Roy Brown)
  - Articles of interest to read before meeting with specific individuals
- Activity Tracker (Roy Brown)
  - Spreadsheet to provide ease for tracking CE and professional development as well as progress on skill attainment
- Common questions/meeting template for those meeting with the intern
  - Provides more structure
- Hybrid ready!



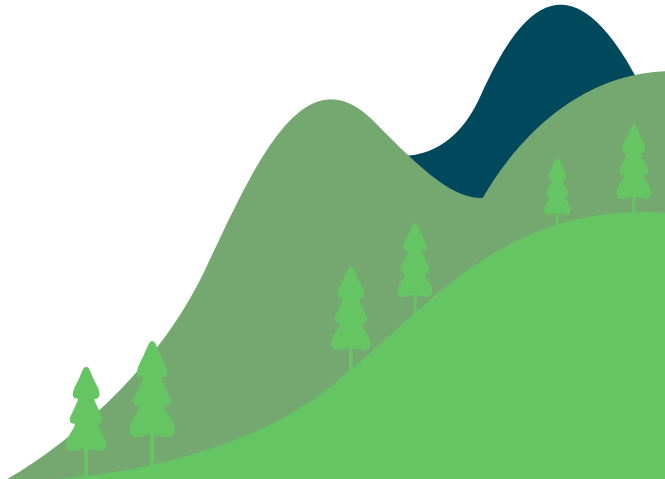
Outcomes 2020 - Present

- Interns
  - One intern completed experience in 2021
  - One intern is completing experience in December 2022
  - Each with full time career opportunities in academic libraries
  - One part-part-time internship was offered in Spring 2022
    - Completed onboard and overview of health sciences librarianship
    - Returned to role in public libraries
- Scholarship
  - Each intern had a presentation or poster at a professional meeting or conference to their credit about their project
  - One presentation was written up and published (so far!)



Next Steps

- Prepare guidelines/procedures
- Timelines
  - Develop better timeline for recruiting/hiring
  - Develop timeline for training for interns
- Future intern managers
  - Seek additional support (financial incentive)
  - Work to create more clearly defined goals with each
- Increase diversity recruitment
- Formalized evaluation or assessment process



Recruiting Soon!

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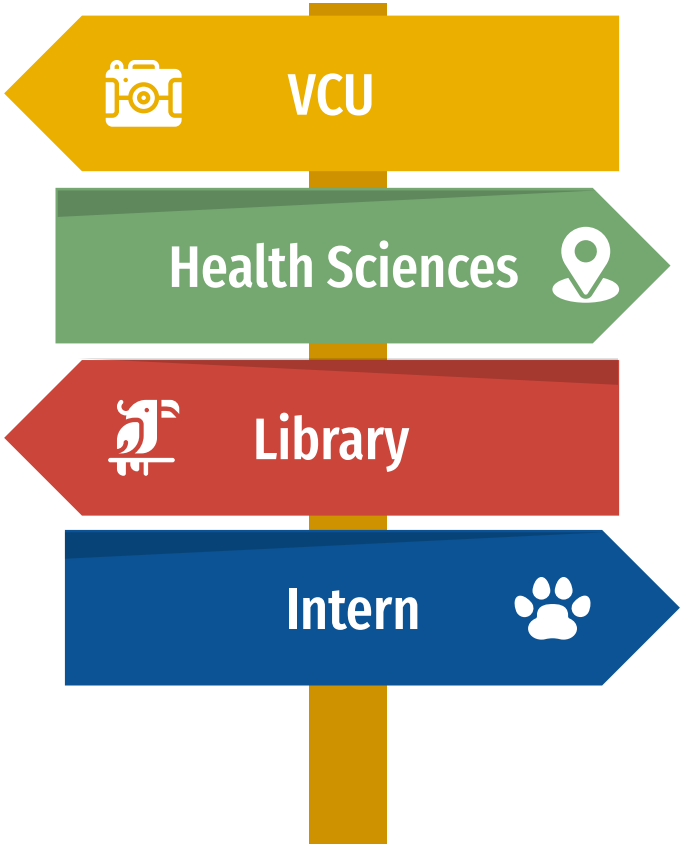

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