

Nurturing the Next Generation: Becoming an Internship Host

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Networking sources

- Graduate student sources
 - Persistence
 - Personal
- Your own staff
 - Grad school connections
 - Peers
- Local libraries
 - The difference between marketing and awareness

First contact

- You are a representative of:
 - Catalogers
 - Institution
 - Profession
- The intern is not representative of:
 - All students
 - All library school students
 - Check your expectations at the door

The very last we/they

- The internship experience provides
 - An example for the intern
 - An opportunity for the unit
 - A controlled laboratory for relational integration
- The internship is not
 - Slave labor
 - Hierarchical

Matching skills, needs

- Intern
- Staff
- Departmental needs
- Awareness of other agency needs

The work

- Realistic assignments
 - Nurture an understanding of routine
 - Test autonomy
 - Make goals achievable, measurable, tangible
- Increasingly challenging
 - Structure opportunities for self-challenge
 - Emphasize importance of contribution, team

Regular feedback

- You are an adjunct instructor, not a boss
- Every student has different needs
- Each instructor has different needs
- Use the internship to check your own processes
- You are modeling both existing quality and a willingness to change if warranted

Documentation

- The host
 - Required by the institution
 - Good universal habit
 - Practice objectivity
- The student
 - Required by the institution
 - Good universal habit
 - Practice objectivity

The intern's future

- Don't promise the moon
 - Recommendations
 - References
 - Positions
- Don't rule out the moon
 - Reinforce strengths
 - Encourage improvements in identifiable areas
 - Acknowledge potential

Your future

- Reflection
 - How did the internship affect your operation?
 - How did the internship affect you?
 - What will you do differently next time?
- Follow-up
 - Keep in touch; nurture continues.
 - Be responsive, but let go

Let's talk

Thanks for attending, and for your thoughts.

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