



**Nebraska Library Commission  
Institute of Museum and Library Services Final Report  
2/3/2009**

**Partners:**

Nebraska Library Association (NLA)  
Nebraska Educational Media Association (NEMA)

## **A. PROJECT PURPOSE**

The purpose of this project, “Recruiting the Next Generation of Nebraska Librarians @ the Movies,” was to increase the number of qualified professionals and recruit future librarians for employment in Nebraska libraries. This project was designed to use marketing, scholarships, internships, and mentoring to attract promising high school and college students to the profession. Conceived through a collaborative planning process, this project benefited librarians, library workers, institutions, and identified partners. Since the movie trailer, displays, and other marketing tools were adaptable, library institutions in other states learned along with us and modified the products for use with their clientele. The materials that recruiters used in identifying prospects and promoting library service careers are applicable to all types of libraries. The training and support tools for mentors can be replicated and used across the country. The responses from scholarship, internship and mentoring participants demonstrated attitude and behavior change.

## **B. PROJECT ACTIVITIES**

This final report covers the full grant period from November 1, 2004 – October 31, 2008. The original end date for the grant was October 31, 2007, but due to numerous unexpected impediments—including hiring delays, contractor product delivery issues, trainer/trainee availability, and marketing material distribution setbacks—we requested and received a one-year extension. The additional time allowed us to fully implement and report on the project. Following is a summary of the Nebraska Library Commission (NLC) activities and services carried out to support the project.

### **1. Analysis of Need/Evaluation**

Initial needs analysis was conducted through focus groups with library boards, staff, and advisory groups (e.g. Nebraska State Advisory Council on Libraries, Regional Library Systems, and NLC staff and commissioners) across the state. Formative evaluation was conducted throughout the development of the marketing campaign, including the following:

- The movie trailer was tested extensively with target audience focus groups in classrooms, social settings, and movie theatres.
- A preliminary marketing kit with a DVD of the movie trailer and coordinated print materials was tested by recruiters at events designed to draw the target audience.
- Website usability testing was conducted with mentors and mentees.

All formative evaluation efforts resulted in improvements in the products and planning revisions.

Commission staff attended the IMLS Outcome-Based Evaluation (OBE) training. The evaluation tools that were introduced at the workshop were put to use throughout the project period and inform this final report. The OBE plan evolved throughout the grant period.

## 2. Marketing Campaign

Quantitative information about the marketing campaign is provided in Part 2 of this report. The initial activity of the project was to embark on a statewide multi-media marketing campaign to change the image of library service work and to draw promising high school and college students to library service careers. A partnership with the University of Nebraska at Omaha (UNO) to revise, print, promote and distribute communication materials about Nebraska library science educational options was followed by placing classified ads in Nebraska newspapers to attract students to library science courses. Work with The Advertising Company (later renamed Creative Crook), a student intern, and Reynold Peterson Design facilitated the marketing campaign.

Marketing materials incorporating images from the movie trailer included a poster and a point-of-purchase display and were available in theatre lobbies at the same time as the movie trailer was screened. Movie theatre owners agreed to show the trailer in conjunction with films geared to the target audience. Print and Web-based communication pieces, designed to coordinate with the movie trailer, were used in schools, libraries, community centers, movie theatres, and other venues. The materials were repackaged as recruitment kits for librarians, school media specialists, educators, and school guidance counselors and were used at career and job fairs, education programs, and exhibits.

## 3. Website

Quantitative information about the Website is provided in Part 2 (Marketing Campaign) of this report. The Website for the project ([www.NowHiringAtYourLibrary.org](http://www.NowHiringAtYourLibrary.org)) launched in October 2006. The Website was one of the major tools for marketing and implementation of this project. It functions as one of the most effective methods of communication to the target audience. It also serves as a mechanism to implement project components, including the Nebraska and Regional Library Job Search; Scholarship and Internship Applications; and the Mentor Interaction Log and Training Resources.

## 4. Educational Support: Scholarships

Quantitative information about scholarships is provided in Part 2 of this report.

- **21<sup>st</sup> Century Librarian Master of Library and/or Information Science Scholarship Program.** The NLC approved this scholarship program (Years II, III, and IV) for master's-level students in September 2005. We awarded \$2,500 scholarships in Years II, III, and IV for tuition, course-related materials, and fees associated with this graduate program.
- **21<sup>st</sup> Century Librarian Master of Education School Library Media Scholarship Program.** In January 2006, NLC approved this scholarship program (Years II, III, and IV) to provide financial support to eligible Nebraskans seeking a master's degree in Education, with a concentration in School Library Media from an accredited university. We awarded \$2,500 scholarships during Years II, III, and IV for tuition, course-related materials, and fees associated with the graduate program.
- **21<sup>st</sup> Century Librarian Library Technical Assistant (LTA) Scholarship Program.** In January 2006, NLC established this scholarship to provide financial support to eligible Nebraskans for coursework at Nebraska Community Colleges leading to a Library Technical Assistant (LTA) associate degree. We awarded \$1,000 scholarships in Years II, III, and IV for tuition, course-related materials, and fees associated with the LTA program.
- **21<sup>st</sup> Century Librarian Undergraduate Scholarship Program.** In January 2006, NLC approved the scholarship program (Years II, III, and IV) to provide financial support to eligible Nebraskans seeking a Bachelor's degree in Library Science, in General Studies with a major in Library Science, or in Education in School Library Media from an accredited university. We awarded \$1,000 scholarships during Years II, III, and IV for tuition, course-related materials, and fees associated with the undergraduate program.

Midway through the grant period, a change was made to the scholarship programs to facilitate students' completion of their degree program. Scholarship recipients were allowed to apply for and receive a second scholarship before a year had passed from their first application and scholarship award. During Year I of the project, some master's-level scholarships and partial tuition reimbursements for LTA students were funded with state funds as match for this IMLS grant. They were awarded under previous scholarship guidelines prior to the transition to the Librarians for the 21<sup>st</sup> Century Scholarship Program.

## **5. Educational Support: Internships**

Quantitative information about Internships is provided in Part 2 of this report. The initial grant application indicated that some of the grant funds would be used for internships. NLC partnered with the Nebraska Humanities Council to fund internship stipends for bilingual middle and high school students to work on the *Prime Time Family Reading Time*<sup>®</sup> program. These stipends were funded with state funds as a match for the IMLS grant. The success of that effort led to the creation of additional internship opportunities in Nebraska public libraries supported entirely with federal grant funds.

These internships helped match students pursuing educational opportunities at all levels of the career ladder with job training placements in libraries that are likely to have employment openings in the future and provide incentives to employers to hire trainees through stipends to students. Tasks assigned to these interns included assisting in promoting the libraries by writing and submitting newspaper and radio announcements, producing flyers and brochures, making *PowerPoint*<sup>™</sup> presentations, developing displays, and updating the Library Website. Student interns were involved in library programming for youth, assisting customers with the online catalog and Internet computers, and even establishing a library *MySpace* page.

## **6. Mentoring Program**

The 21st Century Librarian Mentoring Program was designed to link prospective librarians, library students, and early career librarians with library professionals who have working knowledge and experience to share. The mentoring component of the project identified mentors, trained them, and provided resources for successful one-on-one, each-one-recruit-one, mentoring activities. Nineteen (19) Nebraska library professionals were invited to assist in the development of the 21st Century Librarian Mentoring Program. Scholarship recipients were matched with mentors based on their interests, library type, and location. Mentors were asked to log their communication with assigned mentees through the mentor interaction system, which provided information to us about how well the relationships were working. In all, 27 mentors were matched with 36 mentees.

The Mentoring page of the Now Hiring @ your library<sup>®</sup> Website was designed as a resource for both mentors and mentees, providing an easy way to sign up as a mentor or to request a mentor. The mentor resource center contains information about the attributes of a good mentor, how to develop mentoring skills, and what is expected of a mentor. The mentee resource page helps students learn how a mentor can help them succeed in their first library job, explore career options, and how to find that first library job. NLC staff developed and implemented the Web-based mentor interaction tracking log, accessible through our Now Hiring @ your library<sup>®</sup> Website ([www.nlc.state.ne.us/NowHiring/Mentoring.asp](http://www.nlc.state.ne.us/NowHiring/Mentoring.asp)).

The Nebraska Library Commission funded the 2005 Nebraska Library Leadership Institute as part of the state match for this grant. At the Institute, future Nebraska library leaders were matched with mentors and provided a structured professional development opportunity to learn about leadership styles, skills, and networking.

## **7. Workshops, Conferences, and Presentations**

Over the course of the grant period, project staff attended a number of workshops and conference sessions in support of the grant. They attended recruitment and retention training sessions as part of the American Library Association (ALA) conference, including the ALA Recruitment Forum, where information was provided on

aging demographics, model recruitment programs, and other related issues. Library Commission staff members also viewed Webcasts and participated in distance learning events.

NLC staff and contractors presented workshop sessions at the Nebraska Library Association/Nebraska Educational Media Association conferences. The sessions focused on reversing the stereotypical librarian image created through films and media; facilitating recruitment of a diverse, dynamic workforce; marketing skills; mentoring skills; and resources. They also made presentations to a variety of statewide and regional groups and organizations.

## **8. Continuing Education**

Continuing education provided by NLC as match for this grant was geared toward entry level and pre-professional education in library skills to help pre-professionals grow, learn, and remain in or return to their communities to provide enhanced library service in underserved communities and demonstrate the value of libraries. This included an annual teleconference series, basic skills training, online resources roadshow, library governance workshops, ethical conduct training, and a colloquium series. In addition, NLC provided grants to local libraries and regional library systems to support travel by Nebraska library staff to regional and national training conferences. Total attendance at these events was 1,409.

## **9. Capacity Building**

Capacity building activities included training and awareness-raising for Nebraska library staff and supporters to ensure sustainability for this project. These activities were designed to create a climate conducive to retaining scholarship and internship participants in Nebraska library service careers after completing their library education. Keith Curry Lance, RSL Research Group, provided Return on Investment (ROI) training across the state to help library directors and board members communicate with local decision makers about the value their libraries provide to the community and the benefits of continued support by adding qualified staff. NLC staff built a wiki on ROI for public libraries ([www.nlc.state.ne.us/wikis/roi4libraries](http://www.nlc.state.ne.us/wikis/roi4libraries)) and made presentations in three locations across the state to introduce and generate interest in ROI.

NLC also provided stipends for library directors and supporters to attend the 2008 Rural Philanthropy Conference, hosted by the Nebraska Community Foundation. At this meeting, library staff, foundation board members, trustees, and friends participated in training sessions focused on tools and techniques for revitalizing communities through innovative fundraising and sustainable resource building. Library-associated participants focused on exploring endowment funding for staff resources. Five libraries continue to work on ROI efforts and one library began fund raising for an endowment fund to support staff resources.

## **10. Recruiting a Diverse Cadre of Librarians**

2006 Focus Groups with the Nebraska Library Association Diversity Committee and the Nebraska State Advisory Council helped to develop and refine the diversity recruitment component of this grant. NLC partnered with the Nebraska Humanities Council for *Prime Time Family Reading Time*<sup>®</sup> program student internships. Stipends were awarded to local young people to work in the library in conjunction with the *Prime Time*<sup>®</sup> project. These young people spoke Spanish and represented the Hispanic community. They helped with the planning and implementation of the *Prime Time*<sup>®</sup> activities held at local libraries. A Student Intern Job Description and Student Internship Contract were developed in partnership with Humanities Council staff, later implemented as part of the subsequent 21<sup>st</sup> Century Librarian internship program.

## **C. PROJECT AUDIENCES**

The target audience for this grant was young adults who are looking for career opportunities, including high school students, community college and four-year college students, and college graduates. In addition, specific activities were directed toward current library personnel that indicated a desire to advance their careers; current

library personnel with potential to serve as mentors or recruiters; high school and college guidance counselors with potential to serve as recruiters; and representatives of the media with potential to help change stereotypical attitudes toward librarianship. Special attention was given to Spanish-speaking prospects and members of the Hispanic community.

## D. PROJECT ANALYSIS

### 1. Accomplishments

“Recruiting the Next Generation of Nebraska Librarians @ the Movies” focused on raising awareness, stereotype busting, and enticing young adults and pre-professional library workers into library skills training at whatever rung of the career/education ladder they could enter. Accomplishments of the project are listed below under the following goals and objectives:

- Develop a marketing campaign to raise awareness and identify prospects for library service careers.
- Recruit promising high school and college students and diverse library personnel, matching them with mentors and educational/employment opportunities at appropriate levels of the career/education ladder.
- Provide grants, scholarships, internships, and stipends to support pre-professional and professional education.

#### a. Achievements

##### i. Raise awareness and identify prospects for library service careers

The anchor of the marketing campaign was the production and dissemination of the movie trailer and coordinated print materials. In key informant sessions, the movie trailer was shown to 468 people in high school and college classrooms. A movie theater pre-test was viewed by 250 high school students and 225 college students and other members of the public. In focus groups and feedback sessions, the trailer was shown to more than 450 library professionals and library workers. Thirteen (13) theatres across Nebraska agreed to show the movie trailer and display the coordinated print materials. The movie trailer was posted to *YouTube* in 2006 and has yielded over 5,000 views in two years ([www.youtube.com/watch?v=jiVtTdHyC1g](http://www.youtube.com/watch?v=jiVtTdHyC1g)).

Another major output of this project is the Now Hiring @ your library<sup>®</sup> Website ([NowHiringAtYourLibrary.org/](http://NowHiringAtYourLibrary.org/)). The average number of hits per month to the start page for October 2006 through October 2008 is 1,534. Average monthly hits for the last two grant years the site was live trended upwards, denoting an increase in popularity (Year III average = 1,186, Year IV average = 1,993). The start page has consistently ranked as the fourth most popular page of all NLC Website pages. Throughout the grant cycle, scholarship applicants listed the NLC Website in general as a source for information about the scholarships 30 times. Once it went live, the “Now Hiring” section was also listed as a source an additional six (6) times.

##### ii. Recruitment

Due to the nature of this project, marketing and recruiting activities tended to overlap. More than 60 marketing kits were distributed to high school and college guidance counselors at their request. These same materials were used at 13 career fairs at high schools and colleges. Guidance counselors and advisors were often listed as a source for information among scholarship applicants. Mentoring training sessions reached at least 300 library professionals. By the end of the grant period, 27 mentors were matched with 36 mentees.

### iii. Educational support

Under the 21<sup>st</sup> Century Librarian Scholarship program, we awarded 73 scholarships to 46 students in Master of Library and/or Information Science programs. On average, a \$2,500 scholarship covered tuition for three (3) graduate-level courses, resulting in an estimate of 207 classes funded through tuition reimbursement to date. We awarded 57 scholarships to 44 students in Master of Education in School Library Media programs. On average, a \$2,500 scholarship covered tuition for three (3) graduate-level courses, resulting in an estimate of 168 classes funded through tuition reimbursement to date. We awarded 16 scholarships to 11 students in Bachelor's in Library Studies programs. On average, a \$1,000 scholarship covered tuition for two (2) undergraduate-level courses, resulting in an estimate of 32 classes funded through tuition reimbursement to date. NLC awarded 24 scholarships to 20 students in Library Technical Assistant programs. On average, a \$1,000 scholarship covered tuition for five (5) associate degree-level courses, resulting in an estimate of 120 classes funded through tuition reimbursement to date.

Twenty-eight (28) scholarship recipients have reported completion of their degree program, and 22 scholarship recipients have reported graduating and currently working in Nebraska libraries. Another 34 recipients expect to graduate in 2009.

One LTA scholarship recipient went on to pursue her Bachelor's degree. One Bachelor's scholarship recipient went on to pursue her Master's degree. Both received scholarships at the next levels.

Ten (10) internship grants were awarded to eight (8) public libraries through the *Prime Time Family Reading Time*<sup>®</sup> program. This activity to recruit Hispanic young adults led to the development of an additional 45 internship grant opportunities, which were awarded to 37 public libraries.

### b. Lessons Learned

Lessons learned were folded into the project formative evaluation process and are listed below under the established goals and objectives:

#### i. Raise awareness and identify prospects for library service careers

In general, the marketing activities took much longer than projected—the lesson may be to plan for at least twice as much time as predicted. The Website development was hampered by contractor failure to perform. However, we learned that NLC staff could step into the gap to get the job done. Working with our in-house computer team facilitated better integration of the “Now Hiring” Website with the resources already available at the NLC Website. For example, the NLC blog was developed with a section for Now Hiring @ your library<sup>®</sup> ([www.nlc.state.ne.us/blogs/NLC/now\\_hiring\\_your\\_library](http://www.nlc.state.ne.us/blogs/NLC/now_hiring_your_library)).

Contractor relationship was also a factor in the development of the movie trailer. Delivery was significantly delayed and market testing took much longer than anticipated. Additionally, local library supporters and recruiters contacting local theatre managers with requests to screen it were surprised that 21 of 34 theatre owners refused. The lesson may be that future grantees should plan to pay for placement, rather than expect 100% local partnership from commercial outlets. Another lesson related to our decision to maximize the investment in the movie trailer by airing it on television and radio. They did ask us to repackage it as 10/15/30-second versions, but they were quite willing to air the movie trailer and invite recruiters on local talk shows.

Another lesson came from the students in our focus groups, who strongly suggested that the most compelling message in communicating with the youth market is that money is available through the grant for scholarships and internships. We learned to focus our message accordingly. The assumption that print

materials would need to be translated into Spanish was found to be mistaken. Nebraska's Hispanic students in the target audience are largely English-speaking or bilingual.

## ii. Recruitment

It was assumed that local library partners would serve as both Mentors and Recruiters. However, Mentors were too busy with their Mentees to do large-scale recruiting. Additional local partners emerged from libraries, schools, and colleges to serve as Recruiters.

## iii. Educational Support

Early in the project, the scholarship programs were adjusted to help students complete their degrees by allowing scholarship recipients to receive a second scholarship before a year had passed from their first scholarship award. Even with this adjustment, nearly 80% of the scholarship students had not yet completed their degrees at the end of the grant period. The lesson is that even though the students are very enthusiastic about the scholarships, four-years may not be enough time to recruit students and facilitate the education needed for them to advance on the career/education ladder. We may need more time to follow them.

Distribution of scholarships was very different than originally anticipated. The high demand for undergraduate scholarships did not materialize, partially due to the disorganization and lack of marketing on the part of the educational institutions offering the Library Technical Assistant degree. Together with the community colleges, we learned that greater central coordination was needed to improve this educational offering.

Since the demand for scholarships for master's level coursework in education was greater than anticipated, we learned that more funds needed to be allocated to master's level scholarships. With nearly 900 school libraries in Nebraska, we should have anticipated that a percentage of them would be replacing the school library media specialist or upgrading staff skills.

We also learned that offering *Prime Time*<sup>®</sup> internships was a fantastic way to achieve our diversity goals, reaching Spanish-speaking youth as a segment of our target population. In addition, we were pleasantly surprised by the high number of student interns who reported drastic attitude changes regarding their image of librarians and library service careers.

In general, the disruptive effect of turnover in partner volunteers and NLC staff was far more dramatic than initially anticipated. The lesson is that we could have built in more time for reorienting and training new participants to ensure timely completion of grant activities.

## 2. Outcomes

### a. Interns will report positive experiences with their work assignments and increased interest in library careers.

Exit surveys collected from the interns revealed positive patterns of experience:

- Content analysis revealed that, after their experiences, the majority of interns found there was more to library work than checking books in and out. One intern wrote, "I knew that librarians did many of the things I originally thought, but I have learned how much work is involved in this and how busy you can be. Our librarians do so much for our community and take on many activities and programs."
- When asked, "After your internship, would you consider working at a library in the future?" 34 of 38 respondents (89%) replied affirmatively. Sixteen (16) of 38 respondents (42%) answered "I strongly agree" or "I kind of agree" to the statement "Before my internship, I was interested in becoming a

librarian.” An overall positive shift was noted in the next question. The number in agreement rose to 26 (68%) in response to the statement “After my internship, I am interested in becoming a librarian.” One college-age intern wrote, “I now possess a new understanding of how challenging working in the library can be. Additionally, the work I have performed for this internship has inspired to attend Graduate School to earn a Master’s Degree so that I may pursue a more advanced career in the library.”

It is interesting to note that at least one intern has gone on to become a paid library page, and another intern has continued in regular volunteer service. Exit survey results and comments are included as an attachment.

**b. Nebraska library staff will report positive experiences with grant-funded internships.**

Many supervisors submitted reports at the conclusion of the internships. The response was overwhelmingly positive, with remarks ranging from the additional help and fresh ideas they received to the desire to continue the program. Intern supervisors’ comments are included as an attachment. Additional evidence of the positive outcome of the internships is seen in the continuing requests from local libraries to repeat the experience.

**c. Mentees will report an increase in knowledge about the library profession and satisfaction with the guidance they receive from mentors.**

Fourteen (14) of the 21 mentees (67%) rated the 21st Century Librarian Mentoring Program as “Very useful” or “Somewhat useful”. Ratings and comments from the survey and follow-up comments are attached.

Additionally, a mentee who participated in the Nebraska Leadership Institute provided this feedback:

“Just being selected for this institute and being identified as someone who has leadership abilities was a real boost. I have never thought of myself as much of a leader, but now I feel that is a role I can take on. I have always tried, since entering the library field, to do my best and be a contributor and team player. Now, I have aspirations to move up, hopefully to a position that will best utilize my talents.”

**d. Scholarships are an important factor in the timing of students’ decisions to pursue their degree.**

Scholarships factored into students’ decisions to pursue their degree. When asked “How important was the availability of the 21st Century Librarian Scholarship in the timing of your decision to pursue [your] degree?” 75 of the 103 respondents (73%) said it was “Very important” and an additional 21 (20%) said it was “Somewhat important.” Responses and comments from the survey are included as attachments. One recipient commented, “I probably wouldn’t have pursued the degree if a scholarship had not been available.” Another said, “I would not have been able to stay in school without it.”

**e. Scholarships help students complete their degree faster than they might have otherwise.**

Scholarships did improve students’ completion rate. When asked “Did the scholarship(s) help you in completing your degree faster than you might have otherwise?” 74 of the 101 respondents (73%) said “Yes”. Responses and comments from the survey are included as attachments.

Example comments from those who responded “Yes” are provided here:

“Because of the scholarship, I was able to continue working part-time at a public library while pursuing my degree.” “I would not have taken the courses without the scholarship.” “I am able to take 3 classes this semester, which I was unable to do before receiving the scholarship.” “Much faster! Without a lot of extra income, it would have taken at least a few years longer to finish my education.”

**f. The Website will serve as an effective tool for job hunting and applying for scholarships and internship grants.**

Three sections of the Now Hiring @ your library® Website have shown dynamic movement since going live:

- Scholarships ([www.nlc.state.ne.us/NowHiring/Scholarships.asp](http://www.nlc.state.ne.us/NowHiring/Scholarships.asp)) = 8,672 hits
- Mentoring ([www.nlc.state.ne.us/NowHiring/Mentoring.asp](http://www.nlc.state.ne.us/NowHiring/Mentoring.asp)) = 3,057 hits
- Internships ([www.nlc.state.ne.us/NowHiring/Internships.asp](http://www.nlc.state.ne.us/NowHiring/Internships.asp)) = 1,859 hits

With regard to ease of use of the NLC Website to find/access scholarship information/forms: 96 of the 103 respondents (93%) said “Excellent” or “Good”. Example comments about the site include the following: “I used it to see what types of jobs are available currently and what I can possibly expect in the future when I begin looking for a more permanent full time job,” and “I was very pleased with the information I received about the scholarship through the use of the NLC Website.”

We have received feedback from employers who availed themselves of the job posting component and job hunters who heard about jobs from searching our database. A comment we received on usefulness of the site came from an exit survey with an LTA scholarship recipient who had completed her degree program in May 2006 and became employed as a Children’s Services and Outreach Librarian in a Nebraska library: “I found out about this job on the Library Commission Website; I then looked at more detailed information on Lexington Public Library’s Website.”

### **g. The movie trailer will improve the image of librarians.**

Testing the recruitment movie trailer had the associated benefit of informing students and other viewers about the library profession and the opportunities for scholarships, education, and jobs. While the movie trailer was still in pre-production, it was screened and pre-tested with the general public in our target age range. Reactions from these groups gave general feedback to the content of the trailer, but also provided positive insight into opinions about library work.

One college-age student commented that because the movie trailer made the job of a librarian look fast paced and fun, and because the main character portraying a librarian was young and appeared happy and engaged, that it did dispel the stereotypical image of a librarian. College-age students who participated in the same key informant session also thought that the movie trailer did a good job of showing the main character working with people, helping people, and being a part of a community.

These comments made on the *YouTube* version give a general indication about reactions as well:

“the library is cool because the music is louder there!”...“libraries are hip”...“Nice attempt at retiring the ‘bun/half-glasses/sensible shoes’ stereotype. ‘Really cool!’ as your librarian might say.”...“LOVE their reaction when she says she works at the library, so true to life; what library worker hasn’t heard ‘you shelve books all day’?”... “This is heads and shoulders above most library videos. Stereotype-busting without falling into the trap of creating stereotypes!”

### **3. Impact**

This project had great value beyond its anticipated outcomes. Libraries across Nebraska have reported improved and innovative staffing as a result of our internship and scholarship efforts. NLC has made a deeper commitment to supporting library student education as evidenced in the *LSTA 2008–2012 Plan*: “The LSTA plan builds on the success of the Now hiring @ your library® initiatives with continuing emphasis on support for financial aid for library science education.”

The June 2008 Nebraska Libraries Future Search conference brought together a wide variety of institutional representatives who have a stake in the growth and development of library and information services. At the conference, a vision statement ([www.nlc.state.ne.us/wikis/fs/NebraskaLibrariesFutureSearchConference.pdf](http://www.nlc.state.ne.us/wikis/fs/NebraskaLibrariesFutureSearchConference.pdf)) was developed that built on the success of our grant project: “The staff is key to the success of the library: cultivate our staff.”

Educational institutions reported increased and improved educational opportunities, as a result of the focus of this grant on library education. This included development of a library education program at Chadron State College and the University of Nebraska at Kearney, increase in master's level library education at the University of Nebraska at Omaha/University of Missouri program, and reorganization of the Library Technical Assistant program under the auspices of the Nebraska Central Community College. In addition, at a multi-state *Prime Time*<sup>®</sup> conference held in Lincoln, Nebraska, Jane Hood, the director of the Nebraska Humanities Council, encouraged humanities councils in other states to add this "innovative element" of library internships to their *Prime Time*<sup>®</sup> programs.

Products developed with the grant project have longevity beyond this grant. They are suitable for customizing and use in other states. The Director of Southeast Florida Library Information Network (SEFLIN) mentioned that the movie trailer was well received by their audience, and that they wanted to create something similar for their market. We granted them permission to add their own tagline and use the movie trailer on their Website, now available at [www.floridalibraryjobs.org/more](http://www.floridalibraryjobs.org/more).

Cindi Hickey, Kansas State Library consultant, reported that the "recruiting video [is] making the rounds in Kansas." She continued, "You are getting rave reviews for the recruiting trailer in Kansas! Someone found it on *YouTube* (brilliant placement!) and is passing it around to everybody."

## **E. SUSTAINABILITY**

The Nebraska Library Commission continues to recruit at all levels of the career ladder and to search for sources of funds to support this work. The large number of continuing requests for scholarships and internships demonstrates the continuing need for these resources and motivates us to continue to seek funding for these activities. The Nebraska Library Commission remains committed to facilitating local libraries' efforts to build community financial capacity to fund improved and innovative staffing, through a partnership with the Nebraska Community Foundation. Both the Nebraska Library Association ([www.nebraskalibraries.org/scholarship.htm](http://www.nebraskalibraries.org/scholarship.htm)) and the Nebraska Educational Media Association ([www.schoollibrariesrock.org/awards.html](http://www.schoollibrariesrock.org/awards.html)) continue to offer scholarships for the pursuit of library education.

The Nebraska Library Commission's focus continues to be supportive of students like this one: "This scholarship has given me an opportunity to explore a new educational opportunity. I not only have become more informed in library process and skills, but I have become a 21<sup>st</sup> century learner and I look forward to sharing my newfound knowledge."

We are grateful to the IMLS for supporting and encouraging our efforts to recruit the next generation of Nebraska librarians.

## **Appendices**

- A. Formative Evaluation: Testing the “Movie Trailer”**
- B. Scholarship Recipient Case Studies**
- C. Photographs**
- D. Master’s-Level Scholarship Recipient Survey and Results**
- E. Bachelor’s Scholarship Recipient Survey and Results**
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- G. Grant Activity Report: Internships**
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## Formative Evaluation: Testing the “Movie Trailer”

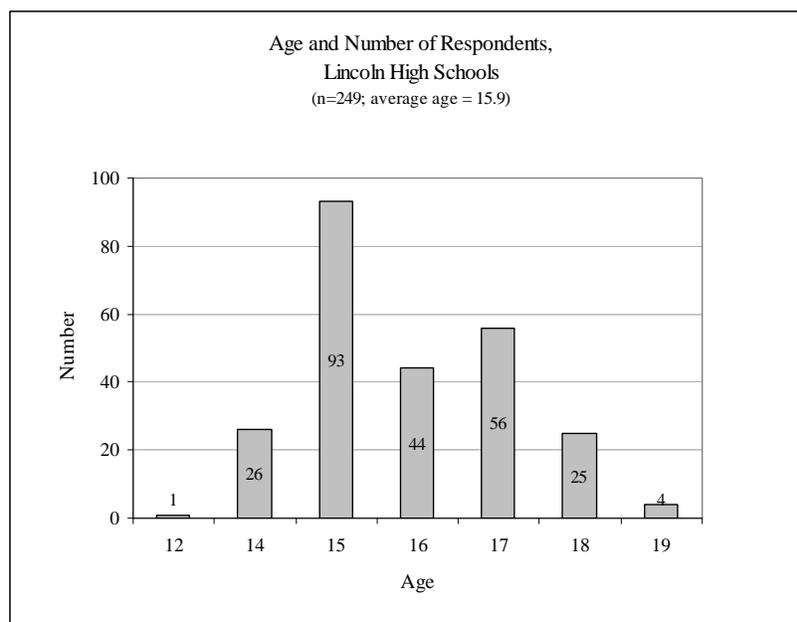
Initial testing of the “movie trailer” was conducted with more than one-hundred paraprofessional and professional library staff. We surveyed audience responses using a comment card, and asked for audience feedback about the effectiveness of the video as a tool for recruiting people to library careers. These initial data gathering sessions provided information about how to improve our comment cards, audiences to target, and methods to use in the collection of comments and in discussion sessions. From these initial viewing sessions, we concluded that we needed to focus our “testing” of the video on our target audience, which is people under age 25, instead of gathering a lot of data from people who already work in libraries and are mostly between ages 30 and 75.

Meeting with students to test the recruitment “movie trailer” had the spin-off benefit of informing students and other viewers about the library profession and the opportunities for scholarships, education, and jobs. Many viewers did not know that there were educational requirements for working in libraries, or that there were professional jobs and careers in libraries. The collection of data through the audience comment cards and the discussion after viewing the “movie trailer” were conducted using objective methods. However, once the more formal data collection was completed, our researcher followed up the discussion by telling students about the educational opportunities available in Nebraska for associate’s degrees, bachelor’s degrees, and master’s degrees in library studies, library science and school library media.

Many students did not realize that their school media coordinator had a graduate library degree or that there were library jobs in medicine, law, and other fields. After providing this information, several students approached the researcher, one-on-one, for handouts about education and scholarship opportunities. Several students explicitly said that they were interested in working in a library and wanted to know how to get a job in a library.

A brief summary of audience comment cards is included in Tables 1 and 2. In the narrative following the summary tables, some of the comments made by high school and college students are summarized to highlight major points. Comments included refer mostly to the content of the “movie trailer.”

**Chart 1. Age and Number of Responses of High School Students**



Of the high school students who filled out the audience comment card, 43.2% agree or strongly agree that they would consider working in a library, 71.4% agree or strongly agree that libraries hire interesting people, and 44% agree or strongly agree that a library is a natural place for younger people to work. 28.5% agree or strongly agree that working in a library would be a good job choice for them. This is a favorable view of working in a library. (Table 1)

**Table 1.** Results from Audience Comment Card

<b>~ AUDIENCE COMMENT CARD ~</b>	<b>I Strongly Agree</b>	<b>I Agree</b>	<b>I Disagree</b>	<b>I Strongly Disagree</b>
I would consider working in a library.	7.1%	36.1%	36.9%	19.4%
Libraries hire interesting people.	9.1%	62.3%	23%	5.2%
A library is a natural place for younger people to work.	6.7%	39.3%	39.3%	12.7%
Working in a library would be a good job choice for me.	6.3%	22.2%	40.1%	30.6%

**Table 2.** Responses to the question on the audience comment card “In addition to books, working in a library is mostly about (please choose 3)”

<b>In addition to books, working in a library is mostly about (please choose 3):</b>	<b>%</b>
Knowledge	19.8%
People	15.9%
Public Service	13.0%
Computers	10.9%
Community	10.8%
Information Technology	6.5%
Internet	5.8%
A Paycheck	5.7%
Storytime for Kids	5.5%
Cultural Diversity	3.4%
Job Diversity	1.6%
Gaming	1.1%

In each viewing session our researcher asked viewers, “If you saw this in a movie theater before a feature length film do you think it would be effective and how it could be more effective in motivating you or people your age to ‘take the next step’?” (The next step would be to call an 800-number or visit the Website, [NowHiringAtYourLibrary.com](http://NowHiringAtYourLibrary.com) or [NowHiringAtYourLibrary.org](http://NowHiringAtYourLibrary.org), if that information were given at the end of the recruitment trailer). This prompted discussion about what they liked or did not like about the recruitment “movie trailer.” When our researcher suggested that there might also be some information about scholarships for library education, many viewers were interested in finding out more about that as well as finding out what kind of education is required to become a librarian. Viewers were also very interested in knowing the types of library jobs that are available and how much they pay.

Here are some examples of what many viewers thought and said:

One college-age student did think that because the “movie trailer” made the job of a librarian look fast paced and fun and because the main character portraying a librarian was young and appeared happy and engaged, that it did dispel the stereotypical image of a librarian. College-age students who participated in the same key informant session also thought that the “movie trailer” did a good job of showing the main character working with people, helping people, and being a part of a community.

Viewers reacted favorably to the cultural diversity depicted in the library scenes, but many high school students thought that the group of people portrayed in the coffee house was not very diverse, and some described them as “emos,” the present-day version of “beatniks,” intellectual, “artsy,” and into poetry. The group in the opening scene in the coffee house was seen by some college-age students as young, still in high school, even though the actors themselves were in college. Therefore, some older college students did not relate well to that group. Some thought that the main character, the librarian, looked much older than the people in the coffee house. Some did not think the “movie trailer” demonstrates that working as a librarian is a career that requires some form of higher education. Many thought that a job in a library is a part-time job for students, and that it is a low-paying job, or a volunteer “job.” The following comments are representative of what some young viewers said, and these comments were used to revise and improve the “movie trailer.”

“It doesn’t show me that it would be the kind of job that you’d need a bachelor’s degree for.”

“It showed no tasks that require high order thinking.”

“I had no idea that there were professional librarians.”

“I think of volunteers when I think of people who work in a library.”

“Is working in a library a paid job?”

“How much does it pay?”

“Do I need to go to school to work in a library?”

“It tries to show that the job is a lot of fun, which makes it look like a part-time job and not a career.”

“She smiles too much.”

Results from the audience comment cards and the discussions viewers provided information about how to tweak the “movie trailer” to make it most effective in reaching our target demographic. Based on these comments, additional scenes were added to depict the variety and complexity of work tasks, the progression of job responsibilities that are associated with building a job into a long-term career, and the opportunities for library jobs in many different fields.

A later version of the “movie trailer” was placed on YouTube.com and comments were extremely favorable:

- “the library is cool because the music is louder there!”
- “libraries are hip”
- “great PSA!”
- “Nice attempt at retiring the “bun/half-glasses/sensible shoes” stereotype. ‘Really cool!’ as your librarian might say.”
- “LOVE their reaction when she says she works at the library, so true to life; what library worker hasn’t heard ‘you shelve books all day’?”
- “This is heads and shoulders above most library videos. Stereotype-busting without falling into the trap of creating stereotypes!”

## Scholarship Recipient Case Studies

### Case Study 1: Master of Library Science Scholarship recipient

Karin Dalziel, MLS

Ms. Dalziel received two IMLS 21<sup>st</sup> Century Librarian scholarships from the Nebraska Library Commission in 2006 and 2007. At the time of her application for her first scholarship, she shared her view of libraries and how she would like to be a part of their future:

“The next few decades will be an exciting time for libraries. They will take on responsibilities in areas they never have before and perhaps leave behind a few responsibilities provided for by other entities. I want to help in any way I can. Wherever I end up—be it in a public or an academic library, big city or small, I want to make a difference in the community, to interact with people and support projects that contribute to the knowledge of the population. I want to use technology to bring information to as many people as possible. I know that in order to do this, I need all the education I can get. Getting my Master’s in Library Science is just the first step in the lifetime of learning that it will take to accomplish my goals.”

After completing some of her courses in Library Science, Ms. Dalziel had this say about her experience:

“It has brought me great joy throughout my classes to realize over and over that I am on the right path. Though there are challenges in librarianship (as there are with any career), there are also great rewards. The biggest reward for me is the feeling that I am part of something bigger and more important than myself. Librarians and libraries impact the world [on] a local level, but make a difference globally. I’m proud to be training in a tradition whose values so closely match my own and I look forward to graduation.”

Ms. Dalziel holds a Bachelor’s degree in Fine Art from the University of Nebraska–Lincoln, May 2006. She has completed all coursework and requirement and will graduate in May 2009 with a Master of Arts in Library Science from the University of Missouri–Columbia.

After completing her coursework, she was promoted from Library Assistant to Digital Resources Designer at the Center for Digital Research in the Humanities at the University of Nebraska–Lincoln’s Love Library.

As part of her Master’s degree requirements, Ms. Dalziel completed her practicum at the Nebraska Library Commission. She provided technical assistance to Network Services in revising the NebraskaAccess Website pages to reflect changes in the nature of the Website ([nebraskaccess.ne.gov/](http://nebraskaccess.ne.gov/)).

Ms. Dalziel has professional affiliations with the American Library Association and the Nebraska Library Association (NLA). She served as Secretary for the New Members Round Table of NLA in 2007–2008. See [dalziel.org/karin/professional-affiliations/](http://dalziel.org/karin/professional-affiliations/). She has volunteered as a docent at the Sheldon Memorial Art Gallery in Lincoln for several years. Her presentations at statewide conferences are already numerous and she has attended various conferences across the United States.

She maintains a Website ([dalziel.org/Karin](http://dalziel.org/Karin)) and a blog (“Musings of an LIS Student,” [www.nirak.net](http://www.nirak.net)) and frequently posts to other Website wikis and blogs. She also posted our movie trailer to *YouTube* at [www.youtube.com/watch?v=jiVtTdHyC1g](http://www.youtube.com/watch?v=jiVtTdHyC1g).

Ms. Dalziel is a passionate student of life, and we look for her to contribute to the library field in professional and advocacy capacities in the future, to the benefit of Nebraska libraries and national trends.

### Case Study 2: **Scholarship Recipient, Library Technical Assistant**

One recipient of a Library Technical Assistant (LTA) scholarship completed her degree program in May 2006 and is now employed in a Nebraska library. The following reflections from an interview with her revealed how this opportunity changed her life:

- She felt that the scholarship made it possible for her to finish her LTA degree program sooner than she might have otherwise.

“The scholarship helped me quite a bit. If I had not gotten it I would have had to take out more loans, or take fewer classes in order to pay for it.”

- She is now working at Lexington Public Library in Lexington, Nebraska as [the] Children’s and Outreach Librarian.

“I found out about this job on the Library Commission website, I then looked at more detailed information on [Lexington Public Library’s] website. I would probably not have gotten the job without the things I learned in my classes.”

- Her future plans include returning to school (University of Nebraska at Omaha) in Fall 2007 to complete her bachelor’s degree in library studies, and then continuing in an MLS program.

“I hope to someday become the director of a library.”

## Photographs



Plattsmouth Public Library staff and supporters at Rural Philanthropy Conference.



ROI Training in Grand Island.



Student Intern throws out the first pitch at Lincoln Saltdogs game.



Students get help in Media Center.



Librarian assists physician in Medical Library.



Library staff help college student.



Public Library Student Intern helps with readers advisory.



Student provides computer assistance.



MLS student meets with mentor.



Mentor training in Omaha.



Student Intern provides customer service at Scottsbluff Public Library.

IMLS 21<sup>st</sup> Century Librarian Scholarship Program Evaluation – January 2009

Submitted by Kathryn Brockmeier, Research Analyst/Special Projects Associate, Nebraska Library Commission

## Master's-Level Scholarship Recipient Survey and Results

The survey instrument was created at SurveyMonkey.com on December 30, 2008. An email with the link to the survey was sent out December 31, 2008, to 87 potential respondents. The email included the Web link to the SurveyMonkey.com site. Follow-up reminder emails to 19 non-respondents were sent out January 14, 2009. A total of 80 surveys were collected, yielding a 92% response rate. Included in this survey are the responses of one (1) PhD student.

### Email Invitation Text

Subject line of email: NLC Scholarship Recipient: Where are you now?

The Nebraska Library Commission is in the process of contacting 21<sup>st</sup> Century Librarian Scholarship recipients to find out how the scholarship program worked for them and where they are now in their Master's-level education and their career.

Part of your agreement upon receipt of your scholarship included responding to follow-up surveys. Please take this opportunity to complete our online questionnaire as soon as possible (we have a federal grant report due in a month). The survey will vary in length, depending on your responses, and should average about 12 minutes.

If you care to "tell us your story" of how the scholarships have contributed to the developing library careers of scholarship students, you may do so in an email, or I'd be delighted to talk with you over the phone.

Follow this link to complete the survey:

[http://www.surveymonkey.com/s.aspx?sm=\\*\\*\\*\\*\\*](http://www.surveymonkey.com/s.aspx?sm=*****)

We look forward to your feedback and appreciate your time.

### Results Description

Items in bold are the questions or responses as they appeared in the survey. Numbers are respondents (or if next to "Blank," non-respondents). Responses were copied into this document verbatim, with spelling errors, but edited to remove identifying characteristics, such as library and city names, replaced with asterisks (\*\*\*) or placed within [brackets]. Items marked with \* were required to be completed to continue. Bold section labels which are highlighted are page headings and showed up on the survey.

## SURVEY INSTRUMENT & RESULTS:

### Section A. INTRODUCTION

The Nebraska Library Commission is in the process of gathering information from 21st Century Librarian Scholarship recipients to find out how the scholarship program worked for them and if they have completed their degree program.

Please take a few moments to complete this questionnaire about your experiences. This is for evaluation purposes and we will use some of the information in our federal grant report where we will discuss the outcomes of our recruitment activities and share the "stories" of how the scholarships have contributed to the developing library careers of scholarship recipients.

#### INSTRUCTIONS:

This is a short survey. You should be able complete it in one sitting. If you must terminate early, you may start over with a new survey. If you are experiencing difficulties, please contact Kathryn Brockmeier at the Nebraska Library Commission at 402-471-4002.

\*\*\*Use the PREVIOUS and NEXT buttons at the bottom of each page rather than the buttons in your Internet browser window if you need to navigate to another part of the survey.

\*\*\*When given the opportunity to comment, please do so in whatever detail you care to provide. There is no space limitation.

## Section B. GENERAL INFORMATION

**\*1. First name (for follow-up use only — will not be used in reporting results)** 80 responses

**\*2. Last name (for follow-up use only — will not be used in reporting results)** 80 responses

**\*3. Email address** 80 responses

**4. Degree and Specialization, if applicable (Ex., Master of Arts in Library Science; or, Master of Science in Elementary Education - School Library Media Endorsement)**

**Degree** 68 responses

Instructional technology, Masters of Instructional Technology – 3

Master in Secondary Education – 1

Master of Arts – 1

Master of Arts in Information and Library Science – 1

Master of Arts in Information Science and Learning Technology – 1

Master of Arts in Library and Information Science – 1

Master of Arts in Library Science, MA in Library Science, MALS – 25

Master of Arts in Technology – 1

Master of Arts Instructional Technology – 1

Master of Education in Library Science – 1

Master of Library and Information Science, MLIS – 2

Master of Library Science, MLS – 7

Master of Science – 1

Master of Science in Elementary Education – 10

Master of Science in Secondary Education – 3

Master of Science inEd Instructional Tech Ed Media Concentration – 1

Master of Science, Curriculum and Instruction; second Masters in progress – 1

Masters in Education, Masters of Education – 3

Master's in Library & Information Management – 1

Masters in Reading – 1

Masters of Science-Vocational Special Needs – 1

PhD in Library Science – 1

**Specialization/Endorsement** 36 responses

School Library Media Endorsement – 36

Web Information Management – 1

Public Libraries – 1

Library Science – 1

**\*5. Have you completed your master's degree program?** 80 responses**Yes** 18**No, not yet** 56**Other (please explain)** 6

I worked for an endorsement, not a master's degree. I have completed my coursework and am awaiting my new certificate.

Already had one masters; library program will be finished as another one after endorsement is completed and school library job obtained.

I have completed all courses and requirements, but won't receive my degree until May of 2009.

I am in the middle of my doctoral program in library science

I have finished the work, but I still owe some money to the Univesity. They are holding my degree.

I completed a Master's Degree in Curriculum and Instruction in 1989. I have 4 classes left to complete my Library Media Science Endorsement.

**6. Graduation date, actual or expected (Ex., 05/2008)** 79 responses

Actual: 20

Expected: 59

**7. If you have graduated, have you been able to find a job in a Nebraska library?** 77 responses**I haven't graduated** 56**I have graduated but have been unable to find a job in a Nebraska library** 6**I have graduated and have a job in a Nebraska library (Please comment, including place of employment and your job title)** 15

I have been employed at the \*\*\* Public Library for the last six years and will continue my employment there.

I continue my work at \*\*\* Library as director. I am also the School Media Specialist at \*\*\* Public School.

I got a better job where I worked. I work at the Center for Digital Resources in the Humanities in \*\*\* Library as a Digital Resources Designer.

I worked in a Nebraska Library for a year. I am not working presently because of personal reasons

I work for the \*\*\* City Libraries, \*\*\*, NE. My job title is Library Assistant II.

I began working at the University of \*\*\* Libraries in 2005, the same year I began my Master's program. I continue to work in the Technical Services Department, promoted two years ago from Serial Records Technician to Materials Ordering Associate. I do plan to seek a professional level library position, either with [University Library] or another information agency.

Still employed at [University] Law Library.

Assistant Director of Public Services (Interim) \*\*\* Library \*\*\* State College \*\*\*, NE

Information Curator at the University of \*\*\* Collge of Agriculture

\*\*\* Middle School Media Specialist

\*\*\* Public Library, Library Specialist, Provisional for the last 6months

University of \*\*\*, Service Desk Supervisor

I am a K-6 Elementary Media Specialist within the \*\*\* Community Schools.

\*\*\* University [Vocational/Technical College] - Director of Library Services

I am a school library media specialist at \*\*\* Elementary with \*\*\* Public Schools.

**8. If you are working in a Nebraska library, were you already employed in this position at the time you received your scholarship(s)?** 77 responses

**Yes** 35

**No** 15

**Not working in a Nebraska library** 19

**Other (please explain)** 8

My school position was based on a provisional certificate.

I was working for the \*\*\* Branch library as a page and then a clerk, because of the help of the scholarship my superiors were able to see how serious I was about completing my education and promoted me to Library Specialist.

I worked at a different branch of the same library system, in a lower position.

I am the teacher librarian at \*\*\* Elementary. I started grad school in the fall of 2006. Then the summer of 2007, received the scholarship and got my library job!

I was employed at the time I received the scholarship, but I am not employed now.

I was the Assistant to the Director of Library Services when I received the scholarship.

I began working in a school library with my provisional endorsement (15 hours of coursework) and used the scholarship to continue my coursework on toward the full endorsement and MS degree.

I am working in a Nebraska library with a provisional certificate. I earned the job in March 07, received the scholarship in April/May of 07, but didn't actually start the job until 8/07.

**Section C. 21st CENTURY LIBRARIAN SCHOLARSHIP PROGRAM**

We'd like to know some details about your experiences with the Nebraska Library Commission's scholarship program.

**9. Overall, how satisfied or dissatisfied are you with the 21st Century Librarian Scholarship(s) you received from the Nebraska Library Commission? 80 responses**

**Very satisfied 78**

**Satisfied 2**

**Neither satisfied nor dissatisfied 0**

**Dissatisfied 0**

**Very dissatisfied 0**

**Comments:** 31 comments

**Very satisfied 31**

Thank you so very much for the financial assistance!

The library foundation paid for a few classes, the city of \*\*\* paid for several and the two scholarships covered most of the rest. I paid for gas, lodging and food during the four years and a couple of classes.

It is helping me be a better librarian in the school I am working in. It has given me the opportunity to learn new technology as well as apply new information to make the lessons more appropriate for the students that I work with.

I hope the program will be continued.

It was a huge help financially. Unfortunately, I had to turn the second one down because I had to take a break from Master's studies due to a promotion to Library Director at a smaller library!

My scholarship has allowed me to continue with my studies for the whole year, 2008. I will be looking for a transfer into a school library job this spring (2009). After I gain a library position, I will be looking to finish this degree, and I hope another scholarship will help me do this.

If not for the scholarship, I would not be able to pursue this endorsement.

This scholarship has allowed me to take more classes each semester than I would have been able to afford on my own. I am very grateful.

The scholarship allowed me the ability to continue on in my media specialist program without putting an enormous strain on my family.

The NLC paid my fees @ \*\*\* with no problems

Thank you. I am very appreciative.

This scholarship allowed me to finish my program at a faster rate. I will be able to move into our brand new elementary building this fall with my masters completed.

I am very thankful for this scholarship. It has made it possible for me to go to school.

This scholarship has been a HUGE help in getting my library endorsement and I have not had any troubles with the scholarship or scholarship monies.

Very helpful for continuing my program.

Even though I was working full-time while attending classes, master level classes are expensive. The scholarships assisted me in relieving some of the financial burden of taking classes.

How could one NOT be satisfied?! It allowed me to go back to school..something I have wanted to do so badly! The scholarship was an absolute blessing!

This scholarship was a Godsend to me and my family. It allowed me to complete my Media endorsement which allows me longevity in my current assignment as \*\*\* Middle School's media specialist.

I could not have completed my degree without this scholarship assistance.

It would be helpful to have the option of taking only 3 hours per semester while working. Being half-time requires six hours and makes it hard to give 100% to everything.

Very satisfied, I greatly appreciate the funds to help pay for my tuition.

Since I had to pay my own way, I really believe that I couldn't have finished my degree without the 21st Century Librarian Scholarship. I am very grateful to you all, especially Rod Wagner.

It encouraged me to get started in the program and gave me some peace of mind as I moved from a transitional period in my life. I didn't have to worry about meeting the bills quite so much, since I knew that I had at least two semesters (I'm only taking one class a semester) paid for.

I did not know about the scholarship until I had almost completed my degree. I found out about it after I had started working as a media specialist in my school and received the mail of the previous librarian.

Wow!!! You made this career shift possible for me! I couldn't have done it...with 2 kids in college! I'm so grateful...words can't explain!!!

I couldn't be attending grad school without this scholarship and am so grateful for it!!

I would not have been able to go back to school to get this degree without the scholarship. I am so thankful.

I appreciate this scholarship, it helped me complete my education

I am forever grateful. I would not have been able to go back to school with assistance from the NLC. Thank you!

I have been honored and thrilled to have been able to utilize this scholarship! This was a huge financial relief in earning my endorsement with how expensive graduate school is. The scholarship was automatically applied when tuition was due, so there were no worries for me at all.

I would not have been able to pursue my dream of a higher education without the generous scholarships available through the NLC.

**10. How important was the availability of the 21st Century Librarian Scholarship in the timing of your decision to pursue a master's degree?** 79 responses

**Very important** 58

**Somewhat important** 15

**Not very important** 2

**Not at all important** 4

**Comments:** 32 comments**Very important** 24

It was critical in continuing the program

The scholarships saved the city of Grand Island a substantial amount of money to use for continuing education for other employees.

Without the assistance of the scholarship, I would not have pursued the master's degree because it would have been too expensive for me.

I'm a single parent and would have found it very difficult to pursue this additional endorsement without the library commission scholarship.

I would have been unable to complete this coursework without help.

When I was contemplating graduate school, I had just had a baby which increased our family to seven! If it were not for the possibility of receiving a scholarship, I would not have pursued my MLS.

We had several thousand dollars in student loans already, and my family did not feel we could put ourselves more into debt. These scholarships helped me to realize my goal of a Masters education much sooner than if we would have had to find the money from our own budget.

This scholarship has been absolutely essential to furthering my pursuit of a library/media endorsement, with second masters to follow.

I am totally dependent upon the scholarship. It was the deciding factor in my decision to pursue the endorsement.

I would not have been able to work toward my Master's without this assistance.

I don't think I could have pursued this degree without this funding--I feel very fortunate to have received these scholarships and still be working toward my degree.

If I hadn't received the scholarship I wouldn't have entered the library field.

I might not have pushed through for the completion of my endorsement if I had to pay for it in its entirety.

I would not have been able to pursue a degree without the scholarship. I was a widow with three children and would not have been able to afford it without the scholarship.

The scholarships helped me in completing my degree.

I only worked part-time when my children were not in school yet, so we would not have daycare. My husband and I juggled our schedules to be able to work and to raise our kids. Financially then, I could not pursue my Master's. My children are in school now, and I am happily back to teaching...and on notification of receiving this scholarship, I was able to start back to school. I can not even tell you the impact this has had for me and the students in which I am currently teaching.

It would have been much more difficult for me to finance my graduate degree program without the assistance provided by this scholarship.

Without this scholarship, I would not have been able to complete my program.

Without the scholarship it would have taken at least 2 years to complete my endorsement.

Financing a master's degree without the scholarship would not have been feasible for me.

I could take more classes at once with this scholarship, it was a financial blessing.

Couldn't have done it!

Once the paper work was completed, I was amazed how quickly funds were available for me to use.

Having the scholarship available was a tremendous opportunity and absolutely influenced me in the timing of earning this endorsement. When I met with Dr. Pasco, she mentioned the scholarship in that meeting and told me what a great opportunity it was. It's true!

### **Somewhat important 3**

I would have pursued the degree, but been in debt for many years.

I had already taken a few classes to see if this was a degree I wanted to pursue, but I really appreciated the scholarship because it encouraged me to further my education.

Although I would still have begun my program at the same time, the availability of this scholarship assisted me in my resolve to follow through.

### **Not very important 1**

However, it made the continuation of studies much easier.

### **Not at all important 3**

When I began my degree, my employer (\*\*\*) Hospital) offered tuition reimbursement. Then I interviewed for a job with \*\*\*) Public Libraries, and knew that if I took the job, my tuition reimbursement would end. It was a gamble - take a library job now, and perhaps not be able to finish my degree, or pass up a wonderful job opportunity in order to finish my degree. Thanks to the 21st Century Librarian Scholarship, I was able to continue my studies.

I had only two classes to go to complete my degree. It did allow me to finish my degree immediately instead of postponing for financial reasons. It was very important in my completion of the degree.

Had already started the program upon receipt of scholarship.

### **(No Response) 1**

I didn't know about the Scholarship at the time I started to pursue my degree.

## **11. Did the scholarship(s) help you in completing your master's degree faster than you might have otherwise? 78 responses**

**Yes 61**

**No 17**

**(No response) 2**

**Comments:** 22 comments

**Yes 17**

I could not have gotten my degree at all without the help of the scholarship.

I am able to take 3 classes this semester, which I was unable to do before receiving the scholarship.

Much faster! Without a lot of extra income, it would have taken at least a few years longer to finish my education.

However, I am interrupting my studies until next fall.

This scholarship helped me finish in 3 years. I was able to take the classes I needed, without worrying about paying for multiple classes in the summer.

I probably couldn't have done it at all without scholarship aid.

We have two in college, two on the way, one who just finished college, and me in grad school. This scholarship is very helpful.

I would have been much more tempted to space my classes out further if they weren't already paid for by the scholarship.

Because of the financial assistance I was able to start when I did, otherwise I would not have had the money to pursue the degree.

It would simply because I was provided the money. Without it, I am not sure what I would do.

I have not finished the degree due to finances, and the scholarship definitely expedited the process.

Absolutely!! Thanks!

Yes, because I had some scholarship money to start off the program, I was able to start saving money so that later on in my program I was able to afford to take two classes at the same time during a semester.

I have a son in college, and I could not afford for both of us to go to school. In 4 years, I will have another child in college. I would have waited until both children were finished with college before I could have attended if it weren't for the scholarship.

Without the scholarships I would probably have stretched the program out over a longer period of time to make it easier on the family budget.

Again, not having to worry about the financial stress an additional endorsement would be on my family was a huge relief and encouraged me to continually take classes until I am done.

This scholarship enabled me to take (and pay for) multiple courses at once, thereby hastening the completion of my master's program.

### **No 3**

I have not completed my degree at this time.

Without the scholarship, however, I would have had many more student loans to pay back.

No, it won't help me complete it sooner, but it will help to significantly reduce the amount I have to borrow.

### **(No response) 2**

I have not completed.

I always planned to take just one or two classes per semester - due to all my other commitments. I knew it would take four or five years to complete my degree. The \$2500 scholarship pays for almost three classes - which was exactly what I wanted to take each year.

**12. Did you attend any library-related conferences during your time as a scholarship recipient?** 79 responses**No** 36**Yes (please specify)** 43

NLA, Nebraska Library FutureSearch

PLA

I have attended the Nebraska Library Conference in Lincoln in October, 2008.

NEMA AASL-Reno SLJ Summit Hollywood, FLA

I was able to attend the American Association of Law Librarians 2008 Annual Meeting.

NLA 2007 and 2008 (the second year as a presenter)

2007 NLA conference

PLA, NLA

Plum Creek Literacy Festival, October, 2008 (on the campus of Concordia College, Seward, NE)

Yes, I went to ALA in 2007 and 2008, NLA in 2006, 2007, and 2008, and a Digital Humanities conference called "THATCamp."

NLA/NEMA Fall conferences 2007 & 2008

NEMA

NLA Conference, also various library workshops.

2008 NEMA Conference, Scholastic Book Fair Workshop, SMART Board training at ESU 3

I've attended 'Technology in the Digital Age' at the Sump Memorial Library on December 5 in Papillion.

Nebraska Library Association Conference

NLC/NEMA convention for the past two years

Joined Eastern Nebraska Reading Council, NETA NEMA

Plum Creek at Concordia

NETA

NLA Conference.

NLA annual conference, 2007 & 2008.

I attended a Best Books for Young Adults seminar and a conference this fall for the Nebraska Library Commission.

NEMA

I attended the state NLA/NEMA Convention in October 2008.

I have attended NEMA conference twice and the NETA conference last spring.

ALA and NLA

NLA

NLA in Lincoln in 2008. (I couldn't attend the 2007 conference - too far, too expensive to spend the night, etc.) Before I received the NLC scholarship, I attended the 2006 NLA conference in Omaha and the 2005 NLA conference in Lincoln.

ALA, AASL

The Annual ALA Conference in Anaheim - June 2008

NEMA

I attended the Nebraska Library Association conference in October, 2008.

NEMA conference

Nebraska Library Association, MPLA

NEMA--two times

ALA 2x, and NLA several times

Plum Creek Literacy Festival and Nebraska Library Association/NEMA conference (2008)

NLA all years

I attended one conference at UNO, spring of 08.

NLA annual conferences.

I attended a 1 day conference put on at UNO in the spring.

2007 - 2008 NLA/NEMA Conference

**13. Did you participate in the 21st Century Librarian Mentoring Program?** 80 responses

**No (SKIP Q.14 and continue to next page)** 75

**Yes (Proceed to Q.14)** 5

**14. Overall, how useful was the 21st Century Librarian Mentoring Program to you?** 5 responses

**Very useful** 2

**Somewhat useful** 1

**Not very useful** 2

**Not at all useful** 0

**Please comment on your mentoring program experience and/or the Library Leadership Institute here:**

5 comments

**Very useful** 2

My mentor was an incredible help to me throughout my MLS coursework.

My mentor has been very nice to me and willing to help whenever I need it. I haven't bothered him very much lately, but just knowing I have someone to talk to and ask library or career related questions is reassuring to me. It is good to know there is someone interested in my education and in my job, and just having the mentor there for me if I need advice or a sounding board, is really nice.

Useful in other aspects as well as the classes. She was able to listen to my job complaints and give me logical advice.

I had an outstanding mentor. Patty Birch drove clear out to Rushville Elementary school to watch me work with the children and offer input. She drove 5 hours to get here.

I had a great mentor who encouraged me through the whole process.

#### **Somewhat useful 1**

I appreciated the mentor program, but found it some what difficult to really connect with my mentor. This isn't necessarily the fault of the program, though.

I have only had contact with my mentor once, but I know she is there if I need her help.

This is no reflection of the program itself. I honestly didn't take full advantage of it, but I plan to not make the same mistake again as I pursue my bachelor's degree.

I meet with my mentor several times and was happy with the program.

#### **Not at all useful 2**

I really haven't utilized the mentoring program as a mentee, although I did attend a mentor/mentee session in Spring 2007. I am more interested in being a mentor after I graduate.

I participated only to the extent that I attended a mentoring workshop after receiving an invitation to the same. However, I was never paired with a mentor making the mentoring program irrelevant for me.

The only contact I have had with my mentor was an introduction email.

## **Section D. 21st CENTURY LIBRARIAN SCHOLARSHIP RECRUITMENT PROCESS**

**15. Please rate the 21st Century Librarian Scholarship recruitment process on the following dimensions:**

	<b>Excellent</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Doesn't apply (N/A)</b>
<b>Availability of information about the scholarship</b> 80 responses	43	32	3	2	0
<b>Clarity of scholarship terms</b> 80 responses	52	25	3	0	0
<b>Time available to apply for scholarship</b> 80 responses	53	26	1	0	0
<b>Time available to complete school admission requirements after I learned about the scholarship</b> 79 responses	43	29	1	0	6
<b>The scholarship application process in general</b> 80 responses	58	21	1	0	0
<b>Opportunity to apply for a 2nd scholarship</b> 78 responses	47	12	5	2	12

	Excellent	Good	Fair	Poor	Doesn't apply (N/A)
<b>Ease of use of the NLC Website to find/access scholarship information/forms</b> 79 responses	53	20	3	1	2

**Please add additional comments here:** 29 comments

A big thank you to Dr. Pasco for informing me about this scholarship, otherwise I wouldn't have known about it.

Access to Scholarship info/forms - at times within the last 2 years there were multiple web pages (found by searching the NLC site) with differing info and contact info. I assume this may have happened during a personnel and/or website change, but it was confusing. However, NLC staff were extremely helpful in responding to my e-mails or calls. Haven't checked back to see if this was remedied.

Everything is very professional & the staff are very helpful & courteous!

Funding was not available for a second application towards a Master's. I have not been notified that funding has been reinstated.

Great opportunity

I always seem to have some anxiety for a few weeks every semester, because the scholarship doesn't show up as financial aid on my account until long after I've been billed. It usually requires a few emails back and forth between me, NLC, and University of \*\*\*. In the meantime, I'm getting notifications about non-payment of my tuition and possible cancellation of my classes, etc. It's most difficult, I think, for spring semester classes - financial aid staff people at [University] are often on holiday, but the automated tuition bills and notifications of non-payment keep coming out.

I believe my scholarship will pay for almost all classes-no books though. I am very thankful for the money I got. This allowed me to pursue a love that I never would have been able to follow!

I did not know there was a mentoring program available. If it is available for school librarians, I think it would be helpful to give scholarship recipients information about the program. I would have found a mentor very helpful.

I do not blame the NLC for the lack of opportunity for a second scholarship, but rather the lack of funding as of yet. The new website is difficult to find the information on the scholarship; I had to google the scholarship to get to the part of the website on the scholarship. The old website also listed former recipients, which I found interesting and affirming.

I had some problems with the final payment of some bills at the University at the end. There was some turnover of staff and poor book-keeping at \*\*\* [University] which made it difficult

I have also completed Public Library Administration, the last of the four Basic Skills classes offered by NLC, during this time frame.

I hope this opportunity continues to be available!

I think the NLC Website is extremely helpful overall; however, it can be hard to navigate.

I was hoping to be able to apply for a second scholarship, but with the economy I hope there are funds available. I am in the process of completing my application now.

I was unaware of the existence of NLC until I received the previous librarians mailing. It is such a wonderful resource I wish I had known of its existence earlier in my education.

I was very pleased with the scholarship application process. I was informed about the scholarship by my professor and had no trouble finding further information about it, accessing the forms and other information necessary to apply for the scholarship.

I would be interested in additional scholarship information.

I would like to thank everyone at the Nebraska Library Commission for believing in me. I said it before and I'll say it again, it was a lifesaver for me. I really enjoy my job and this allowed me to become better while securing my position as media specialist. Thank you and keep up the good work. We need more qualified media specialists.

I would not have known anything about the scholarship if my library media specialist had not mentioned it to me. I have never seen it in print materials, nor has anyone present the opportunity in a formal or informal presentation.

I'm currently using my 1st scholarship. I hope that funds will be available so that I have the opportunity to apply for a 2nd scholarship by the time I've used up the funds from the 1st one.

Information about the scholarships was readily available to people involved in the profession. I'm not sure how available it was to people outside of the Omaha or Lincoln areas who were not already part of the Nebraska library community.

NLC Website is not well designed. The icons seem to be very loosely related to the actual link they are meant to highlight.

No funds were available for a 2nd scholarship for Spring 2009. I hope funds for a 2nd scholarship will be available for Fall 2009

Since I was the only applicant for the Ph.d. directions were a little less clear than for the masters level scholarship.

The process was extremely east to complete and there was plenty of information and help available from the NLC.

The scholarship process worked like a dream for me!

Very simple and easy to complete.

Was unaware of the scholarship until a professor mentioned it to me.

Will be happy to participate as a mentor, as required by scholarship terms, after I have obtained a library position.

## Section E. 21st CENTURY LIBRARIAN SCHOLARSHIP TERMS

16. Upon application, you agreed to several conditions should you receive a scholarship.

Please rate the following requirements of the 21st Century Librarian Scholarship, in relation to the opportunity to receive funding:

	Too demanding	Somewhat appropriate	Very appropriate
<b>I am currently a Nebraska resident.</b> 79 responses	0	7	72
<b>I will provide copies of course registration, a course plan, and a projected timeline for completion of my degree program.</b> 80 responses	1	11	68
<b>Upon request, I will provide authorization for my educational records to be released to the Nebraska Library Commission.</b> 80 responses	1	14	65

	<b>Too demanding</b>	<b>Somewhat appropriate</b>	<b>Very appropriate</b>
<b>I will be enrolled at least half-time in a degree program concentrating in Library Science or School Library Media from an accredited college or university.</b> 79 responses	10	17	52
<b>Course registration must be verified before funds are disbursed.</b> 79 responses	0	5	74
<b>I agree that scholarship funds will be used to pay only for tuition, course-related materials, and fees.</b> 79 responses	0	8	71
<b>I agree that scholarship funds not expended after 2 years from the scholarship award will no longer be available to me.</b> 80 responses	4	21	55
<b>After obtaining a degree, I will seek employment in a Nebraska public, school, institutional, tribal, or special library in a librarian position and, if employed, work for at least 12 months.</b> 80 responses	3	15	62
<b>After obtaining a degree, I will be willing to serve as a formal library mentor for 12 months as part of the Nebraska Library Commission's mentoring program.</b> 80 responses	5	30	45
<b>I agree to participate in mentoring activities and to be paired with a mentor or choose a mentor for advice in educational and career development.</b> 79 responses	3	32	44
<b>I agree to participate in least one mentoring training session during the year for which the scholarship is awarded.</b> 80 responses	8	33	39
<b>I will be available for follow-up interviews by the Nebraska Library Commission for scholarship program evaluation.</b> 80 responses	1	13	66

**Please comment on these requirements:** 27 responses

Things such as the mentoring session, during the year, are not easy to accomplish for students who are going to school full time and working full time too.

Since I live in Westrn Ne, I hope any mentoring training sessions will not require a lot of travel and expense. Although I do not have a formal mentor, I do have an advisor through [University] and several of my more experienced classmates in the library program have been available when I've had questions and concerns.

I was never contacted by the mentoring program, and Have no first hand experience with it. I wondere how I would have benefited from the program if contacted

I have not taken advantage of the mentor program as a mentee (which I thought I turned in the application, but must not have!), but I am excited to possibly be able to be a mentor to someone in the future.

As an undergraduate I was paired with Kit Keller as a mentor, and I greatly appreciated the advice and help she was able to offer to me. To my knowledge I was never paired up with anyone for the graduate program, and it would have been (still would be!) a great opportunity for networking and support.

I began the process with the goal of learning more about books, and perhaps clarifying my career goals. I value, very highly, my education, and I know I am a better person for it. I will use my knowledge wherever I am. I think the networking is a positive opportunity, however I do not like the restrictions of job requirements.

Will be very willing to participate in mentoring program, either as a mentor or as a mentee, after I obtain a school library/media position. Need more info about how to participate in this. Will someone contact me? or do I have to initiate the contact?

It would be nice if Scholarship funds could be used for a professional development opportunity (i.e. ALA)

I have found that the demands of teaching full time along with the professional commitments that go with it make it extremely difficult to maintain part-time status (two classes) and do the kind of quality work at my job and in the classroom that I want to. I often found myself short changing either one or the other, unable to do both. This caused extreme stress on me and my husband. I can't imagine what it would be like to have children at home too. I agonized over having to leave school because I couldn't meet the requirements of the scholarship. The required letters of recommendation should allay any concerns that students seeking the scholarship would not prove serious scholars taking a single course during the school year. Also, many students travel a great distance in order to attend class once a month on campus. The requirements for use of funds might also be eased to include expenses required to attend classes; verification of legal address should make justification for these expenses relatively simple.

I feel that all of these requirements are very reasonable. Since you are investing in my skills, it makes sense for you to want me to give back to the community with the skills that you help make possible.

I have a mentor through LPS, I'm unfamiliar with the other mentor if assigned to me. I think this is a great idea for support. Dr. Becky Pasco has been very helpful and supportive.

I would like to participate in mentoring activities. In the past, the timing of the mentoring training sessions did not work with my work and personal schedule.

These are NOT stringent requirements at all . They are very fair and accomodating.

Again, if I had any information about the mentoring program, other than what is in the guidelines, I would have been happy to participate.

I believe that if a person receives your scholarship that the above requirements are the least a person can do to show their appreciation.

I would love the opportunity to participate in the mentor program. Is there somewhere I can get more information regarding it?

I've been a librarian for a long time, so I have no problem serving as a mentor. However, some scholarships may be very new to librarianship so asking them to serve as a mentor early in their career may be asking a little bit too much.

I have no concerns about any of these requirements. As I stated before, I am able to take two to three classes per year. It's not quite "half-time", but it's as much as I can take on at this time in my life. I also think the mentoring program is an important follow-up for scholarship recipients. My goal is to be employed as a librarian in a Nebraska library as soon as possible - I'm currently a library specialist.

I do believe the requirements were reasonable.

I was never contacted about the mentoring program before, during, or since. I feel that mentoring should be the responsibility of the instructional institution not part of NLC. Perhaps I don't see the value in it because I never experienced it through NLC

I didn't hear anything about the mentoring program...if I did, I didn't get the message that it was required. I think a person should be in their position for 3 years before being asked to be a mentor.

I am in need of information about the mentoring program.

I don't remember being offered mentoring when I received the scholarship.

I believe someone who is a current teacher in Nebraska should have scholarship access even if not a resident of Nebraska. In rural areas, mentoring demands and opportunities may be quite limited (and far away!). Could there be an alternative to 12-month mentoring? (Some kind of community service to strengthen library presence in rural areas that may have no libraries?)

Through my school district's staff development I was given a mentor in my field to consult with. So I do not feel that in my situation the added mentor activities and requirements would be appropriate.

Employment is too difficult to obtain in library settings for there to be a requirement of employment in a Nebraska library- geographic mobility is necessary in some cases for employment to be obtained.

I apparently missed the opportunity to participate in a mentoring training session last year. I do not remember receiving any specific information regarding this.

## Section F. 21st CENTURY LIBRARIAN SCHOLARSHIP FUNDING PROCESS

### 17. Overall, how satisfied are you with the process of receiving your funding from the Nebraska Library Commission? 80 responses

**Very satisfied** 66

**Satisfied** 14

**Neither satisfied nor dissatisfied** 0

**Dissatisfied** 0

**Very dissatisfied** 0

**Please add comments about the funding process here:** 18 comments

**Very satisfied** 14

I had no problems with the funding process. One small issue during changing of personnel at NLC was resolved very satisfactorily.

There was a problem getting the scholarship funds to pay for my tuition at Missouri - but NLC staff called and took care of the problem as soon as I brought it to their attention.

I cannot thank you enough for the help you have given me, and the better quality of life for my family you have supported.

Any questions I have had have been cheerfully answered when I have called the Commission office. I appreciate the help.

Thank you so much.

NLC staff were friendly and helpful, and I will be eternally grateful for this opportunity!

The funding process was straightforward and in line with other organizations way of offering scholarships.

I was pleased at how quickly they paid the college for my tuition.

The application and disbursement of funds have been very smooth and I am very please with the scholarship and so thankful to have received it!

There was no issue here at all.

This was a great help for me in continuing my education. I greatly appreciate everything the Library Commission does for libraries and library students.

Funds were paid directly to the University was very appropriate.

Extremely efficient.

I had occasion to contact staff when I took part of my coursework at a different college than my primary university, and was very pleased with their responsiveness to my needs and timely communications to work out this accommodation.

#### **Satisfied 4**

As a single parent with somewhat limited resources, I really hope there's a way for the program to continue.

Funding with the college was somewhat slow due to the enrollment time for classes and the funding availability to buy books, but overall I was satisfied.

My name was unintentionally omitted from the NLC recipient list for a semester in which I intended to use the funding. After more than a dozen phone calls to MU and NLC personnel, the mix-up was eventually resolved.

It always comes through eventually.

#### **18. What suggestions do you have about the Nebraska Library Commission's scholarship awards and process?**

32 responses

Several of my fellow students have commented that the NLC scholarships have been crucial to them being in the program or continuing to the end. I agree completely. The only thing I wish was that there was a better thing tied into the scholarship somehow to help recipients get work in-state. As I get closer to ending, I have discovered that while the listservs had jobs aplenty in other states, very little non-supervisory/director positions were open during the time of my studies. I expect the same to apply when I am done.

I was very pleased with the whole process and those involved were very helpful.

I would hope that the Nebraska Library Commission can continue to find funding to offer the program to more students.

Keep up the good work.

I would suggest that any funds to be dispersed go through the school, if possible, and only when needed, to make sure students apply it to their tuition and to keep money separate and accounted for.

Will funds continue to be available: 1) as a second award to finish the masters? 2) if I decide to turn current credits into a PhD instead of a second masters?

Try to continue them.....

Please continue for those of us who are part way through our Master's program.

I have no new suggestions as I feel that the whole process was very reasonable.

I did have some problems with [University] as far as them automatically applying my scholarship to my tuition--I'm sure this was more [University]'s problem than NLC's--but I do know I had to call around a few semesters to both places to get things squared away.

For the possibility of the amount to be more. I'm glad that we have the opportunity to apply for a second one.

Please keep helping students with funds to complete their education.

The whole process went pretty smooth. If there was anything I would suggest it would be to let more people know about it, like more advertising. I accidently heard about the program through word of mouth when I was working at the public library. Directors of Libraries need to inform their employees about the scholarship. I had a director that didn't want the employees to persue a library degree because she herself didn't have one. Hopefully other's in this situation will find out about the scholarship through other avenues so they too can improve their lives.

Please encourage the Legislature to renew funding! (2 of us in the program is quite tough on the budget!)

I really cannot think of anything that could make the process easier or more available to those pursuing a degree in Library Science.

I just wish NLC would receive further grant money! I would be so happy to speak with ANYONE about how vital this scholarship is! :)

I hope that you'll continue to receive grant funding to make this scholarship opportunity available to Nebraska students!

Just to give out information to recipients about the mentoring program. If that is one of the requirements, then the information should be more readily available.

Keep giving others opportunities to receive this scholarship. There are many teachers who would make wonderful media people but do not have the funds to make it a reality. With scholarships from NLC you make dreams come true!

I just hope that the Commission gets a renewal for another couple of years for the scholarships.

By receiving this scholarship I have been able to take two semesters of classes financially worry free. With starting a new job in a new school and raising a family this scholarship was a wonderful opportunity for us!

I think the process is successful and well managed as it is.

I do believe that if funds were available, students should be afforded a third year so they can finish their degrees.

I greatly appreciate the opportunity to apply and receive this generous scholarship to help me in my greatest academic goal!!! I felt the process was fair and easy to apply for.

Only librarians know about NLC. You need to reach the graduate students as they first apply to their instructional institutions. This is the first follow-up I have had since I received the scholarship. In the back of my mind I always wonder if there were further requirements that I was unaware of.

It would be so helpful to receive updates about scholarship "accounts"--what's been paid, what the balance is, how much time remains before the money expires, etc.

Clarification about half time status as a grad student; Most of us are full time teachers and 6 hours is a great deal of work in this program, yet still teach, grade and have a home life with families. I think as long as a grad student takes at least 3 hours each semester and summer courses, that this should be sufficient.

New mentees just coming out of a university endorsement program will be expecting mentors who are qualified and willing to help in such "21st century" practices as collaboration and technology advancement. Is there some way to "qualify" mentors in this regard prior to mentor assignment?

Keep the program running! This is an essential part of finding and retaining quality School Library Media Specialists!

I would like the use of the funds to be longer.

No suggestions.

None, simple application, well-documented procedures.....just what it should be.

## Section G. YOUR CAREER

**19. Had the 21st Century Librarian Scholarship not been available to you, how likely do you think it would have been for you to attain your education and career goals?** 80 responses

**Very likely** 19

**Somewhat likely** 36

**Not very likely** 16

**Not at all likely** 9

**Please add additional comments here:** 22 comments

**Very likely** 8

I still would have found a way to finish my education, it just would have taken much longer!

I am highly committed and would have still found a way.

However, this award helps tremendously!

However, this would have taken additional time which may have jeopardized my current position.

I would have still attained my goals but it would have taken more time. For me, this was a career change after working as an educator and a Recreation Therapist for 20 years, it was very difficult to completely leave one profession and start over in a new career. I started by working part-time in a library while still working full-time as a Recreation Therapist at \*\*\*, after a year I decided I had to completely leave the old career in order to really become a librarian. It took another 6 months before I was hired full time at the \*\*\* Public Library (provisionally). I am glad I took the jump but it was a little scary to jump out of my comfort zone.

It would have taken me a great deal longer to finish the coursework for full endorsement and masters degree.

I truly wanted to be a school librarian. It might have taken longer, but I still would have done it.

I would still have attained my goals, but not without financial hardship.

**Somewhat likely** 7

I would not have been as motivated or financially able.

I would have had to pay for everything myself, which would have prevented me from taking year-around classes or more than one at a time. I may have even had to stop classes if funds weren't available.

I would have continued in the program in a "pay-as-you-go" fashion, which would have been much slower. With the scholarship, I was able to take a class every possible term, which helped me stay on track.

I would have had to find other scholarship sources.

I think it is important enough to both of us to find a way...but we aren't always sure WHAT way that is!

I would have had to look elsewhere for scholarships and/or grants.

I consider myself to be a motivated person. However, receiving the scholarship funds helped to provide the incentive and motivation to continue with the program when the time and energy involved became a challenge.

**Not very likely 5**

With daughters in college, money was not available for me to also be taking college classes.

With so many of my family of college age and with one having completed college, two currently in college, and two in the wings, the NLC Scholarship has been a real boon for me to attend graduate school.

Financially, it would not have worked for me at this time.

It would have taken longer to complete my degree. I probably would not have reached my career goals as the job opportunity would have passed me by. School library jobs in this district are few are far between to find. The librarian I replaced had worked for the district for 30 years.

I have 3 teenage children and a single parent. It would have been nearly impossible for me to afford graduate school without this help.

**Not at all likely 2**

As I mentioned earlier, in December 2006, I was faced with a choice - to not take a job in a library that I really wanted in order to keep my tuition reimbursement, or to take the job and not be able to finish my degree. Thanks to the scholarship, I was able to do both.

Because I did spend all my savings to stay in the program, but I couldn't get a student loan.

**20. Please tell us how the 21st Century Librarian Scholarship has helped you further your career.** 70 responses

Has allowed for uninterrupted classes, not needing to take out loans or wait for enough money.

It helped me focus on my studies, so that I could put in quality work, instead of worrying about how to finance my program. Especially now with student loans being more difficult to obtain, it removed the financial headache.

I felt it was important to save the city money to help with other employees continuing education.

Without the scholarships, I would not have been able to get my master's degree.

I'm excited to be learning about new ways to help students improve their reading and access information.

My position as school librarian was provisional, contingent on getting my endorsement at the rate of 6 hours/year. I was able to meet that requirement and am now fully endorsed.

The scholarship provided the funding I needed to get started in my degree program.

I am about 1/2 way through obtaining my MLS and have gotten a part-time job as a legal resource specialist in a law firm in \*\*\*. I was also able to gain library experience in an academic library last summer. I would probably not be as far in my degree or have this library work experience if it were not for the motivation I received from the 21st Century Librarian Scholarship.

I believe it already has in that my supervisor saw how serious I am about my education and my dedication to wanting to become a better information provider - and that weighed heavily upon the decision for the promotion from clerk to specialist.

A better understanding of information and the tools to find what I need.

It has made the process easier financially.

Not only have my classes propelled me to a new endorsement, but many of them have helped my teaching of middle school reading. This has had a profound impact on the quality of my teaching.

The scholarship allowed me to complete school very quickly.

The financial strain of attending graduate school adds a lot of stress to the process. The 21st Century Librarian Scholarship has taken a lot of the financial stress away allowing me to focus on the courses and completion of my degree.

The award gave me the incentive to begin the course work.

I wanted to be a school librarian, but did not think I could take the courses required due to financial concerns. This scholarship has made it possible for me to pursue my dream.

First of all, by providing the funding, but also by helping me focus in on why I want to join the profession.

I was able to use the scholarship to add a media endorsement. I am so excited to be working in a career that I love and that is different every day.

I think my education helps me be a better librarian. The scholarship(s) allowed me to pursue this degree at a time when I have children in college--otherwise I probably would have had to wait, and I'm not young now.

Because I was able to use the funding from the 21st Century Librarian Scholarship, I have been able to stay on track with my educational plan to attain my media specialist endorsement. Due to that, I received my provisional license last year and was able to apply and receive a job as a K-3 media specialist in my district for the 2008-2009 school year.

The tuition assistance has allowed me to work toward a Master's. I knew I could not afford to complete this program using only my own funds.

The NLC has allowed me to take two classes toward my MLS this semester and the balance for another class in January 2009.

Without the assistance this provided, I wouldn't have been able to afford the pursuit in this field.

Without the scholarship, the financial burden would have been much greater. With the scholarship, I can reduce the amount of my student loans while obtaining my MLIS degree. This will help me to obtain employment as a librarian.

It has helped me complete my degree in a more timely fashion. Because I had the scholarship I was able to take multiple classes at a time. This, in turn, allowed me to get a provisional certificate and into a library more quickly.

This scholarship allowed me to pursue my masters program.

I was able to move from a position that was extremely stressful to my dream job!

I am able to work on my masters in library science.

This scholarship has allowed and encouraged me to complete my library endorsement so I can return to work in the library field.

I am now teaching in the largest classroom in an elementary school and truly love what I do. I have found JOY again in why I decided to go into education.

After graduating with my masters with the help of the scholarship I was able to secure a teaching position in the local middle school. The school library media endorsement helped make me more employable and secure the job.

It has helped me move toward my goal of becoming a certified library media specialist. I have been working in a private school as a librarian for a number of years and have not had the money to get the training I was desiring.

I had the opportunity to receive a temporary endorsement which allowed me to be employed as a librarian

The program has re-energized me about education!

Helps to pay for the cost of classes.

The 21st Century Librarian Scholarship helped me get my Master's Degree in Library Science. Having taken the classes helps me understand the theories behind what I do; it has made me do a better job of the job I have.

I has exposed me to the Nebraska Library Commission in a very positive manner.

Not only have I been able to go back to school, but I have used what I learned in my class this semester in MY classrooms at \*\*\* High School. My students are so excited to see what books I will be bringing in to share with them. It is so exciting to see teenagers looking forward to reading!

This scholarship has allowed me to pursue my goal of becoming a school librarian. I am very happy in my new job and look forward to completing my degree soon.

It has allowed me to secure my position as well as give me credibility. Having the endorsement is a vital piece for media specialist to become regarded experts.

I would not have been able to finish the degree in the same amount of time had I not had the scholarship.

My degree was in Secondary Business and I was hired as a Secondary Media Specialist. This scholarship has allowed me to quickly begin the process of obtaining my Media endorsement. I have been able to take two classes a semester instead of just one. I feel much more prepared this year than last. I never really thought of a career in the library until I did research prior to my interview. I think I have found my calling and I really enjoy working with the students in the Media Center.

I'm not sure I would have considered a doctorate as seriously without knowing that assistance might be available

I would've procrastinated about taking classes because I wasn't financially ready to take them.

It enabled me to complete the program more quickly than I might have otherwise been able to afford.

I am so happy to be working in a public library. I am able to utilize skills from my previous two careers, plus all I've been learning in my library classes. It's the perfect combination of customer service, operations management, technology skills and love of reading. Thanks to the scholarship, I've been able to continue the classes that are teaching me even more about library services and operations. This has helped me to do my current job, and hopefully has me poised to take on additional responsibilities on the career ladder.

Opened up a new area of library expertise for me.

After obtaining my MLS, I was promoted to Assistant Director of Public Services.

This frees personal funds to use in other ways to enhance my job as a media specialist. This includes purchasing books and materials for my library, attending conferences, and joining professional organizations.

With the additional aid with tuition, I was enthusiastic about completing my degree without as large of a student loan as it would have been without the scholarship.

It really helped me stay in the program, when the University threatened to exclude me.

It has helped encourage me to continue with my goal of obtaining a library degree.

It has allowed me to pursue to one goal in my career after 24 years of teaching!!

I was hired on the condition I complete my degree before the following school year. The scholarship allowed me to take the necessary classes. Without the scholarship opportunity I would not have been able to apply for my current job.

Helpful to have the support of the state library association in accomplishing my dream

I'm currently employed with \*\*\* [Public Schools] as a LMS...on a provisional contract...pending completion of my Library Science program, which you enabled me to pursue!

Well, it has been extremely useful in helping cover the cost of tuition that would have otherwise been difficult to cover on my current salary.

It is clearly layed out by the [University] advisors and directors of the program, the scholarship has meant everything, I sign up for the classes in a timely manner and it is paid for. Thank YOU!!

I already have a Master's Degree plus 36 hours, and I have moved as far as I can educationally on the salary scale. I will not receive any salary benefit from completing this endorsement, but I really wanted to get into this line of work. The scholarship helped me obtain this dream. I have a son in college and a daughter quickly following. If it weren't for this scholarship, I would not have been able to go to school. My dream would have been put on the back burner until their education was achieved. Thank you so, so much.

I was able to finish my Master's Degree in a very short time and it also helped me get connected with others in the Library field.

I used the scholarship to help me continue coursework in case I was not able to continue working in the field while finishing my degree.

The NLC scholarships have helped further my career by enabling me to get my Master's degree which has opened up several opportunities for employment.

It helped me to complete my degree and limit the amount of debt I left graduate school with.

Although I haven't changed positions since I began this endeavor, I have had people who knew that I was undertaking this program of study, suggest other opportunities to me. I have been committed to this program not only for my own advancement, but for the knowledge that it has provided me to apply in the community where I currently work. Upon graduation from this program I will find it easier to pursue other endeavors.

I am a better teacher because of the experiences I have had as a Media Specialist. I am able to work with all staff in a new capacity. I am holding a position of leadership that I never thought I would have done without this opportunity.

It has eased the financial burden of obtaining the degree that was necessary for me to get in order to have my current position.

I have been able to receive my endorsement in library media. When a job becomes available in my school district, I am excited to try for this. Without the scholarship, getting my endorsement would have been much harder.

This scholarship has given me an opportunity to explore a new educational opportunity. I not only have become more informed in library process and skills, but I have become a 21st century learner and I look forward to sharing my new found knowledge.

Allowed me to take more than one class per year.

This scholarship helped pay for courses very relevant to my career as a school library media specialist. My proficiency as a library media specialist has improved through what I've learned in my master's coursework, and as a result, student learning through direct instruction in the library media center has increased.

**21. What advice do you have for other people who are thinking about entering the library profession or are working on developing their library careers?** 66 responses

Be a close friend with technology.

Great profession and career choice. Take every opportunity and learn as much as one can.

Don't let financial reasons keep you from furthering your education. There is money available and lots of moral support throughout the process.

The library program is a very rewarding profession that allows a person to touch the lives of students of all ages. It is a profession that allows a person to branch out in many different ways. It uses technology as well as print materials.

Talk to people who are in a program and if it seems like a fit, go for it.

Check with NLC to see if they have scholarships available!

Try to secure a position working in a library prior to embarking on the degree. Practical experience is essential for understanding the concepts and content.

Try to get experience in all different types of libraries while still in school. I love the fact that I have worked in a prison library, a small academic library and a special library. I have learned so from each library, not to mention the networking opportunities. I am going to try to volunteer in a small public library and do my practicum in a large academic law library before I graduate. Also, make sure to join professional library organizations - the student rates are low!

To make it a priority, that 'life' will always be happening; it does not ever slow down; so take advantage of the opportunities that are there now!

Library Science is much more than just 'books' or being a librarian. There is a wealth of knowledge available, and some of it applies to many areas. The business of information is very important in today's world, and knowing how to find it and where to look are essential skills.

By entering the Master's program, doors opened for me.

Go for it! Especially at UNO! This is the VERY BEST thing I have done for my career, and it was already well established.

Network! The mentoring program, conferences, online networking, it all helps. Also take a wide view of what a Library Science degree can do for you.

The 21st Century Librarian Scholarship is well worth the effort to apply.

Do not limit yourself to what is traditionally considered "library work". All experiences contribute to your chosen path-most importantly relating to and interacting with the people.

I would tell them to consider obtaining their degree from UNO. The program is very appropriate for someone working full time who wants to make a career change.

Networking with others in the profession is one of the most valuable ways of gaining insight into what is most important, what issues being debated and addressed, and most importantly, experienced library media specialists

are resources for all the things you will never learn in books but need to know in order to be a real leader in the profession.

Got to a library and visit. The job is 10 times more exciting than the classes. Talk to people who are working in the profession. Each day is different and rewarding.

An MLS is an asset, and possible for anyone if you do it slowly and are diligent about applying for a scholarship. Don't underestimate the importance of networking.

It has been very beneficial to attend conferences and talk with other media specialists in my area. You can never have too much advice or help from people who have been there. I have also been very impressed with UNO's library science program.

The educational experience has been wonderful!

I would suggest that for people entering the library profession or working to develop their library careers to do two things: 1. take any job in the library to get your foot in the door and to be aware of other job opportunities, and 2. to take the NLC Basic Skills classes which provide a wealth of information.

Talk to the helpful folks at NLC!

I certainly hope they investigate every opportunity to develop their goals toward a library career.

I have recommended this scholarship to several of my colleagues already. Especially for the ease in which the NLC works with UNO for payment.

Never let money or the lack of money stand in your way.

Do it! This is a great opportunity to affect the learning of each teacher and child in a building. It's the BEST job! I love going to work each day!

Go for it!!

Apply for the scholarship!!

Look for an opportunity to work in a library while going to grad school. It makes the whole experience relevant and worthwhile.

Please check out all sources of financial aid as soon as possible.

Go for it! It was the best decision I made. The lives of my children and I are so much better for me getting my degree in the library profession.

Be prepared to take on a leadership role.

I am finding the media specialist program to have the pulse of education--what it needs to be to prepare students for their future; something I DON'T feel schools in general have at this time.

My advice is to get job experience. Don't be afraid to work your way up. Doing internships and practicums are wonderful experiences to see different types of libraries and how they are similar and different from, for example, a public library.

Apply for scholarships.

Wow...go for it. Now, more than ever, we need those who believe in the power of reading, of books and of alternate resources.

Learn as much as you can about technology tools and what is available in your school district or library branch. They are going to be important.

Read professional magazines, visit with other media specialists and investigate all the wonderful opportunities and resources we have here in Nebraska.

I think the library field is an expanding field, but one that demands or will demand a master's degree in the very near future.

I don't really see myself as someone who can give advice about a library profession yet. I would suggest if interested they spend some time in a local library and/or media center.

Do some job shadowing

Do it!

First of all, I think that all experience in a library is good experience. My past experience as a patron helps me understand what it's like to be on "that side of the Info desk". Working at any level of library service can be an important learning experience - even shelving books, checking out books, etc. I also think that in Nebraska, one might need to be willing to relocate, or at least commit to a commute to work. I live in Omaha, and have considered applying for jobs in Lincoln, Fremont, Blair (perhaps even Council Bluffs, except for the need to keep a Nebraska job for the scholarship requirement.)

Go for it!

Go for it - it is an excellent career.

I think that working hard and getting as much experience as possible through volunteer positions or library aide positions is a good way to go. Also speaking to experience librarians is a good way to get an honest look at the life of a librarian.

Getting a master's degree is a lot of work and quite a monetary investment, but you will never regret finishing it. It is the best investment I have done!!!

I feel it is an excellent career choice where there are many options for work, especially if one is willing to travel, and that the Nebraska Library Commission is a wonderful resource for helping a librarian further his/her career.

Never let funding keep you from pursuing your goal. Entering the library profession has been the best decision I have made in my teaching career.

Seeking scholarships such as this one is very helpful in funding education for the next generation of librarians.

Decide which path of employment to pursue: 1) public and college library, 2) public school library/media

Experience, experience, experience

It's an awesome program, but I am worried about many of the public school elementary jobs becoming half time. Our school is suffering very much by this cut back.

I can't wait to get into the library. I have many friends already working in libraries. I believe them when they say it is the best job in the world.

Join the professional organizations on both the state and local levels to help yourself be better informed and connected with the library profession

Network with others in the profession who are leaders in 21st century practices, attend conferences, continue learning and implementing new ideas, communicate new library-media concepts to administrators and teachers.

The UNO/Missouri program is excellent, and the NLC is a valuable professional development resource.

I tell them to apply for this scholarship!

It can be hard to develop a rapport with other students and instructors when much of today's degree work is done on-line. Networking with other librarians and attending as many library activities as possible, such as seminars, workshops, and conferences, makes these challenges more manageable.

The library profession is an amazing place to be! I feel so much more on the front line of information and what's happening in the world than I ever felt in the classroom. It's exciting to be on the forefront and being part of the formative group instead of the group that is handed information after decisions have been made.

Sadly, I think that there are not enough library jobs available for the number of graduates that complete the program. For this reason, I would be hesitant to recommend pursuit of a MLS degree.

Don't be afraid to ask questions. Ask other librarians questions they are for the most part very helpful - Attend Library conferences.

I would highly recommend not only the field to them, but also the wonderful program at UNO through Dr. Pasco. I feel that this program has more than prepared me for a positive career change when I find the right opportunity for my situation. Even after my Master's degree is completed, I hope to continue my professional development through additional classes at UNO.

Stay in contact with the NLC.....excellent services and support in addition to the scholarship program.

Working as a school library media specialist is a very demanding yet rewarding career. I am always busy and never bored!

**22. Have you accessed the Now Hiring @ your library Website to look at job postings? (www.NowHiringAtYourLibrary.com)** 79 responses

**No** 43

**(Comments)** 3 comments

I was unaware of it until now. I will definitely look into this. Thank you.

I am not that far in my program yet.

I have not finished my certification and have not searched for a job, yet. I will be sure to use the site once I start my job search!

**(No answer)** 1

**(Comments)** 1

I already had a position.

**Yes** 36

**If yes, please comment on your use of the Website, and tell us if it led to a job:** 29 comments

I check this all the time. However, I was not yet ready to apply because I still had a lot of my program left. Now I can start searching in earnest.

I've just checked to see what's out there. As I get closer to finishing my program, I'll access it more.

I check the Website periodically, just to see what is out there. It has not led me to a job, but the graduate assistant through the NEMO program recommended me for my current part-time position.

It is actually my husband who periodically checks this web-site, and he says he enjoys looking through it. It has not led to a different job, but until I graduate this summer I am happy in my part-time position. Once I graduate I will begin actively looking for a full-time position.

It did indeed.

I applied for several jobs I saw on the NLC's job site, but didn't get them.

I went to the website out of curiosity. I am not currently applying for jobs.

Just browsing--was not looking for a new job yet.

I've just periodically looked at the list of job opportunities and have given this link to several other people interested in this field. I already work in the \*\*\* [Public Library] system, but I am interested in the different qualifications needed for various library related jobs.

I check this now and then, but I do feel fairly informed through email by Dr. Pasco and her grad assistant. I also don't think that all special libraries know to post their jobs here--maybe you could try reaching out and making more of them aware of this site.

I have looked for openings, but have not found one yet in my area.

I have started to check the website quite often. After graduation I was working on personal things and waiting until I was more fully invested in the \*\*\* City retirement program. I have applied for a couple of positions listed on your website; but so far, I have not gotten another job.

It did not lead to a job, but I was not really looking for a position. I was just exploring the options and checking salaries.

I was just looking to see how many library jobs were available, and where they were.

I've just looked at it out of curiosity, and am not looking for work currently.

I think that the job I accepted two years ago was posted on the website, however, I learned about it by email from Dr. Becky Pasco's graduate assistant. They always send out job postings to students.

I look at the Now Hiring website all the time, not because I am looking for a different job but just because it is interesting to read about the different positions and what requirements they have, or what the job position duties are. It is a great website.

From time to time I just browse to look at the job openings in Nebraska!

It has shown me what kinds of jobs are out there once I graduate and able to relocate.

I was just curious. The job I took was in-house. I just wanted to see what other opportunities were around.

I regularly looked at these job ads, though it didn't lead to a Nebraska library job for me.

I still have one class before completing my master's degree. However, I periodically do look to see available positions to remain aware of opportunities.

I found "Teach in Nebraska" through it and used the "map view" to locate my present position in South Central Nebraska. It looks like the "Now Hiring" website itself provides excellent resources and I will use it in the future if I decide to seek a new job.

The site is pretty good. You should offer a monthly List-serve subscription service to announce new employment opportunities in the region.

I frequent this website often (although not as often as when I was nearing the end of my program).

*Almost done...one more page!*

## Section H. YOUR COMMENTS & THANK YOU

### 23. If you have other comments for us about your experience in school, in the scholarship program, in your career, or about this survey please provide it below: 37 comments

While the University of Missouri program is good, Nebraska really needs its own Library Science Masters program. If we value the profession, we should develop our own program (especially since most of us end up taking MU classes via UNO anyhow).

This has been an excellent program for me to connect with other professionals and broaden my perspectives of the library profession.

This survey did not work on my Apple computer- had to switch to my ancient Dell. It appears to be working now- hope it transmits successfully.

I loved the way NLC worked directly with UNO is pay my tuition based on the scholarship. It was hassle-free. The scholarship was a blessing to me in so many ways. I have been VERY thankful for it!

thank you for providing scholarships and helping develop the next generation of librarians.

I am very thankful to be a 21st Century Librarian Scholarship recipient. I love being a library student, and am excited for my next semester to begin. I have presented at the Nebraska Library Association conference and at Regional Library System group meetings about library topics. I am excited to be able to tie my love of the law and of libraries into a career and be able to help others in more ways than I had ever imagined. This is possible due to the motivation and financial assistance I have received from the scholarship program.

It has been a wonderful experience, and I love how being on the reference desk directly translates directly into my schoolwork. As an undergrad, and before I was on the ref desk, I did not really get what all the assignments were about because I did not have real world experience. I would suggest to anyone in the program to try and get some type of library experience as it does nothing but enhance the experience. Thank you again for all the help you have given me and other students in Nebraska!

It has been an exciting experience!

Pasco's program at UNO is incredible. Absolutely the best thing I have ever done in my educational life!

I absolutely love the library media program, and the opportunities the scholarship program has opened up for me. It has confirmed that I am moving my career in the right direction where I can best use my talents.

I am very grateful to the NLC for this scholarship. I was able to take my classes without any hardship to my family. I didn't have to cut back in other areas of my budget to take these classes. I also am not stuck with debt when my classes were finished. This has made my transition to a media specialist very enjoyable and exciting.

I've been very happy with the U of Missouri MLS program and my scholarship opportunities, both through the university and the NLC and other bodies (I have had to pay for very little by myself), but also think my timing has been very fortunate--I hear that applicants are increasing and funds are decreasing. I hope others will have the good experience I have had.

I am currently a classroom teacher in Lincoln Public Schools and I feel the information I have learned in my classes has made me a better teacher.

My classes have been very interesting. In one of my classes, a media specialist for the Archdiocese had to leave her job for family reasons. She had always enjoyed her work and suggested that I apply for the position, which I now have! This is just such a unexpected and positive aspect of networking.

Thank you again for this wonderful opportunity! I am so thankful for my job and my learning in Library Media! It has made such a difference for my career and my family.

Thank you for providing these scholarships.

I was blessed by receiving the 21st Century Librarian Scholarship and it has not only improved my life, but it has positively impacted my family also.

I am glad the NLC's 21st Century Librarian Scholarship was available when I started my graduate studies.

I am very grateful for the opportunity of the scholarship. It has truly changed my life for the better. Thank you so very much!

Thank you for what you do and for your financial assistance. I have enjoyed my classes so far, and I have appreciated all the help and support given.

I am truly thankful for this opportunity and am hoping to be in a media center next fall! This scholarship has made it possible for my husband and I to begin this journey and hopefully to continue it!

I appreciate the opportunity to share my gratefulness for this program. Thank you so much for allowing me the opportunity to return to school this year and to be able to tell you how much I appreciate it! :)

This spring I have registered for my clinicals. This has been a long journey but it has been meaningful and rewarding. I just want to thank you again for believing in me. Your scholarship was a blessing.

I have appreciated Dr. Becky Pasco tremendously. Her help and expertise has been a beacon to me, and to my situations. I have felt very comfortable contacting her about any problem or question in the library field, and in the courses for the classes.

I am taking classes through the online program at UNK. I have really enjoyed them all and the online program has worked very well with my schedule and other commitments. I have really enjoyed my first year in the Media Center and I feel so much more prepared this year, because I was able to take 12 hours last spring and summer thanks to my scholarship. It really was a great opportunity!! As for this survey, whoever was the creator did a great job. It is very well put together and very understandable. Good Job!

I have had such a great experience being back in school many years after I got my B.S. It was a little scary to jump back in, but I've never regretted it. I can't think of a better career for me than working in a library. It pulls together all my previous work experience, and I'm so glad to be doing what I'm doing. The 21st Century Librarian Scholarship has helped me achieve my goal of getting my degree, and I'm hoping that that will lead to another rung of the library career ladder. I am grateful for the financial assistance the scholarship provided. Thank you.

This survey didn't take long and I hope it helps. Again I want to say how much I do appreciate the scholarship funds, the availability of my mentor, and everything else the Library Commission does for library students.

Librarians, the future is very bright!! I had read an article and the author says that with Technology innovations, librarianship will be what Physics was in the 20th Century.

I greatly appreciate receiving this scholarship and hope that it continues to be opportunity available for other Nebraskans.

Dr. Pasco is a great friend and resource. If it weren't for her I would not have found out about the scholarship. She is so enthusiastic about her profession. Her enthusiasm is contagious.

I have found the staff at NLC to be consistently helpful through their competence, courtesy, and attitude of helpfulness. This includes getting me through the scholarship process; providing excellent resources such as the database roadshows, workshops, presence at conferences; and personnel customer service during the Interlibrary Loan Process and Reference processes in my current position. Although I have received an initial mentor assignment, I would like to work more personally with your staff in selecting a mentor who can help me develop my small rural school library into a first-rate 21st century model!

The NLC has positively impacted my life and the lives of many Nebraskans. Keep up the good work!

When I began this journey, I was hearing so much talk about the shortage of librarians and the need to educate and recruit more to the profession. I think these scholarships have helped to minimize this struggle and that open positions may be receiving more applicants.

Although I do not currently work in a Nebraska library, I do work at [University], in an area that allows me to utilize much of what I learned in my masters program.

If classes weren't available online I would not have been able to pursue my degree.

Because of this scholarship and my educational journey, I served as President of the \*\*\* Memorial Library in our town and provided the library with many suggestions, websites and book suggestions to better the facility. I feel this experience made me more aware of the function of a public library in a small town and when I would fill in as a replacement occasionally, the opportunity to shelve books and help people find material reinforced the fact that this is definitely something I would enjoy pursuing as a career. My experiences have been so positive and my education has made me a better teacher in my current job and shown me ways to incorporate research skills into virtually all classrooms.

Thank you again for awarding me a 21st Century Librarian Scholarship!

**Thank you for your time and your feedback. Please click the "Submit survey" button below to complete this questionnaire. You will be then redirected to the Now Hiring @ your library Website.**

IMLS 21<sup>st</sup> Century Librarian Scholarship Program Evaluation – January 2009

Submitted by Kathryn Brockmeier, Research Analyst/Special Projects Associate, Nebraska Library Commission

## Bachelor's Scholarship Recipient Survey and Results

The survey instrument was created at SurveyMonkey.com on December 30, 2008. An email with the link to the survey was sent out December 31, 2008, to 11 potential respondents. The email included the Web link to the SurveyMonkey.com site. Follow-up reminder emails to 4 non-respondents were sent out January 13, 2009. A total of 10 surveys were collected, yielding a 91% response rate.

### Email Invitation Text

Subject line of email: NLC Scholarship Recipient: Where are you now?

The Nebraska Library Commission is in the process of contacting 21<sup>st</sup> Century Librarian Scholarship recipients to find out how the scholarship program worked for them and where they are now in their Bachelor's-level education and their career.

Part of your agreement upon receipt of your scholarship included responding to follow-up surveys. Please take this opportunity to complete our online questionnaire as soon as possible (we have a federal grant report due in a month). The survey will vary in length, depending on your responses, and should average about 12 minutes.

If you care to "tell us your story" of how the scholarships have contributed to the developing library careers of scholarship students, you may do so in an email, or I'd be delighted to talk with you over the phone.

Follow this link to complete the survey:

[http://www.surveymonkey.com/s.aspx?sm=\\*\\*\\*\\*\\*](http://www.surveymonkey.com/s.aspx?sm=*****)

We look forward to your feedback and appreciate your time.

### Results Description

Items in bold are the questions or responses as they appeared in the survey. Numbers are respondents (or if next to "Blank," non-respondents). Responses were copied into this document verbatim, with spelling errors, but edited to remove identifying characteristics, such as library and city names, replaced with asterisks (\*\*\*) or placed within [brackets]. Items marked with \* were required to be completed to continue. Bold section labels which are highlighted are page headings and showed up on the survey.

## SURVEY INSTRUMENT & RESULTS:

### Section A. INTRODUCTION

The Nebraska Library Commission is in the process of gathering information from 21st Century Librarian Scholarship recipients to find out how the scholarship program worked for them and if they have completed their degree program.

Please take a few moments to complete this questionnaire about your experiences. This is for evaluation purposes and we will use some of the information in our federal grant report where we will discuss the outcomes of our recruitment activities and share the "stories" of how the scholarships have contributed to the developing library careers of scholarship recipients.

#### INSTRUCTIONS:

This is a short survey. You should be able complete it in one sitting. If you must terminate early, you may start over with a new survey. If you are experiencing difficulties, please contact Kathryn Brockmeier at the Nebraska Library Commission at 402-471-4002.

\*\*\*Use the PREVIOUS and NEXT buttons at the bottom of each page rather than the buttons in your Internet browser window if you need to navigate to another part of the survey.

\*\*\*When given the opportunity to comment, please do so in whatever detail you care to provide. There is no space limitation.

## Section B. GENERAL INFORMATION

**\*1. First name (for follow-up use only — will not be used in reporting results)** 10 responses

**\*2. Last name (for follow-up use only — will not be used in reporting results)** 10 responses

**\*3. Email address** 10 responses

**4. Degree program for which you received the scholarship** 10 responses

**Bachelor of Science, General Studies, Library Science Major** 4

**Bachelor of Science in Education, School Library Media concentration, Teacher Certification** 4

**Bachelor of Science in Education, Library Science concentration, Non-certified** 2

**Other (please specify)** 0

**\*5. Have you completed your bachelor's degree program?** 10 responses

**Yes** 3

**No, not yet** 7

**Other (please explain)** 0

**6. Graduation date, actual or expected (Ex., 05/2008)** 10 responses

Actual: 3

Expected: 7

**7. If you have graduated, have you been able to find a job in a Nebraska library?** 10 responses

**I haven't graduated** 7

**I have graduated but have been unable to find a job in a Nebraska library** 0

**I have graduated and have a job in a Nebraska library (Please comment, including place of employment and your job title)** 3

I am a Patron Services Assistant at [University's] \*\*\* Library.

\*\*\* Public Library, Library Clerk

I work for \*\*\* Public Library at the \*\*\* Branch. I recently celebrated my two-year anniversary, and have moved from page to my current position of Library Specialist.

**8. If you are working in a Nebraska library, were you already employed in this position at the time you received your scholarship(s)?** 10 responses

**Yes** 4

**No** 1

**Not working in a Nebraska library** 3

**Other (please explain)** 2

Working as a work-study at the [University] Library.

I was employed at the library as a page, but not in my current position.

## Section C. 21st CENTURY LIBRARIAN SCHOLARSHIP PROGRAM

We'd like to know some details about your experiences with the Nebraska Library Commission's scholarship program.

### 9. Overall, how satisfied or dissatisfied are you with the 21st Century Librarian Scholarship(s) you received from the Nebraska Library Commission? 10 responses

**Very satisfied** 8

**Satisfied** 2

**Neither satisfied nor dissatisfied** 0

**Dissatisfied** 0

**Very dissatisfied** 0

**Comments:** 2 comments

**Very satisfied** 2

It was an extremely helpful scholarship -- financially it took away a lot of burden. Thanks!

Receiving this scholarship was instrumental in allowing me to continue my studies to complete my degree. If I had not received the scholarship, I probably would have had to skip several semesters of classes in order to work full-time to pay my tuition.

### 10. How important was the availability of the 21st Century Librarian Scholarship in the timing of your decision to pursue a bachelor's degree in a library-related field? 10 responses

**Very important** 5

**Somewhat important** 4

**Not very important** 1

**Not at all important** 0

**Comments:** 3 comments

**Very important** 1

I would not have been able to stay in school without it.

**Somewhat important** 2

Although I had already decided upon a library-related degree before hearing about the 21st Century Librarian Scholarship, it was instrumental in the completion of my degree.

I didn't hear much about this scholarship until after I had decided to pursue my degree.

### 11. Did the scholarship(s) help you in completing your bachelor's degree faster than you might have otherwise? 10 responses

**Yes 3**

**No 7**

**Comments:** 5 comments

**Yes 1**

Because of the scholarship, I was able to continue working part-time at a public library while pursuing my degree. I was very grateful that the scholarship provided money over two separate semesters.

**No 4**

I am not finished yet.

Not yet as this is only my first semester in pursuing my bachelor's degree.

I would have taken out more student loans, but it helped my family out tremendously financially!

The scholarship has just been more of a "perk" than anything else. I've planned on finishing in 4 years right from the start.

**12. Did you attend any library-related conferences during your time as a scholarship recipient?** 10 responses

**No 8**

**Yes (please specify) 2**

Plum Creek Literature Festival in Seward, NE

NEMA conference in Kearney, Nebraska (2007) and in Lincoln, Nebraska (2008). Nebraska State Reading Conference (2007).

**13. Did you participate in the 21st Century Librarian Mentoring Program?** 10 responses

**No (SKIP Q.14 and continue to next page) 1**

**Yes (Proceed to Q.14) 9**

**14. Overall, how useful was the 21st Century Librarian Mentoring Program to you?** 9 responses

**Very useful 1**

**Somewhat useful 4**

**Not very useful 4**

**Not at all useful 0**

**Please comment on your mentoring program experience and/or the Library Leadership Institute here:**  
6 comments

**Very useful 1**

I was able to meet with Kit once, and we corresponded by email often. She was a help in not only networking with others but I was still unsure of myself with schoolwork and she graciously proofread a few of my papers and offered feedback, which to a (then) timid student was very helpful!

**Somewhat useful 2**

I met with my mentor in person only once and we spoke on the phone once. We used email the other times we communicated. Our correspondance did not last very long.

I enjoyed meeting with my mentor. She was willing and able to give me advice and information I needed in connection with classes I was taking at the time. Because I was working part-time and attending classes, I was not able to meet with her as often as I would have liked. The only downside I saw to the mentoring program was that my mentor was connected with an academic library and my field of study is elementary education. I believe it would have been more helpful to me if my mentor had been from an elementary- or secondary-school background.

**Not at all useful 3**

I had difficulty finding the time to contact my mentor at the times when I needed someone. It was much easier to ask local school and public librarians, who were nearby and accessible. I also really depended on my instructors who have been wonderful. It was very difficult to plan to meet my mentor due to distance and scheduling. With the email blocks at schools, using email to contact my mentor didn't work. I only met her one time at a meeting. I used mentors, just not official ones.

Not useful at this time since I didn't really utilize it for my LTA I don't remember who my mentor is and need to look into it again.

I ended up not being able to meet with my mentor in person because there was too much of a distance between us.

**Section D. 21st CENTURY LIBRARIAN SCHOLARSHIP RECRUITMENT PROCESS**

15. Please rate the 21st Century Librarian Scholarship recruitment process on the following dimensions:

	Excellent	Good	Fair	Poor	Doesn't apply (N/A)
<b>Availability of information about the scholarship</b> 10 responses	6	4	0	0	0
<b>Clarity of scholarship terms</b> 10 responses	7	3	0	0	0
<b>Time available to apply for scholarship</b> 10 responses	8	2	0	0	0
<b>Time available to complete school admission requirements after I learned about the scholarship</b> 10 responses	5	3	0	0	0
<b>The scholarship application process in general</b> 10 responses	7	3	0	0	0
<b>Opportunity to apply for a 2nd scholarship</b> 10 responses	8	2	0	0	0
<b>Ease of use of the NLC Website to find/access scholarship information/forms</b> 10 responses	7	3	0	0	0

Please add additional comments here: 2 comments

I was very pleased with the information I received about the scholarship through the use of the NLC website.

Increase the amount available for scholarship money.

## Section E. 21st CENTURY LIBRARIAN SCHOLARSHIP TERMS

16. Upon application, you agreed to several conditions should you receive a scholarship.

Please rate the following requirements of the 21st Century Librarian Scholarship, in relation to the opportunity to receive funding:

	Too demanding	Somewhat appropriate	Very appropriate
<b>I am currently a Nebraska resident.</b> 10 responses	0	1	9
<b>I will provide copies of course registration, a course plan, and a projected timeline for completion of my degree program.</b> 10 responses	0	1	9
<b>Upon request, I will provide authorization for my educational records to be released to the Nebraska Library Commission.</b> 10 responses	0	2	8
<b>I will be enrolled at least half-time in a degree program concentrating in Library Science or School Library Media from an accredited college or university.</b> 10 responses	0	1	9
<b>Course registration must be verified before funds are disbursed.</b> 10 responses	0	1	9
<b>I agree that scholarship funds will be used to pay only for tuition, course-related materials, and fees.</b> 10 responses	0	0	10
<b>I agree that scholarship funds not expended after 2 years from the scholarship award will no longer be available to me.</b> 10 responses	0	2	8
<b>After obtaining a degree, I will seek employment in a Nebraska public, school, institutional, tribal, or special library in a librarian position and, if employed, work for at least 12 months.</b> 10 responses	1	3	6
<b>After obtaining a degree, I will be willing to serve as a formal library mentor for 12 months as part of the Nebraska Library Commission's mentoring program.</b> 10 responses	1	4	5
<b>I agree to participate in mentoring activities and to be paired with a mentor or choose a mentor for advice in educational and career development.</b> 10 responses	0	3	7
<b>I agree to participate in least one mentoring training session during the year for which the scholarship is awarded.</b> 10 responses	1	2	7
<b>I will be available for follow-up interviews by the Nebraska Library Commission for scholarship program evaluation.</b> 10 responses	0	1	9

**Please comment on these requirements:** 2 responses

All of these requirements are appropriate to obtaining the scholarship. None of them are too restrictive or unnecessary.

The scholarship process is not difficult in anyway, you do your best to make it easy to apply for and receive assistance.

## Section F. 21st CENTURY LIBRARIAN SCHOLARSHIP FUNDING PROCESS

**17. Overall, how satisfied are you with the process of receiving your funding from the Nebraska Library Commission?** 10 responses

**Very satisfied** 8

**Satisfied** 2

**Neither satisfied nor dissatisfied** 0

**Dissatisfied** 0

**Very dissatisfied** 0

**Please add comments about the funding process here:** 0 comments

**18. What suggestions do you have about the Nebraska Library Commission's scholarship awards and process?** 3 responses

I think that the program is already running successfully.

I thought that it would benefit me to be assigned a mentor that I didn't know because it would bring something new to the table. In hindsight, I should have asked someone local to sign up to mentor me because of their continuous availability. No playing phone tag, undeliverable emails, or the prospects of driving long distances to meet. It was probably a poor decision on my part not to recognize that sooner.

None, it has been a great experience.

## Section G. YOUR CAREER

**19. Had the 21st Century Librarian Scholarship not been available to you, how likely do you think it would have been for you to attain your education and career goals?** 10 responses

**Very likely** 3

**Somewhat likely** 6

**Not very likely** 1

**Not at all likely** 0

**Please add additional comments here:** 3 comments

**Very likely** 1

I would have taken out more money in student loans, and would have begun my post-education career with more debt - but I was/am highly motivated!

**Somewhat likely 1**

I was able to continue to attend classes due to the scholarship. It would have taken me longer to finish my degree without the scholarship.

**Not very likely 1**

This scholarship was even more important in keeping me in school than my LTA scholarship was.

**20. Please tell us how the 21st Century Librarian Scholarship has helped you further your career. 7 responses**

I was able to meet with and discuss library and school related topics with a mentor who had decades of experience

It has improved my people networking by meeting other librarians and given me more confidence when I am around them. It has also alleviated some of the financial burden of returning to school.

It has helped me further my career by enabling me to pay for my tuition.

I have changed my college goals from just getting an associates to pursuing a bachelor's and possibly a masters degree.

Thanks to the 21st Century Librarian Scholarship, I was able to continue taking classes to achieve my goal of becoming a school media specialist. During that time I was able to work part-time at Ralston Public Library, where I honed my library skills and gained valuable information and assistance from my colleagues in the public library field.

It showed those around me, and my supervisors, that I was intent on receiving an education and within a year of being at \*\*\* Public Library I went from a page to a library specialist.

It has given me more money towards the cost of tuition which has enabled me to attend school with less cost.

**21. What advice do you have for other people who are thinking about entering the library profession or are working on developing their library careers? 6 responses**

Don't be afraid to ask for advice or any question.

I would say that if they want to work in the library profession then come and talk to Dr. Pasco at the University of Nebraska at Omaha and if they are still interested and excited then they will know it is a right fit.

I have recommended the 21st Century Librarian Scholarship and NLC to several other students at both the associate and bachelor's degree level.

DO IT! 21st Century Librarians will be instrumental in preserving our rights and communal knowledge for future generations.

The time and effort is worth it, to make the most of their studies as most of the teachers assign projects that have practical meaning to your job, and to not put it off as 'life' will always be happening!

Follow your passion to work in the library field and you will find a way to complete your education.

**22. Have you accessed the Now Hiring @ your library Website to look at job postings? (www.NowHiringAtYourLibrary.com) 9 responses**

**No 4**

**Yes 5**

**If yes, please comment on your use of the Website, and tell us if it led to a job:** 4 comments

I used it to see what types of jobs are available currently and what I can possibly expect in the future when I begin looking for a more permanent full time job.

I'm not looking for a job yet, but still continue to look at what is out there.

My husband does periodically, and updates me on current openings. I am not interested in finding a new position until I am done with graduate work, as I have young children at home and enjoy the freedom to spend time with them that a part-time job allows for.

Although I am currently employed in a library I look at the website to see which jobs are currently available.

*Almost done...one more page!*

## Section H. YOUR COMMENTS & THANK YOU

**23. If you have other comments for us about your experience in school, in the scholarship program, in your career, or about this survey please provide it below:** 3 comments

Great program! The concept of mentoring is great, I just wasn't able to fully engage in it the way it was intended. I still think I got what I needed in support and advice from other sources.

I'm grateful for both the financial assistance and emotional encouragement this program has given me and hope it will still be around when it is time for me to obtain my master's degree.

Thank you so much for everything you have done for me and for other Nebraska students!

**Thank you for your time and your feedback. Please click the "Submit survey" button below to complete this questionnaire. You will be then redirected to the Now Hiring @ your library Website.**

IMLS 21<sup>st</sup> Century Librarian Scholarship Program Evaluation – January 2009

Submitted by Kathryn Brockmeier, Research Analyst/Special Projects Associate, Nebraska Library Commission

## LTA Scholarship Recipient Survey and Results

The survey instrument was created at SurveyMonkey.com on December 30, 2008. An email with the link to the survey was sent out December 31, 2008, to 20 potential respondents. The email included the Web link to the SurveyMonkey.com site. Follow-up reminder emails to 7 non-respondents were sent out January 14, 2009. A total of 14 surveys were collected, yielding a 70% response rate.

### Email Invitation Text

Subject line of email: NLC Scholarship Recipient: Where are you now?

The Nebraska Library Commission is in the process of contacting 21<sup>st</sup> Century Librarian Scholarship recipients to find out how the scholarship program worked for them and where they are now in their LTA education and their career.

Part of your agreement upon receipt of your scholarship included responding to follow-up surveys. Please take this opportunity to complete our online questionnaire as soon as possible (we have a federal grant report due in a month). The survey will vary in length, depending on your responses, and should average about 12 minutes.

If you care to "tell us your story" of how the scholarships have contributed to the developing library careers of scholarship students, you may do so in an email, or I'd be delighted to talk with you over the phone.

Follow this link to complete the survey:

[http://www.surveymonkey.com/s.aspx?sm=\\*\\*\\*\\*\\*](http://www.surveymonkey.com/s.aspx?sm=*****)

We look forward to your feedback and appreciate your time.

### Results Description

Items in bold are the questions or responses as they appeared in the survey. Numbers are respondents (or if next to "Blank," non-respondents). Responses were copied into this document verbatim, with spelling errors, but edited to remove identifying characteristics, such as library and city names, replaced with asterisks (\*\*\*) or placed within [brackets]. Items marked with \* were required to be completed to continue. Bold section labels which are highlighted are page headings and showed up on the survey.

## SURVEY INSTRUMENT & RESULTS:

### Section A. INTRODUCTION

The Nebraska Library Commission is in the process of gathering information from 21st Century Librarian Scholarship recipients to find out how the scholarship program worked for them and if they have completed their degree program.

Please take a few moments to complete this questionnaire about your experiences. This is for evaluation purposes and we will use some of the information in our federal grant report where we will discuss the outcomes of our recruitment activities and share the "stories" of how the scholarships have contributed to the developing library careers of scholarship recipients.

#### INSTRUCTIONS:

This is a short survey. You should be able complete it in one sitting. If you must terminate early, you may start over with a new survey. If you are experiencing difficulties, please contact Kathryn Brockmeier at the Nebraska Library Commission at 402-471-4002.

\*\*\*Use the PREVIOUS and NEXT buttons at the bottom of each page rather than the buttons in your Internet browser window if you need to navigate to another part of the survey.

\*\*\*When given the opportunity to comment, please do so in whatever detail you care to provide. There is no space limitation.

## Section B. GENERAL INFORMATION

**\*1. First name (for follow-up use only — will not be used in reporting results)** 14 responses

**\*2. Last name (for follow-up use only — will not be used in reporting results)** 14 responses

**\*3. Email address** 14 responses

**4. Degree program for which you received the scholarship** 14 responses

**Library Technical Assistant (LTA) Associate of Arts** 13

**Other (please specify)** 1

**\*5. Have you completed your LTA degree program?** 14 responses

**Yes** 5

**No, not yet** 9

**Other (please explain)** 0

**6. Graduation date, actual or expected (Ex., 05/2008)** 11 responses

**Actual:** 5

**Expected:** 6

**7. If you have graduated, have you been able to find a job in a Nebraska library?** 14 responses

**I haven't graduated** 10

**I have graduated but have been unable to find a job in a Nebraska library** 0

**I have graduated and have a job in a Nebraska library (Please comment, including place of employment and your job title)** 4

I am employed with the \*\*\* School District as an LTA in a k-12 library

I am Collection Specialist at \*\*\* Public Library

I have continued to work at \*\*\* [Library] until I am ready to look at a position in a public or academic library.

I work at \*\*\* Public Library and I am the assistant director.

**8. If you are working in a Nebraska library, were you already employed in this position at the time you received your scholarship(s)?** 14 responses

**Yes** 9

**No** 2

**Not working in a Nebraska library** 2

**Other (please explain)** 1

I was employed as a work-study and as a part-time library assistant at \*\*\* College at the time I received my scholarship; I am working at [a university] Library, but am not an actual staff member as I am working as a work-study as I continue my education.

## Section C. 21st CENTURY LIBRARIAN SCHOLARSHIP PROGRAM

We'd like to know some details about your experiences with the Nebraska Library Commission's scholarship program.

### 9. Overall, how satisfied or dissatisfied are you with the 21st Century Librarian Scholarship(s) you received from the Nebraska Library Commission? 14 responses

**Very satisfied** 11

**Satisfied** 3

**Neither satisfied nor dissatisfied** 0

**Dissatisfied** 0

**Very dissatisfied** 0

**Comments:** 7 comments

**Very satisfied** 4

It was a wonderful start.

I could not have taken the classes I did without the money from the scholarship fund. I have not finished my degree due to lack of finances to get my generals.

Everyone is very helpful and helps make me feel like part of the library community.

The process was easy and you recieved a response to your application quickly.

**Satisfied** 3

It should be easier to transfer your credit hours. It is confusing have to take them at different places then having to transfer them to one place.

I have had a few problems with commission paying for the classes, but otherwise I have been satisfied with the program.

The scholarship made it possible for me to pursue this degree. A couple of times it took some time to be reimbursed for my expenses, but over all it the scholarship was a great help.

### 10. How important was the availability of the 21st Century Librarian Scholarship in the timing of your decision to pursue an LTA degree? 14 responses

**Very important** 12

**Somewhat important** 2

**Not very important** 0

**Not at all important** 0

**Comments:** 7 comments

**Very important 6**

I would not have been able to take the college courses without the 21st Century Library Scholarship.

I probably wouldn't have pursued the degree if a scholarship had not been available.

I would not have done this otherwise

I wanted to take classes but had no financial means.

I am a single mom with two kids and really needed the financial assistance. The availability of the scholarship not only helped me confirm my decision to pursue my LTA degree, but the actual award of the scholarship helped give me the confidence I needed to return to school after 15 years.

Being able to receive a scholarship to cover part of my expenses made it easier for me to pursue the LTA program.

**Somewhat important 1**

I would have pursued the LTA degree without the aid of the scholarship.

**11. Did the scholarship(s) help you in completing your LTA degree faster than you might have otherwise? 14 responses**

**Yes 10**

**No 3**

**No response 1** (Explanation in comments: Did not complete my degree)

**Comments:** 5 comments

**Yes 3**

I would not have taken the courses without the scholarship.

Yes, it was a big motivator.

The extra money allowed me to take more classes at one time than I normally would have on my own.

**No 1**

It got me started but now I am out of money and can not complete my generals.

**12. Did you attend any library-related conferences during your time as a scholarship recipient? 14 responses**

**No 7**

**Yes (please specify) 7**

NLA/NEMA Annual Conference – 4

Norfolk Public Library Literature Festival

I do not have a list

2006 & 2008 Circulation Conferences in Madison Wisconsin

**13. Did you participate in the 21st Century Librarian Mentoring Program?** 14 responses**No (SKIP Q.14 and continue to next page)** 7**Yes (Proceed to Q.14)** 7**14. Overall, how useful was the 21st Century Librarian Mentoring Program to you?** 7 responses**Very useful** 3**Somewhat useful** 3**Not very useful** 0**Not at all useful** 1

**Please comment on your mentoring program experience and/or the Library Leadership Institute here:**  
7 comments

**Very useful** 3

Useful in other aspects as well as the classes. She was able to listen to my job complaints and give me logical advice.

I had an outstanding mentor. Patty Birch drove clear out to Rushville Elementary school to watch me work with the children and offer input. She drove 5 hours to get here.

I had a great mentor who encouraged me through the whole process.

**Somewhat useful** 3

I have only had contact with my mentor once, but I know she is there if I need her help.

This is no reflection of the program itself. I honestly didn't take full advantage of it, but I plan to not make the same mistake again as I pursue my bachelor's degree.

I meet with my mentor several times and was happy with the program.

**Not at all useful** 1

The only contact I have had with my mentor was an introduction email.

**Section D. 21st CENTURY LIBRARIAN SCHOLARSHIP RECRUITMENT PROCESS****15. Please rate the 21st Century Librarian Scholarship recruitment process on the following dimensions:**

	<b>Excellent</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Doesn't apply (N/A)</b>
<b>Availability of information about the scholarship</b> 14 responses	12	1	1	0	0
<b>Clarity of scholarship terms</b> 14 responses	12	2	0	0	0
<b>Time available to apply for scholarship</b> 14 responses	12	2	0	0	0

	Excellent	Good	Fair	Poor	Doesn't apply (N/A)
<b>Time available to complete school admission requirements after I learned about the scholarship</b> 14 responses	10	4	0	0	0
<b>The scholarship application process in general</b> 14 responses	9	5	0	0	0
<b>Opportunity to apply for a 2nd scholarship</b> 14 responses	12	0	1	0	1
<b>Ease of use of the NLC Website to find/access scholarship information/forms</b> 14 responses	9	4	0	0	1

**Please add additional comments here:** 2 comments

I was grateful for the help from the scholarship monies however I wish there was money to apply for to take my generals. I am stuck at that point bnow.

The program has been a terrific help to me. I only hope it continues.

## Section E. 21st CENTURY LIBRARIAN SCHOLARSHIP TERMS

**16. Upon application, you agreed to several conditions should you receive a scholarship.**

**Please rate the following requirements of the 21st Century Librarian Scholarship, in relation to the opportunity to receive funding:**

	Too demanding	Somewhat appropriate	Very appropriate
<b>I am currently a Nebraska resident.</b> 14 responses	0	1	13
<b>I will provide copies of course registration, a course plan, and a projected timeline for completion of my degree program.</b> 14 responses	0	2	12
<b>Upon request, I will provide authorization for my educational records to be released to the Nebraska Library Commission.</b> 14 responses	0	1	13
<b>I will be enrolled in at least one Library Science course in a Nebraska community college.</b> 13 responses	0	0	13
<b>Course registration must be verified before funds are disbursed.</b> 14 responses	0	0	14
<b>I agree that scholarship funds will be used to pay only for tuition, course-related materials, and fees.</b> 14 responses	1	0	13

	<b>Too demanding</b>	<b>Somewhat appropriate</b>	<b>Very appropriate</b>
<b>I agree that scholarship funds not expended after 2 years from the scholarship award will no longer be available to me.</b> 14 responses	1	1	12
<b>After obtaining a degree, I will seek employment in a Nebraska public, school, institutional, tribal, or special library in a librarian position and, if employed, work for at least 12 months.</b> 14 responses	0	2	12
<b>After obtaining a degree, I will be willing to serve as a formal library mentor for 12 months as part of the Nebraska Library Commission's mentoring program.</b> 14 responses	3	5	6
<b>I agree to participate in mentoring activities and to be paired with a mentor or choose a mentor for advice in educational and career development.</b> 14 responses	2	6	6
<b>I agree to participate in least one mentoring training session during the year for which the scholarship is awarded.</b> 14 responses	1	5	8
<b>I will be available for follow-up interviews by the Nebraska Library Commission for scholarship program evaluation.</b> 13 responses	0	1	12

**Please comment on these requirements:** 4 responses

I am no longer a student, and do not expect that I will be returning to school for any type of degree. Thank you so much for your help. I truly appreciate it.

I think all the above requirements are fair and obtainable.

I have questions about mentoring aspect of the scholarship as I have yet to receive specific information about this component. Since being approved for the scholarship in August 2008, I have received no further followup with regard to how a mentor will be selected for me or mentor training "during the year for which the scholarship is awarded".

Since I had already worked in a library for over 12 years before I started the LTA program, I'm not sure how much the mentoring program benefited me. I was contacted once or twice by my mentor. Experience had already taught me quite a lot so I didn't really have questions during that time frame for my mentor.

## Section F. 21st CENTURY LIBRARIAN SCHOLARSHIP FUNDING PROCESS

**17. Overall, how satisfied are you with the process of receiving your funding from the Nebraska Library Commission?** 14 responses

**Very satisfied** 9

**Satisfied** 5

**Neither satisfied nor dissatisfied** 0

**Dissatisfied** 0

**Very dissatisfied** 0

**Please add comments about the funding process here:** 4 comments

**Very satisfied** 2

Thank you.

So far there have been no payment problems, which is great. However, I had expected some additional contact from the Commission, ie: mentoring as referred to in a previous question.

**Satisfied** 2

Overall I am satisfied, but sometimes the payment to colleges seems a little slow.

At times the money was slow coming and I had to put the cost of the classes on my charge card. So I feel the funding should have been disbursed faster or direct deposit something better.

**18. What suggestions do you have about the Nebraska Library Commission's scholarship awards and process?** 7 responses

Have enough to see a qualified student all the way through to a degree. I took the two possible, but now they offer no more scholarships for me to continue.

I think the scholarships are pretty easy to apply for. It just takes a little initiative. It's a great opportunity for future librarians.

The brochure about the LTA program has at least one community college contact who has retired. It would be helpful if a new/current brochure were sent out to scholarship recipients with updates. Also information on timeframes for participation in the mentoring (receiving/providing) aspect would be helpful. Finally, should I be forwarding any specific information to the Commission as I complete the classes? So far, I have not done this.

More publicity about the recipients in the local papers. I am currently working in the \*\*\* Elementary School Library because they saw I was taking classes in the local news paper and called and asked me to apply for my current position. They were excited that I had training and could walk in and go to work since there was no one else working there to show me the ropes. Hence the scholarship recipient piece in the paper led to my current job position.

None, its seems to run very smoothly and I really appreciate the people and the program.

It is a great program that is easy to do.

There seemed to be some confusion between the different community colleges and the NLC about payment. Just making that process run smoother so you don't feel as if you may be dropped from the class for non-payment.

## Section G. YOUR CAREER

**19. Had the 21st Century Librarian Scholarship not been available to you, how likely do you think it would have been for you to attain your education and career goals?** 14 responses

**Very likely** 0

**Somewhat likely** 5

**Not very likely** 6

**Not at all likely** 3

**Please add additional comments here:** 4 comments

**Somewhat likely 1**

I would not have been able to afford to take all the classes that I was able to complete since receiving the scholarship.

**Not very likely 1**

I didn't want to accumulate debt to go to school. The scholarship helped me get the degree without going into debt.

**Not at all likely 2**

I still cannot without further scholarship.

I had no money to attend.

**20. Please tell us how the 21st Century Librarian Scholarship has helped you further your career.** 11 responses

What I could take, certainly enhanced my usable knowledge.

The scholarship gave me an opportunity to work towards a degree. I appreciate being awarded the scholarship (twice). It helped with finances and as I said, was a great motivator.

I am still in the same position but my performance and knowledge has definitely improved.

It has encouraged me to be more informed about library related subjects. I have found it applicable in my regular duties.

I have become a better library employee, and have hopes of advancing with my current employee.

Having this scholarship has allowed me to double the number of courses I have taken thus reducing the time required to earn the LTA certificate. This means I will reach my goal sooner. If I had to allow additional time to complete the course, taking only one class per semester, I would have been more likely to be discouraged with the slow progression and discontinued pursuit of this certification.

I was hired at my current job because I had training which allowed me to walk in and go to work. The school did not have to train me or pay for training the classes had totally prepared me for the job.

I have graduated and now moved on to UNO to pursue my Bachelor's in Library Science. Meeting Dr. Pasco while working on my LTA really helped me with that decision. She is a great retention tool in and of herself.

I was able to complete my education faster and find a job in the field.

At this time it hasn't done anything to further my career but I'm sure it will in the near future.

At the present time, the degree I achieved has not changed my position at my current library. But it has allowed my to feel more confident to apply for new positions.

**21. What advice do you have for other people who are thinking about entering the library profession or are working on developing their library careers?** 11 responses

Just to continue if that is where their heart is.

Try to get a Masters degree.

I would say "go for it." The library profession is an ever-changing career choice. It has many aspects to it that you don't even think about. It's not just about books. It's very rewarding.

I believe this is an excellent opportunity to learn about the library profession in a way that you can meet those already involved in it. Each library runs by way their director feels it should be. This is an excellent way for you to learn how others do things.

Working in a library is not the slow and easy type of job where you can always count on having enough time to finish one task before you have to start another. It is exciting and hectic but very rewarding.

The LTA courses are well worth the money. I have talked with a librarian who has recently earned her MLS degree and after reviewing some of the assignments has stated that she is impressed with the quality of the instruction and the depth of the courses, even going so far as to state that the LTA course requirements are on par with some of the graduate courses she had taken. I think this speaks very highly of the LTA study program.

The downside to all of this is that federal and state money is being cut for schools. I do not have my degree and according to the school board 8% of the para jobs will be cut in January 2009 mine being one of them. I do not know what else is out there right now? I only know that the classes and schooling that I got me my first job.

I have already encouraged others in the LTA and Bachelor's program to look into the NLC and the 21st Century Librarian Scholarship program.

It is vital for Nebraska libraries that we have trained professionals. This is a great program to further your education.

I would encourage any library support staff to participate in the LTA. Even if you work in a library there was so much to learn from the program.

Any kind of education is never a waste. There is always something we can learn to do our job better. I enjoy the library profession and get a sense of satisfaction when patrons tell me what a good library we have with a good selection of materials.

**22. Have you accessed the Now Hiring @ your library Website to look at job postings? (www.NowHiringAtYourLibrary.com)** 14 responses

**No** 3

**Yes** 11

**If yes, please comment on your use of the Website, and tell us if it led to a job:** 9 comments

I go there almost daily. However, sadly most of the positions require a Masters Degree.

So far it has not. I am looking for a director position in a small library with a limited staff close to where I am located.

I am currently working at a library but I do like to see what is being offered in the "library" world.

I like to check the website out to see how many LTA positions are being advertised, though I am currently employed full time and would not be seeking library employment until after completing the LTA program.

I only looked out of curiosity.

I like the idea and will continue to job hunt there as long as the site is going.

I am mostly just looking for the future to help me focus on whether or not I want to be an academic or public librarian and will probably not look for a full time job until I obtain my bachelor's degree.

I used the website to look at jobs available in the area, but am not looking to change my current position.

I check this site to see if I might find a job at another library which could lead to better opportunities for myself.

*Almost done...one more page!*

## Section H. YOUR COMMENTS & THANK YOU

**23. If you have other comments for us about your experience in school, in the scholarship program, in your career, or about this survey please provide it below:** 4 comments

I wish there were more high paid positions for qualified people who did not have a Masters Degree, or perhaps even a Bachelor's Degree, as long as they were gifted, had applicable experience, and reliable references.

I am very glad I received the scholarship and was able to take this opportunity to increase my library skills. I have work 18 years here and there are always changes being made. This has helped me improve my skills

Might I suggest that sometime during each of the eight LTA courses, the instructor(s) of those courses tell students about the availability of the Nebraska Library Commission scholarship program. I have completed six of eight courses and only two instructors have specifically mentioned the 21st Century Librarian scholarship.

I went into this program thinking it would be a quick over view of library services but was greatly surprised that it was information detailed and college structured. I learned so much and will always value the learning experience. The practicum required for the program was the best experience. It prepared me to take the next educational step for a MLS. Also, the instructors were all great and very helpful and encouraging. It took time and work to complete the program but it was fun to learn, meet new people and look forward to a future in the library world.

**Thank you for your time and your feedback.** *Please click the "Submit survey" button below to complete this questionnaire.* **You will be then redirected to the Now Hiring @ your library Website.**

## Grant Activity Report: Internships

### Summary

These internships helped match students pursuing educational opportunities at all levels of the career ladder with job training placements in libraries that are likely to have employment openings in the future. They also provided incentives to employers to hire trainees through stipends to students.

The initial grant application indicated that some of the grant funds would be used for internships. NLC partnered with the Nebraska Humanities Council to fund internship stipends for bilingual middle and high school students to work on the Prime Time Family Reading Time<sup>®</sup> program. These young people spoke Spanish and represented the Hispanic community. They helped with the planning and implementation of the Prime Time<sup>®</sup> activities held at local libraries. A Student Intern Job Description and Student Internship Contract were developed in partnership with Humanities Council staff, later implemented as part of the subsequent 21<sup>st</sup> Century Librarian internship program. These stipends were funded with state funds as a match for the IMLS grant.

The success of the Prime Time<sup>®</sup> internship effort led to the creation of additional internship opportunities in Nebraska public libraries supported entirely with federal grant funds. Tasks assigned to these interns included assisting in promoting the libraries by writing and submitting newspaper and radio announcements, producing flyers and brochures, making *PowerPoint*<sup>™</sup> presentations, developing displays, and updating the Library Website. Student interns were involved in library programming for youth, assisting customers with the online catalog and Internet computers, and even establishing a library *MySpace* page.

Ten (10) internship grants were awarded to eight (8) public libraries through the Prime Time Family Reading Time<sup>®</sup> program and an additional 45 internship grants were awarded to 37 public libraries through the 21<sup>st</sup> Century Librarian internship program.

Included in this report are a case study from the Prime Time<sup>®</sup> internship program and survey results from the 21<sup>st</sup> Century Librarian internship program.

### Case Study: Prime Time Internship Supervisor

The following testimonial describes the value of the Prime Time<sup>®</sup> Internship program funded by the Nebraska Library Commission in recruiting young people into library careers. At the State Advisory Council on Libraries meeting held November 18, 2005, Nancy Escamilla made the following remarks:

"I am the scholar for the Nebraska Humanities Council's Family Prime Time program which will be held at the Gering Public Library. The program is targeted at the growing Hispanic community and not only benefits the library but it also benefits high-risk readers. It joins the library with the Nebraska Humanities Council on a common cause. This year the Humanities Council decided to hire a student intern to assist with the program. The student intern will receive a \$300 stipend to work on the project. I chose a 15-year-old bilingual Hispanic girl, who has been a member of the Scottsbluff public library teen advisory committee for three years and has assisted with summer reading programs. Ashley is extremely proud to be a student intern for the program and she has now asked if she could work at the library, and since she is a high school honor student (sophomore year) she has asked if she can start taking the Library Technical Assistant college classes now instead of waiting until graduation... I currently have four members of my teen advisory council who would like to become librarians. These kids volunteer up to 55 hours a year at the library. I want to thank the Nebraska Library Commission for providing the funds for the student intern. I believe having youth work on special library projects as well as work in the everyday routine at the library will help to recruit the future librarians."

[Nancy Escamilla, Young Adult Services, Scottsbluff Public Library, Scottsbluff, Nebraska]

## Student Internship Evaluation: Instrument and Results

Internship evaluation results come from participants in the 2007-2008 21<sup>st</sup> Century Librarian internship program. Data from the Prime Time<sup>®</sup> program were not available for summation. Items in bold are the questions or responses as they appeared in the survey. Numbers are respondents (or if next to "Blank," non-respondents). Percentages are of 38 when given. Responses were copied into this document verbatim, with spelling errors, but edited to remove identifying characteristics, such as library and city names, replaced with asterisks (\*\*\*)

### 1) Before your internship at the library did you want to work in a library? 38 responses

**Yes** 25

**No** 13

#### **Additional comments:**

no, I hadn't really thought about it until I heard about this internship

yes, I volunteered at \*\*\*

yes, I was curious

yes, my older sister worked at a library

### 2) Before your internship at the library what types of work activities did you think librarians did every day? 38 responses

Shelving books, catalogueing, check out items

Shelve books, type on the computer, tell kids to keep quiet

check out books, put them back on shelves

Librarians help find books and check them out as well as other events

check in and out books, medias, and shelve items

checked books in and out and help patrons find books that they need

Put books away and check out books to the people

check in/out books; put books away; read at story times

I thought librarians just cataloged new books, checked them out to people, and put them away.

I thought they checked materials out and in, put materials away, and worked on putting a children's summer reading program together

Just checking in/out to patrons and putting books away.

shelving, desk attending, labeling books

waited for people to check out books, shelve books

check in and out books, find books within the library system, shelve books

Checked out books, circ desk, checked them in, put them away.

I thought it was just sit at a desk and check out movies and books, but I was wrong!

Put away books and help with reference questions

check out books and put them back on the shelves, get the new books put into the system

Shelve books, help out people in the library, keep the library running smoothly, organize events

put books away, help people find books

Checking books in and out, shelving books, helping patrons find books, planning and doing programs

put away books, prepared summer reading program, filing cards, helping patrons

answer questions, setting up displays, checking in materials

circ., marking in new books, helping people with research, re-shelving books

check in/check out books, help people find books and other materials, work with the community to provide services they need

I thought they planned activities such as story hour, helped patrons on the computers and other needs. I also knew they assisted patrons in searching for books and checking books in and out of the library.

Cataloging books, working on encouraging reading in creative ways and keeping the public's interest, researching information

Check in, check out materials, shelf books, help patrons.

I thought librarians only checked books in and out and put them away.

Put away books, check out books

check in and out books, shelve, do weed lists, and help people find materials

shelved books, got books ready to put on shelves, set up meetings

reshelved books, help people locate books and do research, cover books

shelving and cleaning

read books a lot, put books back on shelves, checked books in and out to people

Book shelving, a lot of communication with the patrons, ordering new books

check in/out books, go to meetings/conventions, help people find things, go to other places that need library services, say "shhh" a lot

paperwork, lots of cataloging of books

### 3) Did your ideas about the work of librarians change after your internship? 38 responses

**My ideas about the work of librarians...**

**Changed a lot** 15

**Changed a little bit** 18

**Did not change at all** 5

### 4) After your internship, what types of work activities do you think librarians do every day? 38 responses

a lot more computer work, both with customers and for library, lots of details

all varieties of technical information

answers from question 2, work with various community centers, repair books, classroom, loan bags, provide services for people learning English

basically the same as above

Being a librarian is mostly about planning and being patient and organized because they do lots of different things, such as activities with all different age groups.

Catalog books, receive them, get them prepared, check the information on books, organize fun stuff for everyone to do, order books, check out books and check them in, shelf, accounting.

check out books and put them back on the shelves, get the new books put into the system, get the new books ready for the shelves

endless amounts of activities, there is never a dull moment at the library

find and check out books, data organization, event coordination, a lot of paper work

help community, shelf, do programs w/ adults, as well as, children, order more books on internet

I knew that librarians did many of the things I originally thought, but I have learned how much work is involved in this and how busy you can be. Our librarians do so much for our community and take on many activities and programs.

inventory, checking books in and out, putting them back, labeling book, cleaning

Librarians are constantly working on bringing people into the library, and working hard to keep kids involved with reading. I also now know how much work, everyday, is done to keep updating and improving the book selection.

More work than I originally thought to be honest. More busywork things that just hadn't crossed my mind.

not just regular checking in and out routine. There's a lot going on in outreach departments; going to county sites, cultural centers, and many other programs

order/process items; keep the library looking tidy; make photocopies/faxes/etc; help patrons find items and recommend items; find and make crafts for story times; keep records of phone calls and internet users

Planning, shelving, choosing new books to put in the collection, desk attending, researching, putting on programs, creating brochures and displays

Put away books, check out books

put books away, organize summer reading, keep the library clean

Put books away, organize books, put new book on the computer, check out the books to people

read, put books back on shelves check books in and out

registering new patrons, checking in books, mending of books, other miscellaneous projects

same as above

same as I thought before, but also process holds, pull materials off shelves to make room for new things, organize events at the library, keep a record of statistics of library activity, help with computer problems

Same as number two, but they also have to deal with ordering things and keeping the library up to date and consistently trying to make it better to keep up the appeal

Same, plus, communicating a lot with surrounding libraries, looking for new books to buy, setting up events and displays to attract patrons

See question 2 and inventory

shelving, prepping, cataloging, cleaning, inventory, check in/out

the same as those listed above, but also many more, including searching for lost books, helping patrons get library cards, holding reserved books, putting new covers on books, assisting and interacting with patrons in many ways

There are a lot of behind the scene jobs I did not realize took place.

There are a wide variety of tasks that librarians do everyday, from assisting patrons to downloading new software on computers.

They check materials in and out, keep track of what materials they check out and fill out patron reports, fax, copy, and laminate things for patrons. Repair DVDs and CDs, inter-library loan materials. Children story hours and summer reading programs. Put on book covers, order books. Keep library catalogue up to date. Withdraw books.

they get books from drop box, turn on and off computers, check books in and out, welcome patrons to the library, help patrons find books, enter books in the system, organize books

They have lots of duties that include the usual stuff, but they also have to do their own research and keep the library updated

they need to know a little about everything, they help in shelving/check in, say "shhh" a lot

Varies from books to computers

weeding out books, alphabetizing books, cleaning, calling for interloans, adding new titles to the collection, decorate for seasonal changes

Work with patrons, organize events, cataloging, ILL, update websites, check in and out books, and shelf books.

#### 5) Did your ideas about librarians change after your internship? 38 responses

**My ideas about librarians...**

**Changed a lot** 16

**Changed a little bit** 14

**Did not change at all** 8

#### 6) After your internship, would you consider working at a library in the future? 38 responses

**Yes** 34

**No** 3

**No answer** 1

**Additional comments:**

yes, I enjoy it, I suppose some people would get bored with it, but I like it

yes, I would do what I did again, but I don't think I would like it as a career

Yes. I would love to be able to have a job that benefits the community. Libraries are so necessary to the community and I would love to be a part of that.

**7) Before my internship, I thought that librarians were:**

	Strongly Agree	Somewhat Agree	Neither Agree or Disagree	Somewhat Disagree	Strongly Disagree	Total Responses
Interesting	7	22	6	3	0	38
	I strongly agree	I kind of agree	I don't agree or disagree	I kind of disagree	I strongly disagree	Total Responses
Cool	6	15	11	6	0	38
Young	0	8	19	8	3	38

**8) After my internship, I now think that librarians are:**

	I strongly agree	I kind of agree	I don't agree or disagree	I kind of disagree	I strongly disagree	Total Responses
Interesting	25	10	3	0	0	38
Cool	21	10	6	1	0	38
Young	3	13	16	6	0	38

**9) Before my internship, I was interested in becoming a librarian. 38 responses**

**I strongly agree 3**  
**I kind of agree 13**  
**I don't agree or disagree 14**  
**I kind of disagree 5**  
**I strongly disagree 3**

**10) After my internship, I am interested in becoming a librarian. 38 responses**

**I strongly agree 7**  
**I kind of agree 19**  
**I don't agree or disagree 7**  
**I kind of disagree 2**  
**I strongly disagree 3**

**11) What kinds of things did you do at the library during your internship? 40 responses**

Helped with story hour, check books in and out, inventory, cleaning, put books away.

help shelf books, helped with the summer reading program

worked with children's summer program; inventory; worked at circulation desk

I worked on a number of different projects. Some included kids programs, mending damaged books, front desk work, and shelf reading.

We cataloged new books, I learned a lot of information about inter-library loan. I also learned a lot more about doing different things on the computer.

worked at the circulation desk; checked the drop box; processed new items; made photocopies; helped organize story times; put items away; kept the library tidy

put away/check out books

put books, sweep, dust, weed books, help people find books, clean the bathrooms

I checked out books to people. I put the books, video's, and the magazines away. I made activities for story hour and helped with story hour to. I put the cards in the card catalog. I made temp cards.

helped with the reading program and keeping the children in line, helped prepare for the program, and shelve books.

I worked at the circulation desk, checking materials in and out, helping patrons apply for a library card or pay a fine, and shelving books. In the youth area, I collected and recorded the Summer Reading Program sheets, gave out prizes, helped patrons find materials, and shelved materials. I conducted Toddler Story Time, did a bulletin board, and helped with a number of programs.

I checked out books, assisted patrons, shelved materials, assisted library personnel, unloaded/reloaded the bookmobile, ILLs, and much more.

Check in and out materials, helped with the summer reading program, weed materials, children's story hour, repair DVDs, put new materials in the library catalogue, patron reports, copy and fax things, interlibrary loan materials, withdrawing materials, putting pockets in books and stamping them.

Check materials in and out, digitize archived newspapers, inventory local documents, shelve books, maintain patron database, assist customers, catalog periodicals

opening and closing the library, checked in and out books, cataloged books, cd's, magazines, dvd's ect.; organized and put books on shelves, helped patrons find books and/or movies, worked at story hour with children, read books to children, cleaned and vacuumed, made library cards, took in money, discarded books, covered new books, got the mail, painted library wall

phone calls, circ desk, youth desk, adult desk, customer computer help, collected "requests", made new library cards, filled displays, checked in books, requests

check in/check out, shelve materials

I did all kinds of things, move books around, pull out books, pull out movies, shelving, organized crafts, helped with summer program, tween time and toddle in. Translate papers, mark books and movies, change movie cases, all kinds of fun stuff!

learned about cataloging, checkin in and out books, prep work done for the books, how to pull books, create a book display, shelving, learned about the Newberry awards (ect), how to run a story time, how to set up a story time, how to set up, prepare, and run all kinds of programs, how to run the SRP (summer reading program) table

book club, teen Tuesday, vogistics, check in/out, customer assistance, processing new books etc.

I helped plan and carry out many programs such as story hour, a computer class for senior citizens and a birthday bash. I also helped customers check out books, locate items, and use our facilities. I also spent time shelving books and making information handouts and flyers. Throughout my internship I was able to work with a variety of patrons.

Running the circulation desk, interacting with the patrons, running errands, cataloging, went to a conference to listen to book reviews, I got to pick out a couple new YA additions (EXCITING ☺)

I did data entry, checking in library materials, helping out with programs, and going to cultural center

shelving, checking in and re-magnetizing books, making flyers, desk attending, helping with programs, supervising teen volunteers, entering new books into the system

put books back on the shelf, help with the summer program

shelved books, took inventory

checked in materials, answered the phone, worked at youth services desk, adult services desk and front desk

Prep books, shelve, help supervisor, cleaning

I helped with the Summer Reading Programs. I also helped organize the books.

I worked on card catalogs and did normal librarian things. I also helped with the book sale and discarding books.

check out, check in, media and shelving, outreach @ \*\*\*, per. weeds

I mainly helped with the summer reading program to make sure everyone had fun and it ran smoothly. I also helped with craft days in both the running of and preparing for. I helped patrons with any and all questions, shelved books, and did a lot of other, little things, that helped with the running of the library in general.

I planned and presented toddler time and story time and worked the desk

Organized and prepared the summer reading program for kids, decorated the library float for the parade, shelf-read books, wrote articles for the newspaper/newsletter

I helped with the summer reading program, ordered new supplies, put new titles in computer, alphabetized, weeded out, called in interloans, and put books away

Processing books, accounts; cataloging material, shelving books and mags; opening accounts for patrons, processing incoming mail

put books back on the shelves, check out books, put new books back in the system, helped with kids' summer program

helped kids/adults sign up for summer reading, helped w/classroom loan bags, did story times to children museum, went to programs at \*\*\*, helped w/ writers workshop

Map the entire adult nonfiction section of the library. This required me to write down the titles, Dewey decimal numbers, copyright dates, and conditions of all the books included in the nonfiction. After that, I had to rewrite it all onto a computer file, which I then printed. Finally, I made a list of selections I believed to require updating, and books that needed to be replaced.

My internship included writing the weekly news of the library for the newspaper and designing a monthly newsletter. These duties let me share my love for books with others in the surrounding communities. After all, the lessons of a book begin with words on a blank page.

## 12) What did you like most about being an intern at the library? 38 responses

helping during events (Academy of Rock, Kokyo Drummers)

The interaction with all the patrons and helping out with the children's summer reading program.

being able to experience what a librarian does

Learning all the different sections of the library and library services

the staff, the experience

signing people up of a library card, checking in materials, and helping people find what they were looking for

helping the kids make a float for the \*\*\* County parade

I loved having the opportunity to interact with so many great children

working with all the kids

Working with the kids and the people I was able to work with

Making the activity's for the kids and helping the kids

Seeing kids come in everyday, and working with the other librarians.

I got more interested into reading all kinds of books not only romance novels like I used to read. I also like that I got to talk to lots of people and help them out if they needed something.

I enjoyed going to elementary school and cultural center the most to read to kids and do activities especially at Asian center

I really enjoyed interacting with many people in our community; I met so many new people by working at the library. I also enjoyed working with our library staff. At our library everyday is an exciting day because we are always working on a new project or program. I loved coming to work knowing I always would have something new and exciting to work on. A few of my favorite programs that I was able to help a great deal with throughout the summer were Story Hour, Cyber Seniors Computer Class, and a Birthday Bash for children. I really enjoyed planning and putting together these programs, as well as working with the patrons who attended them.

I got to learn about what makes a library work. I learned that there's more to working at a library than reading and putting books away

I learned a lot about my community and I had contact with people who share my interest in books.

Working with \*\*\* the children's librarian.

working with kids especially during story time

I loved helping patrons find materials and interacting with everyone who visited the library. I really enjoyed helping with the Summer Reading Program activities. All of the librarians were great to work with.

I got the chance to try a variety of work, meet some interesting people (patrons and co-workers), and have a flexible schedule at the same time.

The socialness of it, you get to talk to some very interesting people and learn lots of new things

Working in the Library, getting a taste of every job, getting to know other librarians. I like how they split it up, at first it was hourly like a real job, then switched over to projects.

helping people find what they wanted, learning the ways of the library, getting to know a lot of people in the community

Seeing how the kids enjoyed what I had planned for them. Being creative with ideas

the customers were VERY nice, liked the youth programs, liked doing "display"

prepping books

working with the kids and patrons with the community and public overall

general peace and quiet

visiting with the people, I got to read books, working with the computer

working with the kids, designing bulletin boards

flexible hours, close to home

Being around the books all day. I think books are the best thing in the world so being surrounded by them was great. I also like interacting with people so it was an all around awesome experience.

the people

Learning about all of the different things librarians do and getting to know them

I really liked using Nebraska Access, and learning all about how inter-library loan is done. I also really enjoyed processing new books, everything from covering them to putting them on the computer. Another thing I really like was being able to help people find books, and seeing how happy they were when they checked them out.

helping decide which books to order

the children's section; it was fun and enjoyable not at all degrading

### 13) What did you like least about being an intern at the library? 38 responses

it was a great learning experience

I'm not all that sure. With all the good things it's tough to pick something negative. I suppose shelving is what I liked least.

general peace and quiet

waking up early to open the library on certain days

Having to wake up early some days, hours typing in phone numbers

sometimes entering books in the system can get long! Going through and getting rid of books

Shelving books

there weren't any least thing I like about being an intern. I loved doing everything during my intern

That I would only be in here for a short time.

sometimes there was a lot of busy work or down time

There weren't too many things I liked least, but I would have to say there's not a lot of busy work and I enjoy being busy for the most part

cleaning the bathrooms, and taking all the books out of the system

I wish I could have more hours.

I liked a lot but somedays I spent a lot of time at tasks where I didn't get to talk to anybody including staff and/or customers

I sometimes grew tired of shelving books, especially on Monday nights, when it seemed like I had to shelve constantly to keep up in the youth area. I also did not really like calling patrons to tell them they had a book on hold, mostly because I sometimes had problems working the phone.

I loved everything to do with my internship at the library, but one thing I liked the least is when a patron demands too much time from me when assisting them with the computers or when something doesn't go the way they expect. It sometimes can become frustrating because you can give up your whole afternoon to help someone and still feel like you haven't gotten anything accomplished. However, on the opposite side of this you can work a whole afternoon with someone and walk away from the job knowing you accomplished everything they had expected and helped them to better their knowledge about the topic.

The thing that I liked least while working at the library wasn't something that I dislike. It was just a long process. Inventory.

The tedious tasks of shelving and assembling flyers

I like everything about my job

putting the cards in the card catalog

kids constantly talking

Trying to think of how to keep the kids' interest and not knowing how many to prepare for

Having to unload/reload the bookmobile was time consuming, along with the process of withdrawing books.

I liked everything

solitary work

I felt like I was always having to ask "again" about particular situations. The only thing that disappointed me was that I felt I didn't get to know anyone (staff)

Picking up after the little kids who like to pull things off the shelves.

inventory

Having to pull the old cards from the card cataloge

some of the patrons were really rude, smelly, hard to understand; some people didn't take me as seriously cuz I'm a kid and not full time

The air conditioner broke on a really hot day

The fact that it was temporary.

inventory

Rude patrons.

when I didn't know the answers to a lot of questions in a row when working the desk

the strain on my eyes from the spine lables

Just that some of the children in the reading program were disrespectful

putting books in the system and sitting at the computer all day

**14) If there were anything you could change about the internship program, what would you change?** 38 responses

nothing

the system works

I don't think I would change anything

I honestly can't think of anything. It was a great experience!

less data entry/paperwork

maybe learn fewer stations, but have more in-depth training, it was good to do a variety of things

Honestly, nothing.

I would have liked to do more of the community outreach

I don't think I would change anything, it was great

If I could change something about the internship program it would be to make it last longer. After working as an intern I found out how much I enjoyed working in the library and with the huge variety of patrons that use our library, ranging from toddlers to senior citizens. I really enjoyed the experience and if I could make it last longer I would. Unfortunately, I am not able to because I'm a college student but I would love to come back next summer and continue the program.

I would make sure interns receive the same orientation training that all new employees receive. I was trained informally by those working the same shift as me and learned a lot through trial and error. I had to ask the other librarians a lot of questions, which I did not mind, but it was a little frustrating if a patron asked about something I had not been told about.

I would change the minimum hours to a higher number.

I don't honestly think I would change anything at all.

wouldn't do it on an inventory year

more money

training would include a practice time after learning a skill and not waiting until next week to use it

Nothing, I enjoyed the program

can't come up with anything

Work a few more hours a week just so you have more time to learn the ins and outs of the job.

I really enjoyed working at the library and I don't think I would change anything about it

have more libraries do the program

If I could change anything about the program I would change the fact that it's only temporary – I loved getting to work here.

none

clearer terms; better communication

no answer

nothing to change

It could have been a little longer, 150 hours or 200

I would make the grant be more \$!

we get more help and more hours

That interns could get a job after completing the internship.

having a longer program

More behind the desk work

That I would be able to work longer. I enjoyed working at the library, and I hope I will be able to work at another library sometime.

I would like to be able to go to county sites or more cultural centers since transportation was my biggest factor and I didn't get a chance to go to more places

no answer

Have a set number of hours per week and a list of objectives to do instead of focusing on just one project (for me, the reading program)

no changes. I enjoyed it.

I would have liked to have more hours and have more time at the desk

**15) Please tell us anything else you would like us to know about your experiences as an intern.** 34 responses

I liked it a lot, I'm glad I did it. It taught me a lot more about the librarys and how they work. I found out there is a lot more behind the scenes [scenes] than I thought.

I am writing this report about what I have learned here at the library during my internship. I have become familiar with the cataloging system. I know the process of circulating periodicals. I have been introduced to some of the archiving procedures. I am aware of the Library of Congress Classification system. I have learned about the vertical files and that for some material it is important. I know how material is shelved and organized. I also know how to process and file government documents, reference material, and microfiches. Also processing of patron accounts, late fees, ILL's, and reading programs. I have experienced the overall workings and duties of the library. I would also like to state that I have enjoyed this opportunity very much and it was a pleasure to learn all these new skills. Thank you.

I would really encourage anyone to try this job

I'm incredibly grateful for this opportunity because it's something awesome to put on applications ect. And I had a great time doing it. All the while being surrounded by books which, as I said, are my favorite piece of the world. Overall my internship was a wonderful, enjoyable, learning experience.

none

there are no words

I have nothing further to add.

n/a

I learned a lot, and would advise anyone who thinks that librarians don't do anything but check out books to try it!

I would like to do this again next year

I enjoyed this internship. I would gladly accept again if I had the chance. To add to question number fourteen, it would be great if this internship could count as college credits.

it was a great experience that really introduced me to the "real world" of having a job. It was wonderful to learn how important and wonderful the libraries in Lincoln really are.

I learned a lot about story time and working with large groups of kids. I really enjoyed working the desk and learned about things like how to pull requests and a lot about working desk and how to use programs like horizon and ILLIAD and WorldCat, I'm really glad I got the chance.

it was a fun experience and I hope I have the opportunity to work at the library in the future

I had a great internship experience. My supervisor was very flexible and let me try many things. I truly loved going to this job. Thank you for allowing me to have this opportunity!

This was a GREAT experience. I'm glad I was the person chosen for it! I enjoyed every second I was in the library even shelving books. ☺ I would do it again any day! Now I know a librarian doesn't have to be a book freak like I used to think! All librarians r cool. They think about what's best for the whole city not just 4 them! and that's cool!

It was an awesome opportunity! Thank you!

it's like volunteering but better

everyone was very helpful and patient with me ☺ I found the "procedures", laminated forms, helpful when I was on my own to be sure I didn't forget anything vital

I have learned a lot about the library. I didn't realize all of the thing sit had to offer. This experience has been interesting and made me a person with more varied skills

I enjoyed working there, but I don't think that it's anything that I would want to do for my career

I live with a librarian, so I knew most everything but there are a few things that I learned. Mostly, it was really fun seeing what goes on behind the desk when you're the one that helps the people.

I enjoyed working with the employees at the \*\*\* Library; they taught me a lot about what goes on and what needs to be done in a library

There is a lot more work involved in being a librarian than I expected. You also have to be a very big people person. You are always communicating and helping others during the job.

Librarians put more work into their job than meets the eye! I would not be able to be a Librarian all day every day.

it was a lot of fun work

My mother is a librarian at the public school in town. I already know how to do a lot of the smaller jobs, but I still learned how to do many new tasks. I never really had thought about being a librarian until after actually working at a library. I am going to college this fall, and I new plan on working at the library at the college. If it wasn't for this program, I don't think that I would have ever even considered it.

I was a great experience. I am very glad that the internship was offered, and that I got it. I have really enjoyed my time as an intern. Thank you.

no answer

it was a great experience, I'm using all the great knowledge as a media specialist with \*\*\* Public Schools

it was very worth while, it helped me to become a better reader

I liked the experience of working at the library. I learned that there is a lot more to being a librarian than I thought. I learned how to do many tasks on the computer and within the library. Overall I thought the internship was a great experience and was a lot of fun.

It is thanks to this internship that I now realize how complex and intellectually challenging library work could be. Before, the only library work I knew about was circulation shelving, facing, and ordering new books. Working with the nonfiction has shown me that there is work that requires the employee to possess both analytical abilities and decision making skills. I now possess a new understanding of how challenging working in the library can be. Additionally, the work I have performed for this internship has inspired to attend Graduate School to earn a Master's Degree so that I may pursue a more advanced career in the library.

In this world of ever changing technology and instant results, there are so few simple pleasures in life. I have discovered that a library is one of those simple pleasures. The library is filled with information that can take your imagination anywhere. You just have to be willing to hang on for the ride. While interning at \*\*\* Public Library, I was taken on a journey through the maze of library 101, and it has taught me more than any type of coursework. I have observed that there are so many things that go into a fine facility like the \*\*\* Public Library. It is like a well orchestrated symphony. It takes time and dedicated individuals to make it run efficiently. I have thoroughly enjoyed my duties at the library. Working at the \*\*\* Public Library has helped me succeed in other areas of my life and allowed me to express my creativity. A library is so much more than just books.

## Grant Activity: Mentoring Program Final Report

This final report covers the full grant period from November 1, 2004 – October 31, 2008.

The 21st Century Librarian Mentoring Program was designed to link prospective librarians, library students, and early career librarians with library professionals who have working knowledge and experience to share. The mentoring component of the project identified mentors, trained them, and provided resources for successful one-on-one, each-one-recruit-one, mentoring activities. Nineteen (19) Nebraska library professionals were invited to assist in the development of the 21st Century Librarian Mentoring Program. Scholarship recipients were matched with mentors based on their interests, library type, and location. Mentors were asked to log their communication with assigned mentees through the mentor interaction system, which provided information to us about how well the relationships were working. In all, 27 mentors were matched with 36 mentees.

The Mentoring page of the Now Hiring @ your library® Website was designed as a resource for both mentors and mentees, providing an easy way to sign up as a mentor or to request a mentor. The mentor resource center contains information about the attributes of a good mentor, how to develop mentoring skills, and what is expected of a mentor. The mentee resource page helps students learn how a mentor can help them succeed in their first library job, explore career options, and how to find that first library job. NLC staff developed and implemented the Web-based mentor interaction tracking log, accessible through our Now Hiring @ your library® Website (<http://www.nlc.state.ne.us/NowHiring/Mentoring.asp>).

The Nebraska Library Commission funded the 2005 Nebraska Library Leadership Institute as part of the state match for this grant. At the Institute, future Nebraska library leaders were matched with mentors and provided a structured professional development opportunity to learn about leadership styles, skills, and networking. A mentee who participated in the Nebraska Leadership Institute provided this feedback:

“Just being selected for this institute and being identified as someone who has leadership abilities was a real boost. I have never thought of myself as much of a leader, but now I feel that is a role I can take on. I have always tried, since entering the library field, to do my best and be a contributor and team player. Now, I have aspirations to move up, hopefully to a position that will best utilize my talents.”

**Goal:** Recruit promising high school and college students and diverse library personnel, matching them with mentors and educational/employment opportunities at appropriate levels of the career/education ladder.

**How met:** Mentoring training sessions reached at least 300 library professionals. By the end of the grant period, 27 mentors were matched with 36 mentees.

**Lessons learned:** It was assumed that local library partners would serve as both Mentors and Recruiters. However, Mentors were too busy with their Mentees to do large-scale recruiting. Additional local partners emerged from libraries, schools, and colleges to serve as Recruiters.

**Outcome:** Mentees will report an increase in knowledge about the library profession and satisfaction with the guidance they receive from mentors.

**How met:** Fourteen (14) of the 21 mentees (67%) rated the 21st Century Librarian Mentoring Program as “Very useful” or “Somewhat useful”.

**Outcome:** The Website will serve as an effective tool for job hunting and applying for scholarships and internship grants.

**How met:** The Mentoring section ([www.nlc.state.ne.us/NowHiring/Scholarships.asp](http://www.nlc.state.ne.us/NowHiring/Scholarships.asp)) of the Now Hiring @ your library® Website has shown dynamic movement since going live, with 3,057 hits.

## Mentee feedback: Scholarship recipient survey results

The IMLS 21<sup>st</sup> Century Librarian Scholarship Program Evaluation survey instrument was created at SurveyMonkey.com in December 2008. An email with the link to the survey was sent out December 2008 to 118 potential respondents. The email included the Web link to the SurveyMonkey.com site. Follow-up reminder emails to non-respondents were sent out in January 2009. The following two questions were included in the survey:

**1. Did you participate in the 21st Century Librarian Mentoring Program?** 104 responses**No (SKIP Q.14 and continue to next page)** 83**Yes (Proceed to Q.14)** 21**2. Overall, how useful was the 21st Century Librarian Mentoring Program to you?** 21 responses**Very useful** 6**Somewhat useful** 4**Not very useful** 2**Not at all useful** 1**Please comment on your mentoring program experience and/or the Library Leadership Institute here:**  
18 comments**Very useful** 6

I was able to meet with Kit once, and we corresponded by email often. She was a help in not only networking with others but I was still unsure of myself with schoolwork and she graciously proofread a few of my papers and offered feedback, which to a (then) timid student was very helpful!

Useful in other aspects as well as the classes. She was able to listen to my job complaints and give me logical advice.

I had an outstanding mentor. Patty Birch drove clear out to Rushville Elementary school to watch me work with the children and offer input. She drove 5 hours to get here.

I had a great mentor who encouraged me through the whole process.

My mentor was an incredible help to me throughout my MLS coursework.

My mentor has been very nice to me and willing to help whenever I need it. I haven't bothered him very much lately, but just knowing I have someone to talk to and ask library or career related questions is reassuring to me. It is good to know there is someone interested in my education and in my job, and just having the mentor there for me if I need advice or a sounding board, is really nice.

**Somewhat useful** 6

I met with my mentor in person only once and we spoke on the phone once. We used email the other times we communicated. Our correspondance did not last very long.

I enjoyed meeting with my mentor. She was willing and able to give me advice and information I needed in connection with classes I was taking at the time. Because I was working part-time and attending classes, I was not able to meet with her as often as I would have liked. The only downside I saw to the mentoring program was that my mentor was connected with an academic library and my field of study is elementary education. I believe it would have been more helpful to me if my mentor had been from an elementary- or secondary-school background.

I have only had contact with my mentor once, but I know she is there if I need her help.

This is no reflection of the program itself. I honestly didn't take full advantage of it, but I plan to not make the same mistake again as I pursue my bachelor's degree.

I meet with my mentor several times and was happy with the program.

I appreciated the mentor program, but found it some what difficult to really connect with my mentor. This isn't necessarily the fault of the program, though.

### **Not at all useful 6**

I had difficulty finding the time to contact my mentor at the times when I needed someone. It was much easier to ask local school and public librarians, who were nearby and accessible. I also really depended on my instructors who have been wonderful. It was very difficult to plan to meet my mentor due to distance and scheduling. With the email blocks at schools, using email to contact my mentor didn't work. I only met her one time at a meeting. I used mentors, just not official ones.

Not useful at this time since I didn't really utilize it for my LTA I don't remember who my mentor is and need to look into it again.

I ended up not being able to meet with my mentor in person because there was too much of a distance between us.

The only contact I have had with my mentor was an introduction email.

I really haven't utilized the mentoring program as a mentee, although I did attend a mentor/mentee session in Spring 2007. I am more interested in being a mentor after I graduate.

I participated only to the extent that I attended a mentoring workshop after receiving an invitation to the same. However, I was never paired with a mentor making the mentoring program irrelevant for me.

## **Mentee feedback: Follow-up questions and results**

Follow-up emails were sent to scholarship survey respondents who indicated that they had participated in the 21<sup>st</sup> Century Librarian mentoring program.

### **1. Overall, would you say the mentoring program was a success? Please explain.**

I enjoyed the mentoring program. I did not get to spend much time with my mentor as there was many miles between us.

It was for the time I was in the program. I was very unsure of myself, and with the end-of-semester papers that oftentimes were needed to be written, Kit was a huge help in proofreading them or to bounce ideas off of. She never once said she was 'too busy', and always made time to make me feel important; which is probably one of the reasons I became much more confident in my abilities!

Yes, having the mentoring program has been a success for my situation. I have gotten help and advice from my mentor regarding what classes to take, and general discussion about a future library career and goals.

I don't think the whole mentoring program was successful but my mentor and I had a great experience with the program. Most of the people in the LTA program didn't have a mentor or even know about the mentor program. I think most of the mentors were assigned to MLS students. I think that if you are going to continue this program that it is very important to focus on all students.

I did not use the mentoring program very much. I had a couple of chats with my mentor on-line and that is it. My mentor was nice and willing to help with anything I needed, however I am married and I have three kids and I just did not have any extra time to meet with her. Also, if I had any questions I asked my kids LMS.

Yes, I feel the mentoring program was a success and met all my expectations. My mentor was an incredible help in deciding which courses to take, editing papers, assisting me in topics to write about, and more.

**2. Please describe you interactions with your mentor. How often did you communicate with your mentor? Did these interactions take place face-to-face, over the telephone, by e-mail?**

Most of our contact was through email and we met two times, once in Scribner and once in Hastings.

The interactions were mostly via email, there were a few times we were able to catch up with one another because of a presentation she would be doing at a class of mine. We did not have a set schedule for getting in contact, I would email when I needed some help or wanted her take on an idea; and she in turn would email me if we had not been in touch in awhile.

I have met with my mentor with meetings in person 2 or 3 times. I have also communicated with him through e-mail. We started out meeting once a month but because we both have busy schedules we have not met recently.

Because my mentor lives in Alliance we communicated thru e-mails and phone conversations. We communicated about every other week except during my practicum and I kept a weekly journal which I shared with him every Friday. My mentor was not a librarian but a great library supporter and he provided me with LOTS of encouragement.

I had e-mail interactions about three times. E-mail was ideal for me.

Face-to-face - - at least once a week.

**3. Reasons to have a mentor include the following. Please comment on any of these aspects that may have occurred during the mentoring process.**

**Positive role model;**

My mentor has been a very positive role model in that he has worked in the library field for 30 years. He is professional and easy to talk to, and very knowledgeable about the library system that I work for. He has a great attitude and is enjoyable to talk to.

It was nice to have someone who cared for libraries and cared about the student. My mentor showed me by example how to be a positive role model. He has served as a Commissioner for NLC, library board member and foundation member for the Alliance public library for years, he has been a member of NLA's TUFT's section, and received an award from NLA for all his work to libraries.

Very much.

**Exposure to professional associations, groups, and meetings;**

My mentor has encouraged me to take part in the NLA or any other organizations I find useful, and has shared with me his experiences at a technology conference.

He has encouraged me to be active in profession groups, meeting, associations and conferences in order to gain knowledge and network with people from the library world.

**Objective feedback on my career aspirations;**

We have discussed various options for future library positions that I would be interested in. My mentor has encouraged me to move up in my career in the future. While I have told him I am perfectly happy in my current job, I also realize that I will need to progress and find other satisfying and challenging positions after I graduate. He has asked me questions about what type of work I like the best and we discussed the various opportunities that I may want to pursue.

He has encouraged me to continue my education but to also find a position that will recognize and utilize my skills and knowledge and that will also appreciate and respect my work.

**Access to informal library networking possibilities;**

I have had some networking and meeting people with my previous library positions, and continuing education seminars, and my mentor has encouraged me to continue to network.

He has encouraged me to attend as many library and non-library related programs, meetings, conferences and such in order to meet other professionals and to make contacts that will assist me in a future position. He has encouraged me to stay active in all the city and state organizations that I currently serve on.

**A source of information on my future occupational/professional goals in library and information management.**

My mentor is very knowledgeable about the library field and about the many various professional positions available. He has helped me to look at where I am headed and what I would like to do, and has steered me toward setting goals.

My mentor wants the best for me and believes I should have a position that will provide me with the opportunity to share my skills, my knowledge and my love for life. He encourages me to find a position that will be more than a job but a position that will allow me to go home at night and feel good about what I have accomplished. He has so much faith in me that I always feel like I can do anything when we are done talking.

He (my mentor) encouraged me to decide what part of librarianship I was most interested in which is public services and then focus what coursework I could do on that area (major papers, interviews, etc.). Shortly after receiving my MLS, I was promoted to Assistant Director of Public Services!

**4. Did the mentoring process meet or fail to meet your expectations? Please explain.**

I would have liked to spend more time/done more library things (gone to library conference) with my mentor.

The mentoring program definitely met all expectations I had of it for the time. I have not been in the mentoring process during my graduate studies, when I am sure I would have taken much more advantage of networking possibilities and feedback on possible job/career opportunities. I am still hoping to become involved in it somehow as there are so many things I know I could benefit from in working/speaking with those who have experience and the networks already in place.

This process met my expectations and has been helpful. I appreciate the opportunity to have someone available, who has a great deal of experience, that I can ask questions of about the library system. I also appreciate the advice I have gotten regarding which classes to choose, information about the scholarships available, and potential places to complete my internship.

For me the mentoring process met my expectations. It helped that I knew my mentor before hand and that he knew my goals and desires. I think Mary Jo and Kit did a great job choosing my mentor for me.

I just did not use the mentoring process enough to answer this question.

**5. In what way were interactions with your mentor influential in making your education and career choices?**

I already had a library job and was taking the library classes when I finally had contact with my mentor, so she really did not influence me in any way.

I had already decided on hoping to be a children's librarian when I entered the undergrad program, so Kit had more to do with equipping me with the self-confidence I lacked (having dropped out of school the first time around and spending the following 3 years after leaving school primarily speaking 'baby talk' with my little ones) as I was extremely shy/timid/introverted/etc.

I have chosen my library classes according to what we have discussed, and gotten his advice regarding how much of a class load to take each semester. After talking to him, I have been influenced to eventually pursue a position in Collection Development or something similar, after we had discussed my career interests.

There were several times that I considered quitting the program because I really couldn't see how it was going to help me in my current position or in the near future but my mentor took time to call me at home and spent over an hour talking to me. I don't know that I would have completed the program with out him to encouraging me and believing in me when I needed it.

N/A

**Other comments:**

I mention several times that I did not end up using the mentor a lot. Some reasons for this include the fact that I have three kids and a job and I go to school full time, also I have access to the LMS at my kids school and she is very helpful to me, probably my unofficial mentor.

I only had one contact with the mentor assigned to me, and that was just an introduction email; I never heard from her again. I suppose if I had emailed her with questions, she would have answered me, but it never went that far.

She was in a different library system, so I had access to different resources, which was nice. I borrowed a book (needed for one of the library classes) from their library. And I received their newsletter for a while, which included different ideas and such. I was familiar with her area, so we talked about different people and towns in her area.

Kit was definitely a positive role model for as to how I should present myself to others. She was supportive and willing to help in any way she could have. During our mentoring time, I was not looking for a job or feeling the need to make networking connections, although I am sure she would have helped in any way possible. I still had a VERY young family at home, and they remained my priority at the time.

I believe the following aspects were true about having a mentor...again I talked a lot to my kids LMS. Positive role model; Exposure to professional associations, groups, and meetings; A source of information on future occupational/professional goals in library and information management

## Grant Activity: Mentoring

### Mentoring Curriculum

#### One-on-One, Each-One-Recruit-One and Mentoring

#### 21st Century Mentoring Program

**Goals:**

- Raise awareness of library service careers.
- Recruit talented and diverse library personnel.
- Match recruits with mentors and educational and employment opportunities.
- Provide grants, scholarships, and stipends.
- Increase the number of students enrolled in library education and training.

### **Nebraska Library Commission**

*"Bringing together people and information"*



#### 21st Century Librarian Scholarships

- Library Technical Assistant - \$1,000
- Bachelor's Degree - \$1,000
- Master of Education in School Library Media - \$2,500
- Master of Library and/or Information Science - \$2,500

#### **Mentoring: A Scholarship Requirement**

- NLC will provide training to your mentee and to you about mentoring and being mentored.
- NLC will pair you with a mentee or you may be asked to mentor someone you know.

## Why Mentoring?

Mentors have **working knowledge** and **experience** in the library profession and can share their experience with people who are considering a career in libraries or are just starting their career.

### Why does the profession need mentoring?\*

- Increase job satisfaction
- Help staff plan, develop, and manage their careers
- Encourage the development of leadership and management competencies
- Recruitment, retention and succession planning
- Support greater diversity

### Why Be a Mentor?\*

- Gain new insights and knowledge about your profession.
- Increase your job satisfaction as you reflect on your own professional development.
- Develop and improve your listening and communication skills.
- Share your expertise and experiences.
- Keep up with changes in your profession.
- Pass your professional legacy through the sponsorship of your mentee.

### Why Be Mentored?\*

- Be guided as you develop your career plan and objectives.
- Get help identifying and overcoming barriers to your success.
- Gain greater job satisfaction.
- Practice your communication, negotiation, decision-making and self-assessment skills in a safe environment.
- Be sponsored as you build your professional network and participate in professional activities.

\* [Jennifer Lee Peterson, WebJunction](#)

### **Expectations for Mentors**

- Commit time and energy in building a mentoring relationship of trust, honesty and confidentiality.
- Listen without giving advice.
- Expect excellence not perfection.
- Motivate and model.
- Lead the way to a personalized career path and objectives.
- Stimulate self-awareness.
- Highlight and celebrate progress and growth.
- Laugh. (A little humor at the right time can go a long way!)

### **Expectations for NLC 21<sup>st</sup> Century Mentors**

- Commit to a one-year mentoring program.
- Attend a mentor training session.
- Commit to contact with your mentee at least once a month.
- Log your interactions with your mentee on a private message board.
- Respond to an evaluation of the program.

### **Excellent Mentors...**

- “Provide knowledge, make recommendations, offer consultation, and stimulate motivation with encouragement.” – Johnson and Ridley
- Are intentional, invest time and energy building the mentoring relationship, and pass on their professional legacy.

### **What Do You Need To Be An Excellent Mentor?**



## 21st Century Mentoring Program

<p><b>Why Be a Mentor?</b></p> <ul style="list-style-type: none"><li>• Gain new insights and knowledge about your profession</li><li>• Increase your job satisfaction and reflect on your own professional development</li><li>• Develop and improve your listening and communication skills</li><li>• Share your expertise and experiences</li><li>• Keep up with changes in your profession</li><li>• Pass on your professional legacy</li></ul>	<p><b>Why Be Mentored?</b></p> <ul style="list-style-type: none"><li>• Develop your career plan</li><li>• Get help identifying and overcoming barriers to your success</li><li>• Gain greater job satisfaction</li><li>• Practice communicating, negotiating, decision-making and self-assessment skills in a safety</li><li>• Build your professional network and participate in professional activities with guidance from a professional sponsor</li></ul>
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Outstanding mentors are intentional.

Outstanding mentors invest time and energy in building a relationship of trust privacy and confidentiality..

Outstanding mentors pass on their professional legacy.

More information? Contact: Cindi Hickey, [chickey@sunflower.com](mailto:chickey@sunflower.com), Kit Keller, [kkeller@nlc.state.ne.us](mailto:kkeller@nlc.state.ne.us) or Mary Jo Ryan, [mjryan@nlc.state.ne.us](mailto:mjryan@nlc.state.ne.us)



## Nebraska Library Commission

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The Atrium • 1200 N St. • Suite 120 • Lincoln NE 68508-2023 402-471-2045 • Fax 402-471-2083

April 26, 2006

Name  
Address  
City, State, Zip

Dear \_\_\_\_\_:

I am writing today to invite you to join me in a pilot group of mentors for our "Recruiting the Next Generation of Nebraska Librarians" project. This project is supported by a federally-funded grant "Librarians for the 21<sup>st</sup> Century" from the Institute of Museum and Library Services (IMLS). Your experience and expertise will be invaluable in helping create a successful mentoring program.

The mentoring program will be designed to identify, recruit, and support library professionals in Nebraska to mentor library staff and prospective library students. Mentors will guide mentees as they learn about educational opportunities in library studies, professional opportunities in Nebraska libraries, and career development as a library professional.

An overview of the project is available on the Nebraska Library Commission Web site at: <http://www.nlc.state.ne.us/publications/archives-ncom/summer04/summerncom-1.html>. Some mentees recruited through this program will receive scholarship support by this grant as well as mentoring. Scholarship information is on the Nebraska Library Commission Web site at: <http://www.nlc.state.ne.us/libdev/scholarship.html>

Mentors will be asked to attend a training session, develop and maintain a relationship with their mentee, and record their mentor/mentee interactions. Much of this activity can be accomplished through e-mail, Web-based training, and phone. In the event that travel is required, mentors will be reimbursed for expenses.

To find out more about and to assist us in developing the mentoring project, you are invited to an information session that you can attend from your desktop using OPAL, a web conference consortium operating on a Voice over Internet platform that will run in your Internet browser at no cost to you. If you agree to participate, the Library Commission will send you a computer headset with microphone to use for this session and subsequent mentor training sessions. Along with the headset, we will also send you the instructions for joining an OPAL meeting and tips for using OPAL, or we can send you the instructions as MS Word attachments to an e-mail if you would prefer.

Information sessions will be held May 8, 15, and 16 from 2-3 p.m. CT in the Nebraska Library Commission room at OPAL.

Please contact Cynthia Taylor (402-471-4002, 800-307-2665, [ctaylor@nlc.state.ne.us](mailto:ctaylor@nlc.state.ne.us)) to indicate your meeting date preference and to request your headset.

Thank you.

Sincerely,

Rod Wagner  
Director, Nebraska Library Commission

## OPAL Instructions and Tips

### Instructions for Joining an OPAL Conference

To join an OPAL conference, you will need:

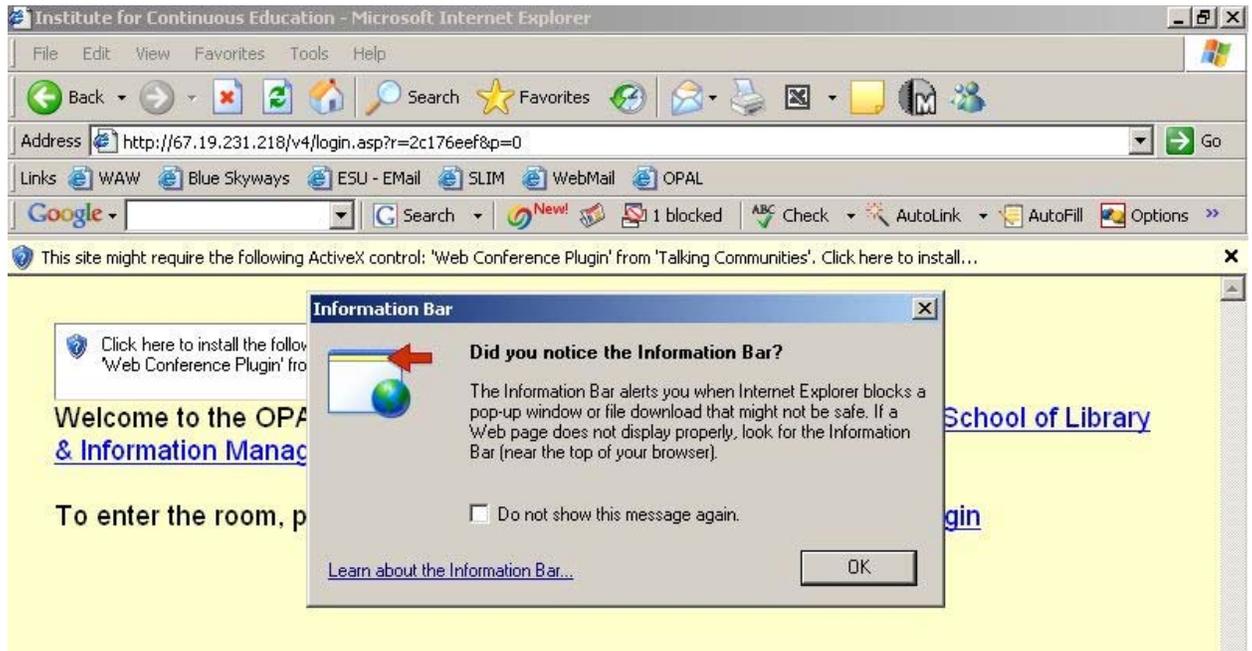
1. An Internet connection (high speed preferable).
2. Headset (preferable because it minimizes feedback) or speakers.
3. A microphone. (A headset with built-in microphone is preferable.)
4. Internet Explorer web browser.

Instructions for installing the OPAL plugin and for joining a meeting:

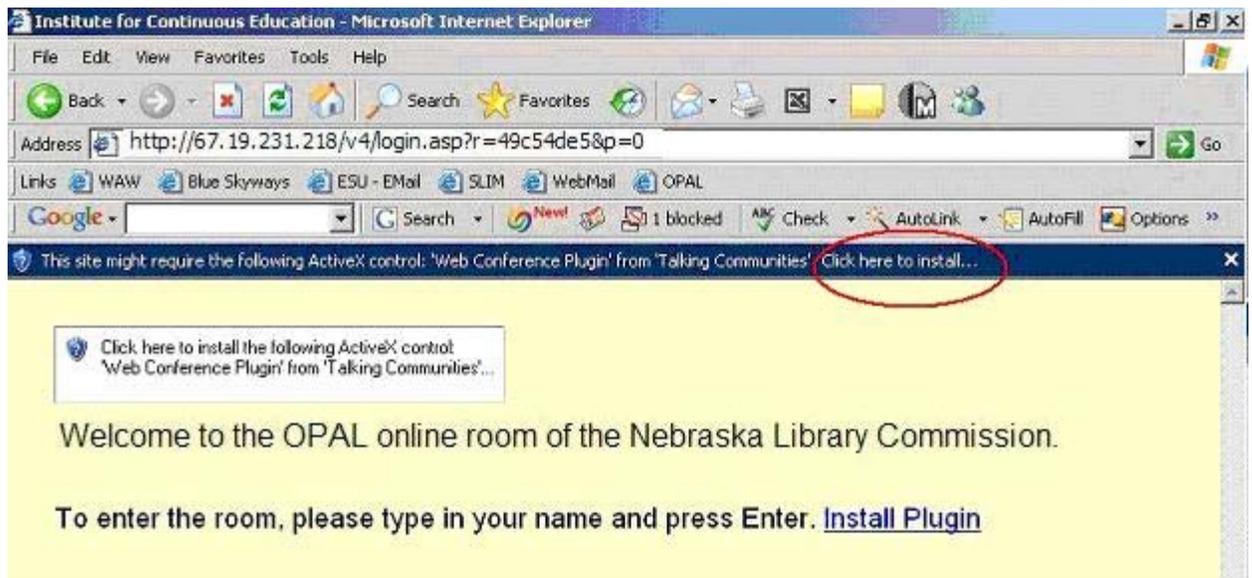
1. Go to the OPAL website at <http://www.opal-online.org/>
2. Click on “Meeting Rooms” and then click on the link for the room you want to visit. For example, the Nebraska Library Commission.



3. The first time you join a conference at OPAL you will need to install the Talking Communities plugin. (You will only do this once.) When the “Information Bar” box pops up, click “OK”.



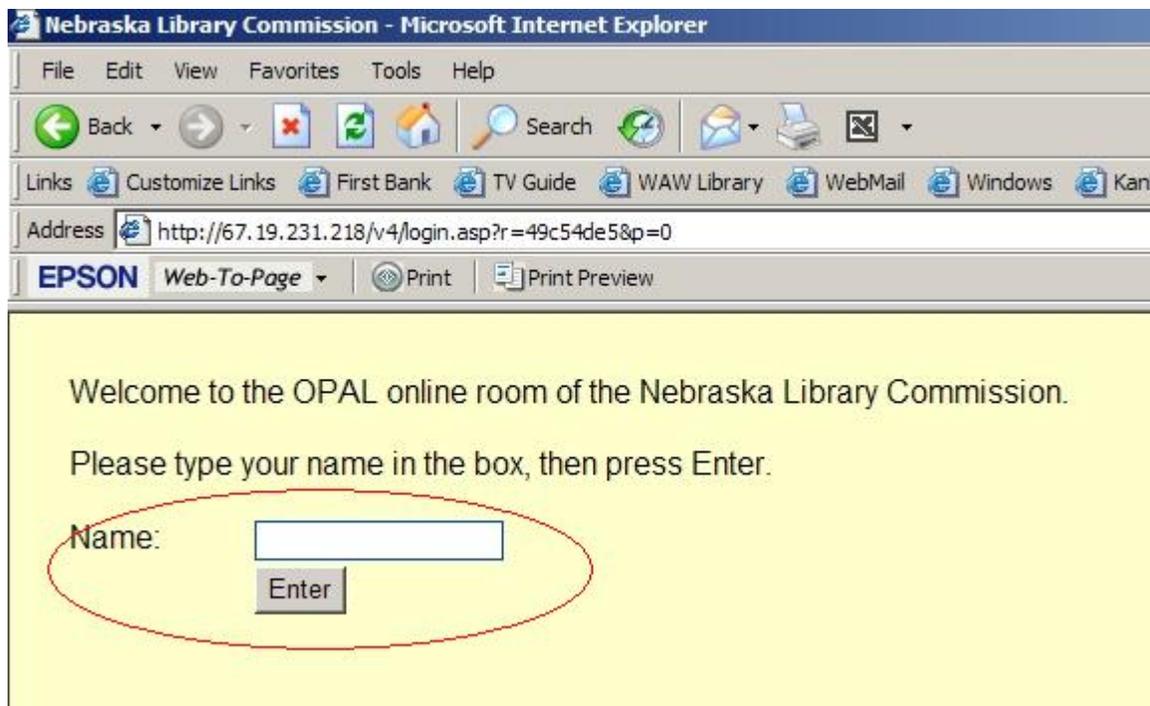
4. Now click on the blue information bar to start the installation.



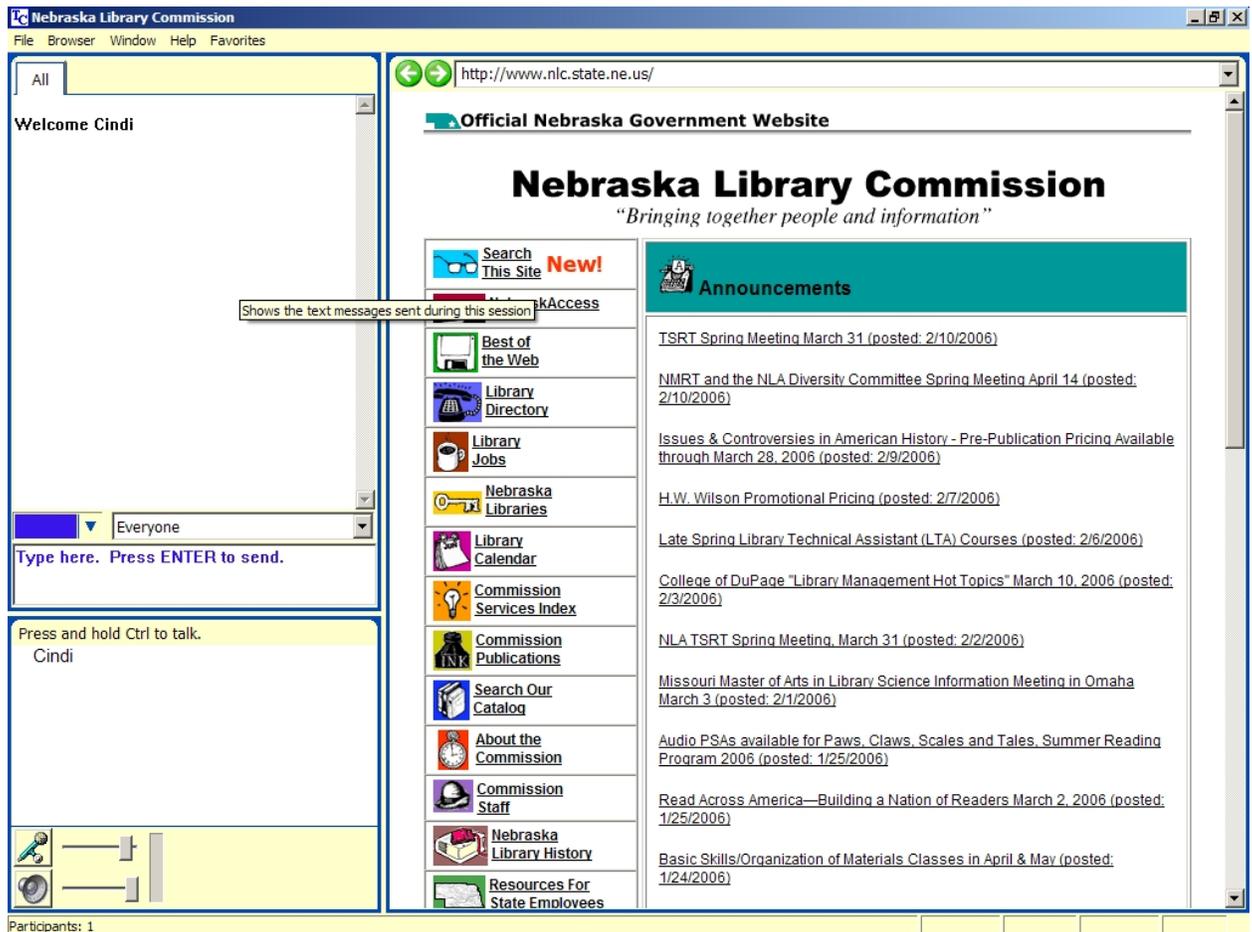
5. An Internet Explorer – Security Warning box may pop-up. Click on the “Install” button and follow the prompts until the installation is complete.



6. When the installation is completed, type your name in the box labeled, “Name:” and click on the “Enter” button.



- You should now be “in” the meeting room you selected. For example, if you selected the Nebraska Library Commission room you should see this window:



### Want more information setting up and using OPAL?

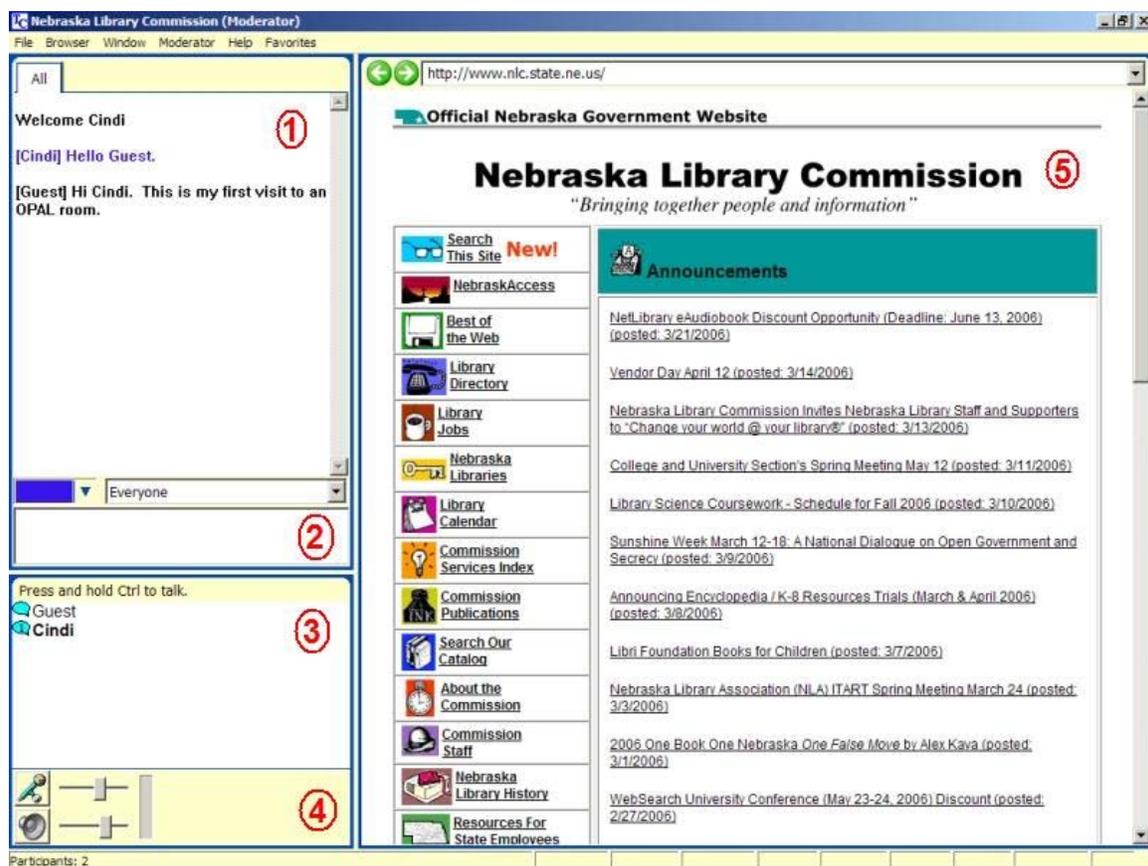
- **OPAL archive of orientations:** <http://opal-online.org/archiveopal.htm>
- **Talking Communities Tutorial:** <http://www.talkingcommunities.com/help/tour/>. (Talking Communities supplies the technology for OPAL.)

**NOTE:** If your computer is connected to your library's network, you may need to ask your technology staff to assist with the setup.

## Tips for using OPAL: Navigating the Nebraska Library Commission Room at OPAL

OPAL is a web conference consortium operating on a platform created by Talking Communities. In an OPAL room there are 2 ways to communicate: by voice using your microphone and by text chat.

Follow the descriptions for the red numbers in the illustration below for a guide to the functions and features of the OPAL room.



1. This area of the OPAL window displays the text from participant chats. The participant's name appears in brackets and the text appears in the color that the participant has selected.
2. You will type your chat text in this box. When you are finished typing, push the enter key. When a participant is typing, this symbol  will appear next to their name in the participant list (see #3 below).
3. This box displays the participant list for the current session. The name of the moderator for the session will be bolded. Another symbol that may appear next

to a participant's name is the . This tells you who is speaking. Only one person can speak at a time. A number in this balloon indicates someone else wants to speak. In the illustration above, Cindi is speaking and Guest is first in line to speak when Cindi finishes. **Note:** To avoid cutting yourself off, hold down the Ctrl key for a second or two before you start speaking and keep it depressed for a second or two after you stop speaking.

4. This box contains your audio controls. To speak hold down the control (Ctrl) key and keep it depressed while you are talking. You can also activate the microphone by double clicking on the microphone image. **BE SURE TO DOUBLE CLICK ON IT AGAIN WHEN YOU ARE FINISHED SPEAKING TO RELEASE THE MICROPHONE.** Use the slides next to the microphone and speaker icons to adjust the volumes for each. You may also need to check your computer's volume control and your headset control (if you have one) to be sure your microphone is not muted.
5. This window is a web browser. The moderator may synchronize the browsing so that everyone is looking at the same web page. If the moderator does not elect to synchronize browsing you will be able to browse the web pages you select. You can refresh your browser window by going to the "Browser" menu in the menu bar and clicking on "Refresh".

Prepared for the Nebraska Library Commission by Cindi Hickey, 03/22/06



**Have you ever been**  a mentor?  a mentee? (check all that apply)

**Special Interests**

Please list any special interests, areas of expertise, and leisure interests you could share with a mentee:

**Languages**

Speak \_\_\_\_\_

Read \_\_\_\_\_

Understand \_\_\_\_\_

Are there other suggestions/concerns we need to pay attention to in matching your mentee to you?

**Commitment**

I understand that to be involved in the Nebraska Library Commission 21<sup>st</sup> Century Librarian Mentoring Program I will have to commit to the following:

- Commit to a one-year mentoring program
- Commit to at least one contact per month.
- Commit to keeping track and logging your contact with mentees
- Respond to an evaluation of the program.

Applicant Signature \_\_\_\_\_ Date \_\_\_\_\_

Please return application or direct inquiries to:

Mary Jo Ryan  
Communications Coordinator  
Nebraska Library Commission  
The Atrium, 1200 N St., suite 120  
Lincoln, NE 68508-2023  
Email: [mjryan@nlc.state.ne.us](mailto:mjryan@nlc.state.ne.us)



**Languages**

Speak \_\_\_\_\_

Read \_\_\_\_\_

Understand \_\_\_\_\_

**Please list any professional special interests (public service, technical services, technology, etc), areas of expertise, and leisure interests you could share with a mentor:**

**What aspects of the library and information field are you interested in?**

**Reasons why I would like to have a mentor (check all that apply):**

- Positive Role Model
- Objective feedback on my career aspirations.
- Access to informal library networking possibilities.
- Being exposed to professional associations, groups, and meetings.
- A source of information on my future occupational/professional goals in library and information management, which are:
  
- Other

**Commitment**

I understand that to be involved in the Nebraska Library Commission 21<sup>st</sup> Century Librarian Mentoring Program I will have to commit to the following:

- Commit to a one-year mentoring program
- Commit to at least one contact per month.
- Commit to tracking and logging contacts with your mentor.
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Please return application or direct inquiries to:

Mary Jo Ryan  
Marketing Director  
Nebraska Library Commission  
The Atrium, 1200 N St., suite 120  
Lincoln, NE 68508-2023

## **Building a Mentoring Relationship Workshop**

A morning session will offer joint training for both mentors and mentees. In the afternoon, mentors will explore strategies for building a mentoring relationship, remote mentoring, and tracking the mentoring process. Lunch will be provided.

### **Morning Session for mentors and mentees:**

- Build or expand professional networks.
- Explore the Now hiring @ your library® Website built especially for Nebraska's 21st Century Librarian Mentoring Program.
- A working lunch discussion of the mentoring relationship.

### **Mentors-only afternoon session will explore:**

- Strategies for growing a mentoring relationship.
- Techniques for mentoring remotely.
- A tool for tracking the mentoring process.

### **What should you bring with you to the workshop?**

Everyone: Business cards to share.

Mentors: Answer the following questions in writing and bring your answers to the workshop:

1. List the people and events that had an impact on you and your professional development as a new librarian and describe their impact.
2. List the people and events that had an impact on you in your early leadership roles as a librarian and describe their impact.
3. List the people and events that had an impact on you and your professional development as an experienced librarian and describe their impact.

### **Dates and Locations:**

Monday, April 23, 2007: Omaha  
University of Nebraska Medical Center  
McGoogan Library of Medicine  
Wittson Hall, 8th floor, Wilson Training Room

Tuesday, April 24, 2007: North Platte  
North Platte Community College  
1101 Halligan Dr., North Campus, Room 200

Wednesday, April 25, 2007: Alliance  
Alliance Public Library  
1750 Sweetwater Avenue

### **Times and other details:**

10:00 a.m. to 1:00 p.m. - Joint session of mentors and mentees. (Working lunch for mentors and mentees from 12-1; lunch is provided). 1:00 p.m. to 3:00 p.m. - Mentors only session

Please register by April 18, 2007 the Nebraska Library Commission's Library Training Portal <<http://www.nlc.state.ne.us/training/train.asp>> and search on "mentoring".

For more information contact Mary Jo Ryan, Nebraska Library Commission Communications Coordinator, 402-471-3434, 800-307-2665, [mjryan@nlc.state.ne.us](mailto:mjryan@nlc.state.ne.us).

## Handout from April Mentoring Workshops

Nebraska Library Commission



### SPEED NETWORKING

#### Build Your Professional Network...

- ❖ Meet new colleagues.
- ❖ Learn more about colleagues you are acquainted with.
- ❖ Have FUN!

#### What Does Networking Have To Do With Mentoring?

- ❖ Mentees need a strong network of colleagues who can support their professional goals and development.
- ❖ Mentors need to expand their professional network to support their own work and continuing development.
- ❖ Mentors need to build their professional network to identify potential resources for their mentees.

#### The Process (A Little Bit Like Musical Chairs):

1. Line up your chairs in 2 rows facing each other.
2. You will have 3 minutes to chat with the person facing you.
3. When the timer goes off, everyone in the row designated by the networking leader will move to the chair to the right of them and chat for 3 minutes, etc.
4. The process continues until the networking leader calls time.

#### Networking Tips:

- Networking is about making connections. Remember you are not just meeting one person. You are meeting their network knows.
- Introduce your self (name, organization, location) and share a sentence or 2 about your work.
- Ask questions to learn more about your networking partner.
- **Smile and Have Fun!**

#### Starters:

How did you get started working in libraries?

What attracted you to working in libraries?

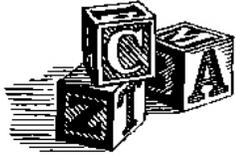
What do you like about working in libraries?

What challenges do you face in your work with your library?

How do you keep up with what's new in the library profession?

What skill is most important to doing your job well?

Nebraska Library Commission



## Building Blocks for Effective Relationships

Mentoring is a relationship that is built by both mentor and mentee.

What are the attributes of an effective relationship?

Nebraska Library Commission



## Growing the Mentoring Relationship

### Think About...

The people who impacted your early career in libraries

The people who helped you become a leader in the library profession.

**What did they do, what traits do they possess that helped you develop as a professional?**

Nebraska Library Commission



## Mentoring Remotely



**We all use the telephone and e-mail but have you tried these communication tools?**

**OPAL:** Online Programming for All Libraries--And All Library Users  
<http://www.opal-online.org>

NLC's Online Room at OPAL:  
<http://67.19.90.10/masteradmin/room.asp?id=rs9081141564a5>

### **IM – Instant Messaging**

Google Talk: <http://www.google.com/talk/>  
Yahoo Messenger: <http://messenger.yahoo.com/>  
Meebo: <http://www.meebo.com/> (IM from anywhere, anytime)

### **Skype – instant messaging and Internet Phone**

<http://www.skype.com/download/>

**What tools have you tried?**

Nebraska Library Commission



## Tracking the Mentoring Process

Use the “Interactions” feature on Now hiring @ your library to record your contacts with your mentee.

Start at <http://nowhiringatyourlibrary.org>

Click on “Mentoring”

Go to “For Mentors”

Click on “Interactions”

or go to

<http://www.nlc.state.ne.us/scripts/NowHiring/StudentList.asp>

### \*Tracking Form:

What am I thinking and/or wondering about my mentee?

What are the current challenges of our mentoring relationship?

What is working well in our mentoring relationship?

What do I want to improve in our mentoring relationship?

What have I learned from our relationship?

\*Adapted from Zachary, Lois J. *The Mentor's Guide*. (2000). San Francisco: Jossey-Bass. p. 55

Nebraska Library Commission



## FINAL NOTES



1. What will you do next to grow your relationship with your Mentee?
2. How will this session help you plan for working with your mentee?
3. Do you need an “Interactions” logon? If yes, please provide your name, telephone number and e-mail address.
4. How can the Nebraska Library Commission help you grow your mentoring relationship?
5. What resources do you need to build a successful mentoring relationship with your mentee?

## Website Usability Worksheet

 Official Nebraska Government Website

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Nebraska Library Commission



# Website Usability Worksheet

With their boundless energy, libraries open the door to these worlds and so many others. — Caroline Kennedy

### 1) Find out how to be a 21<sup>st</sup> Century Librarian Mentor or Mentee

What would you do if you wanted to be *a mentor*?

*or a mentee?*

Can you find the mentor and/or mentee information form? Where did you find it?

Is there enough information for you to get started *as a mentor*? What else would you need to know?

*or as a mentee?* What else would you need to know?

What additional resources would be useful for you *as a mentor*?

*or as a mentee?*

### 2) Find a 21<sup>st</sup> Century Librarian Scholarship Application

Which scholarship application did you locate?

Please describe how hard or easy was it to find.

Was there enough information for you to apply for the scholarship?

What suggestions do you have for the scholarship information?

### **3) Finding a Library Job**

Find a job you want to apply for. What job is it? Please describe how hard or easy was it to find.

What steps did you take to find the types of jobs that you're interested in?

Were you able to sort the job listings?

What categories did you search?

What other categories would be useful for searching?

Was there enough information for you to know if you wanted to apply for the job? If not, what additional information did you want to find?

What suggestions do you have for the job search page?

### **4) Other comments about the Website**

What do you like most about the Now hiring @ your library® Website?

What else do you like about the Website?

What *don't* you like about the Now hiring @ your library® Website?

What information would you expect to find at this Website that you weren't able to find?

If you could change anything about the Website, what would it be?

## **Grant Activity: Mentoring**

### **Case Study: Library Leadership Institute**

Through a survey of the participants, we found that a majority of those responding (25 out of 30) felt that they learned about leadership and leadership styles, to be proactive, and to become leaders in the library profession. Most learned skills to be more effective in their work, developed goals and action plans, and felt that participation in the Leadership Institute contributed to their professional development. As one participant said:

“I was able to see and experience the passion of other library professionals for the patrons of this state. Seeing the development of the mission statement and the power of its meaning were truly challenging. Seeing mentoring at work and benefiting from the experience and expertise of others was significant in how I relate to others and how I try to work with those around me. Feeling more confident in my own value as a library worker and more secure in my tendency to ‘take the lead’ were wonderful benefits. Though the list could go on, the Leadership Institute truly changed my attitudes toward the profession, mission, and my life as I gained a fuller picture of what could be instead of dwelling on the limitations before me.”

Three participants decided to pursue MLS degrees, and one decided to pursue coursework in library science at the undergraduate level.

“The work we did on the personal action plan was invaluable to me! I have now begun the registration process for classes toward my library degree. I have both short term and long term goals for myself. If I follow them, I should achieve my career goals. Before going through this process, I had some nebulous goals about someday finishing my degree, and someday moving up in the library world, but no concrete plans or goals. That has all changed, and it changed mostly because someone took the time to identify me as a ‘leader’, and to ask me what I wanted to be ‘when I grow up’, so to speak.”

One person who heard Library Commission staff at the Nebraska Library Association/Nebraska Educational Media Association (NLA/NEMA) Conference followed-up with an e-mail to inquire about the scholarships for undergraduate education. She applied for and received a 21st Century Librarian Bachelor’s Degree Scholarship and attended the 2005 Leadership Institute, supported by the Nebraska Library Commission, which was also important in motivating her to pursue her bachelor’s degree in library studies.

## Grant Activity: Capacity Building and Sustainability

### Return on Investment Training and Workshops

Capacity building activities included training and awareness-raising for Nebraska library staff and supporters to ensure sustainability for this project. These activities were designed to create a climate conducive to retaining scholarship and internship participants in Nebraska library service careers after completing their library education. Keith Curry Lance, RSL Research Group, provided Return on Investment (ROI) training across the state to 83 attendees to help library directors and board members communicate with local decision makers about the value their libraries provide to the community and the benefits of continued support by adding qualified staff. NLC staff built a wiki on ROI for public libraries (<http://www.nlc.state.ne.us/wikis/roi4libraries>) and made presentations in three locations across the state to 77 attendees to introduce and generate interest in ROI.

From page 14 of the Nebraska Library Commission's Summer 2008 *NCompass* Newsletter:

Your guide to the  
Nebraska Library  
Commission  
Summer 2008

# NCompass

N E W S L E T T E R

Vol. 14 No. 2

## Library Commission to Offer Return on Investment Sessions

When librarians hear the phrase, *return on investment (ROI)*, they probably don't associate it with public libraries. Yet, during the past few years, many libraries and other non-profit entities have been using this formula to convey their social and economic value to the communities they serve. Illustrated in terms of value received per dollar invested, several studies of library return on investment have been completed at the state and local levels.

*Florida's Public Libraries Build Strong Economies: A Taxpayer Return on Investment Report* ([http://dlis.dos.state.fl.us/bld/roi/pdfs/2005\\_SLAF\\_ROI\\_report.pdf](http://dlis.dos.state.fl.us/bld/roi/pdfs/2005_SLAF_ROI_report.pdf)) was published in 2005, and concluded that libraries in the state return \$6.54 in benefits for every \$1 invested. A survey of libraries in southwestern Ohio in 2006 showed that the economic benefit of library investment was about \$3.81 per dollar expended ([www.ila.org/advocacy/pdf/Ohio.pdf](http://www.ila.org/advocacy/pdf/Ohio.pdf)). In a January 2008 study of local



Library staff brainstorm ROI ideas at the Papillion Spring meeting.

library economic value commissioned by the Friends of the San Francisco Public Library, the result was a return to the community of more than three times the amount invested ([www.friendsandfoundation.org/press\\_release.cfm?id=41](http://www.friendsandfoundation.org/press_release.cfm?id=41)).

Many public libraries also have enabled their customers to see for themselves how valuable their services are by providing

personal "ROI calculators" on their Websites. These tools allow users to input the type and quantities of library services used in a visit and quickly see the dollar value of those goods and services.

ROI information sessions facilitated by Library Commission staff at the Nebraska Library Association School, Children, Young People, and Public Library and Trustee Section Spring Meetings demonstrated a growing interest in this topic. The Nebraska Library Commission will offer summer workshops for library-initiated community teams who want to learn to use ROI information as a communication and development tool. Information about the workshops will be posted on the Library Commission's **ROI for Public Libraries** wiki at [www.nlc.state.ne.us/wikis/roi4libraries](http://www.nlc.state.ne.us/wikis/roi4libraries).

For more information contact John Felton, Nebraska Library Commission Research Analyst, see contact information on page 6. 

## Survey of ROI Workshop Participants

Return on Investment Workshop Report – January 2009

Submitted by Kathryn Brockmeier, Research Analyst/Special Projects Associate, Nebraska Library Commission

Keith Curry Lance, RSL Research Group, provided Return on Investment (ROI) training across the state to 83 attendees to help library directors and board members communicate with local decision makers about the value their libraries provide to the community and the benefits of continued support by adding qualified staff.

The survey instrument was created at SurveyMonkey.com on December 16, 2008. An email with the link to the survey was sent out December 18, 2008, to 65 potential respondents. The email included the Web link to the SurveyMonkey.com site. Voice mail messages were left with additional participants who had not provided an email address, inviting them to participate in the survey. Follow-up reminder emails to non-respondents were sent out January 12, 2009. A total of 33 surveys were collected.

### Email Invitation Text

Subject line of email: Nebraska Library Commission: ROI Participant Survey invitation

Dear ROI workshop participant,

The Nebraska Library Commission is conducting a brief follow-up on your library's status since your participation in Return on Investment (ROI) for Public Libraries workshops held in August 2008. The general information you provide will be used in a report of our 2008 IMLS grant activities.

Please take a few moments to complete a short survey. To access the online survey, click on the following link or copy and paste the address into your Internet browser:  
[http://www.surveymonkey.com/s.aspx?sm=\\*\\*\\*\\*\\*](http://www.surveymonkey.com/s.aspx?sm=*****)

We appreciate your feedback and look forward to hearing from you. Please contact me with any questions or comments. ROI for Public Libraries information is available at <http://www.nlc.state.ne.us/wikis/roi4libraries/>.

### Results Description

Items in bold are the questions or responses as they appeared in the survey. Numbers are respondents. Items marked with \* were required to be completed to continue. Responses were copied into this document verbatim, with spelling errors, but edited to remove identifying characteristics, such as library and city names, replaced with asterisks (\*\*\*) or placed within [brackets]. Skip patterns were constructed depending on responses.

### SURVEY INSTRUMENT & RESULTS:

Return on Investment (ROI) for Public Libraries workshops were held in August 2008. Please provide the Nebraska Library Commission with feedback concerning your library's status since attending the workshop.

The length of this survey is determined by your response selections.

**\*1. Have you made a definite decision whether or not to conduct a return on investment study of your library?** 33 responses

**Yes** 11

(Follow-up to response "Yes") **2. Do you plan to conduct a return on investment study of your library?** 11 responses

**Yes** 5

**No** 6

**If you selected "no", please explain:** 3 comments

We do not feel it is necessary at this time, we have a new library & our funding is quite adequate for our needs.

We have already done one, not long ago.

It is not as structured and unchallengable as I had hoped it would be. Also, we are short-staffed at the moment. Seems we get one person back and another goes out for a surgery or something. Too many balls in the air. :-)

**No** 9

**Don't know** 13

(Follow-up to response "No" or "Don't know") **3. If you haven't made a decision or don't know, how likely is it that you will conduct an ROI study of your library?** 21 responses

**Very likely** 0

**Somewhat likely** 11

**Somewhat unlikely** 5

**Very unlikely** 5

(Follow-up to response "No" or "Don't know") **4. How soon will a definite decision be made? (Specify Month and Year)** 12 responses

Dates provided in 2008 – 1

Dates provided in 2009 – 8

Dates provided in 2010 – 1

Other – 2

**5. Whether you are making plans for an ROI study or still considering the decision to do a study, on which of the following issues do you need more information? (Please select all that apply.)**

**Finding available data about your community** 4 responses

**Framing questions to ask library patrons** 16 responses

**Deciding how to sample library patrons** 15 responses

**Other—please specify** 3 responses

Need to get the interest in doing it generated.

Best ways to dispense information gathered?

We need to get started on the entire survey

**6. Would you like to discuss plans for your library's ROI study or the decision-making process regarding doing a study?** 25 responses

**Yes** 5

**No** 20

**7. If you have decided to conduct a study, please describe your activities since the training session.** 7 responses

I have done some community data collection, but not much else. Just been very busy this fall.

Gave a presentation to the library board about it and the process.

ROI was used in annual report to city council and county board of supervisors.

Due to lack of time in my position, I haven't been able to continue the process. As time allows, the ROI study will continue.

We intend to do a study sometime in the future, but have not decided when to begin.

We have selected a person to be in charge of the study, but have not determined a definite time frame at this point.

I have been waiting to get the data from stat report compiled and submitted before starting this.

**8. Name of Library** 29 responses**9. Name of Participant** 29 responses**10. E-mail address** 29 responses**11. Phone Number (including area code)** 28 responses

## Grant Project Results: Quotes

Target audience satisfaction with the **Web-based searchable job listing** ([www.nlc.state.ne.us/NowHiring/JobsAndCareers.asp](http://www.nlc.state.ne.us/NowHiring/JobsAndCareers.asp)) was demonstrated in this May 2007 e-mail:

“I want to let you know that John Moritz Library has filled the Information Services Librarian position you so kindly posted on the jobs page of the Commission’s Website. I am delighted to tell you that our new librarian applied for the post after reading it on the Commission’s Website.”

Mentors expressed satisfaction with the functionality of the **Mentoring section of the Website** ([www.nlc.state.ne.us/NowHiring/Mentoring.asp](http://www.nlc.state.ne.us/NowHiring/Mentoring.asp)):

“The mentor interaction log seems to work very smoothly and I have not had any problems using it,” and “The log works fine. It’s easy to get to and to enter items.”

This comment from a **scholarship recipient** is one of many demonstrating that these scholarships had a dramatic effect on the students, who in turn were able to impact their libraries and communities:

“I joined the first (“Pioneer”) cohort of the University of Alabama’s online MLIS program in the fall of 2005. I applied for and received the Nebraska Library Commission’s 21<sup>st</sup> Century Librarian Scholarship, which felt like a huge accomplishment and helped out with tuition costs a great deal. I got a great job working for the University of Nebraska–Love Library as the Electronic Resources Associate, which allowed me to collaborate closely with librarians and work on many exciting and challenging projects. With the help of the Nebraska Library Commission, I was able to realize my MLIS dream. Now I feel that the future is wide open for what my career might hold, and that is a very exciting prospect.”

The **Internship component** of the grant was very well received by interns and intern supervisors:

### Interns’ comments

“I now possess a new understanding of how challenging working in the library can be. Additionally, the work that I have performed for this internship has inspired me to attend graduate school to earn a Master’s Degree so that I may pursue a more advanced career in the library.”

“There is a lot more work involved in being a librarian that I expected. You also have to be a big people person. You are always communicating and helping others during the job.”

“I have learned a lot about the library. I didn’t realize all of the things it had to offer. This experience has made me a person with more varied skills.”

“I would love to be able to have a job that benefits the community. Libraries are so necessary to the community and I would love to be a part of that.”

The director of the Osmond Public Library responded to us after her library received an internship grant by writing, “Thank you for the gift of the 2008 Student Intern Grant. I am looking forward to starting with our intern and having the opportunity to share with her the working knowledge of the library, along with my love of people and books.”

### Supervisors' comments

"I am excited about this program. I think it is a great way to get students interested in library work as a profession."

"I just want to say thank you for doing such a wonderful program! We had a great experience working with our student intern."

"Overall, the internship grant was a great experience and worked very well for our small library." "We sincerely hope that the Commission will be able to offer this grant again in future years."

"The Rock County Public Library strongly recommends this program and would certainly apply for intern funding again if offered."

"I think it was really a valuable experience for the staff and customers to work with Ronda. Since the internship, she has been offered a job as the media specialist at Lakeview Elementary School."

"Thank you so much for the opportunity to have an intern this past year. Our intern, Amanda G., was a great help especially with our summer reading program." "We are very happy that Amanda has offered to continue to work in the library as a volunteer."

Through a survey of **Nebraska Library Leadership Institute** participants, we found that a majority of those responding felt that they learned about leadership and leadership styles, to be proactive, and to become leaders in the library profession. Most learned skills to be more effective in their work, developed goals and action plans, and felt that participation in the Leadership Institute contributed to their professional development. This comment from a participant helps illustrate the benefits of the Mentoring component of the Institute:

"I was able to see and experience the passion of other library professionals for the patrons of this state ... Seeing mentoring at work and benefiting from the experience and expertise of others was significant in how I relate to others and how I try to work with those around me. Feeling more confident in my own value as a library worker and more secure in my tendency to 'take the lead' were wonderful benefits."

**Capacity Building** activities included training and awareness-raising for Nebraska library staff and supporters to ensure sustainability for this project. One of the libraries that sent a team to the 2008 Rural Philanthropy Conference commented that the training sessions focused on tools and techniques for revitalizing communities through innovation fundraising and sustainable resource building had the following impact on their local library:

"Nebraska City's Morton-James Public Library Board voted on July 9, 2008 to pursue building an endowment to support continuing education and training for their library staff. The board recognizes the importance of continuing education and training for the library director, the assistants and special resource staff members. The endowment will provide a permanent source of funding for current and future training needs."

**Print materials** developed through the project were very well received:

"I really like the recruitment brochure because it looks so professionally done and gives a specialized authenticity to our pursuit to recruit another generation of librarians. The testimonials in the 'Why Libraries?' are wonderful and give a feeling of how rewarding this profession can be. The many photos are intriguing and draw the viewer in for a closer look. Especially like the male presence in the photos to get away from the stereotypical female role that has plagued the profession."

## Scholarship Recipient Case Studies

### Case Study 1: 2008 Master of Library Science Scholarship recipient Rochelle Krueger, MLS

Source: Krueger, R. (2009). *Taking a Plunge into the MLIS Pool*. Nebraska Library Association Quarterly. 40(1): 9-10.

#### **Taking a Plunge into the MLIS Pool**

By Rochelle Krueger

It has been a long time coming, and now I can say I am nearly half way through my MLIS program. About 18 months ago, I made the decision to jump in with both feet and work toward my degree. The questions began mounting, though:

1. How could I pay for this?
2. I work full-time -- When would I do the homework?
3. I have a family -- Would I still be able to be there for them?
4. Where should I take classes -- Traditional or online?
5. What about the reputation of the school -- Is it ALA-accredited?

So began the task of investigating the answers to my questions. The American Library Association's website, in addition to the Nebraska Library Association's and Nebraska Library Commission's websites, led me to valuable information. "My friend, the Google", as I refer to the popular search engine, helped me to find additional sources. I began to compare and contrast what was offered, where it was offered, and then try to figure out how that would fit into my life.

For many years I have been encouraged to obtain an MLIS, yet I did not see how it could even be possible. Living in central Nebraska complicated the issue for me. UNO, in collaboration with the University of Missouri-Columbia has an excellent program and I had seriously considered this option; however, I do not enjoy driving distances and I had a young child. Again, the emphasis was on "what is going to work for ME?" Everything had to fit in place.

Funding is of course a major issue. I pursued numerous scholarships, and was fortunate to receive two this past year (the Louise A. Nixon Scholarship and the 21<sup>st</sup> Century Library Scholarship). Aside from that, loans were obviously going to be a necessity. It's relatively easy to qualify for student loans; however, it is paying them back that is the issue. For that reason, only borrow as much as you absolutely require.

Finally, in the end, I decided on Drexel University's iSchool MLIS Program. The school has an excellent reputation, a good mentoring system in place, and it was 100% online (not even one visit is required). The acceptance process took some time, so be sure to budget your time accordingly. Academic advising and registration is done virtually, much the same as attending a traditional college campus.

The day came: March 31, 2008, was my first "day" of classes. My classes are in a Blackboard environment. All submissions/correspondence is done via Blackboard or e-mail, depending on the individual professor's preferences. It was very exciting and intimidating at the same time. The important thing is to keep on top of the assignments. While it is difficult doing the family-job-school juggling act, it is much worse to have to play catch-up. Remember that most everyone is in the same boat. Blackboard is a good place to get help with your assignments and even share work issues. Lasting professional relationships can be forged online.

To date, I have found the various professors to be quite helpful. It can be a challenge, though, because you cannot just stop by the professor's office to ask questions. My statistics class was particularly challenging. We utilized a program called SPSS for the class. For some reason, it was not giving me the options I needed to calculate one of my assignments. In a physical campus situation, I could have just run my laptop over to the professor's office and he could have helped me troubleshoot. However, that wasn't possible. An afternoon trip to Philadelphia wasn't in my budget! I was able to share my output with the professor so that he could understand my questions. With his efforts, we were able to come to a solution.

Life never runs exactly as you plan. As I mentioned, March 31, 2008, was the beginning of my MLIS courses. April 1, 2008, I discovered my husband and I were expecting our second child. Talk about a life-changing event! So even after meticulous planning, life can throw you a curve. I did end up having to take some time off from coursework, but will be continuing classes again this quarter (March 2009).

If library school is one of your objectives, investigate the possibilities. I'm so glad I did. There is a library school out there that will fit your situation. Take the plunge and achieve your goals!

## **Case Study 2: 2006 & 2007 Master of Library Science Scholarship recipient Michael Straatman, MLS**

Source: Bohmfalk, P. (April 14, 2009). *New Executive Director for NLA Named*. E-mail to Nebraska Library Association mailing list.

### **New Executive Director for NLA Named**

Dear NLA Members:

The Nebraska Library Association is very pleased to announce that Michael Straatmann, of Lincoln, has been named Executive Director of the Association. Michael brings a wide range of organizational, event planning and technological skills to the position and the NLA Board looks forward to offering new levels of service to our members with his help.

Michael will complete a Master's in Library Science from the University of Missouri-Columbia Distance Education program in May. He is also employed as Collection Maintenance Manager at the University of Nebraska- Lincoln and active in community and historical reenactment organizations.

If you know Michael, please welcome him as NLA's new Executive Director. If you do not already know Michael, you can look forward to meeting him at Conference in LaVista or at other NLA functions across the state.