

## **ANNUAL REPORT**

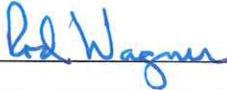
### ***Cultivating Rural Librarians' Technology Skills* IMLS Laura Bush 21st Century Librarian Program**

Award number:	<b>RE-03-10-0059-10</b>
Awardee institution name:	<b>Nebraska Library Commission</b>
Reporting period:	<b>11/01/2010 to 10/31/2011</b>
Project Director name and title:	<b>Mary Jo Ryan, Communications Coordinator</b>
Project Director telephone:	<b>402-471-3434</b>
Project Director e-mail:	<b>maryjo.ryan@nebraska.gov</b>



## Cover Sheet for Performance Reports

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1. Grant or other identifying number assigned by IMLS: <u>RE-03-10-0059-10</u>	
2. Recipient organization (name and address, including zip code): Nebraska Library Commission The Atrium 1200 N Street, Suite 120 Lincoln, NE 68508-2023	3a. DUNS number: <u>007496631</u>
	3b. EIN: <u>47-0491233</u>
	4. Recipient identifying or account number: <u>34112014</u>
5a. Project/Grant period start date (mo/day/yr): <u>Nov 1, 2010</u>	6a. Reporting period end date (mo/day/yr): <u>Oct 31, 2011</u>
5b. Project/Grant period end date (mo/day/yr): <u>Oct 31, 2013</u>	6b. Final Report? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
7. Project URLs, if any: <u>http://www.facebook.com/NebraskaLibrarians</u> <u>http://www.nowhiringatyourlibrary.com/</u> <u>http://www.nlc.state.ne.us/</u>	8. Report frequency: <input checked="" type="checkbox"/> annual <input type="checkbox"/> semi-annual <input type="checkbox"/> quarterly <input type="checkbox"/> other If other, describe: _____
<b>9. Please transmit the performance report as instructed by the Institute of Museum and Library Services.</b>	
10. Other attachments? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Transmit accompanying documents with this cover as instructed by the Institute of Museum and Library Services	
<b>11. Certification: By submitting this report I certify to the best of my knowledge and belief that this information is correct and complete for performance of activities for the purposes set forth in the award documents.</b>	
11a. Name and title of authorized certifying official: <u>Rod Wagner</u> <u>Director</u>	11c. Telephone (area code, number, extension): <u>(402) 471-4001</u>
	11d. Email address: <u>rod.wagner@nebraska.gov</u>
11b. Signature of authorized certifying official 	11e. Date report submitted (mo/day/yr): <u>Dec 13, 2011</u>
12a. Name and title of Principal Investigator/Project Director: <u>Mary Jo Ryan</u> <u>Communications Coordinator</u>	12b. Telephone (area code, number, extension): <u>4024713434</u>
	12c. Email address: <u>maryjo.ryan@nebraska.gov</u>
13. Agency use only: _____	

Instructions for submitting this report are available at <http://www.ims.gov/recipients/administration.shtm>. For assistance or questions contact your Program Officer.

**Burden Estimate and Request for Public Comments:** Public reporting burden for this collection of information (Final Report, Parts 1 and 2) is estimated to average eight to thirteen hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comment regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Institute of Museum and Library Services, Chief Information Officer, 1800 M Street, NW, 9th Floor, Washington, DC 20036-5802, and to the Office of Management and Budget, Paperwork Reduction Project 3137-0071, Washington, DC 20503.

## Abstract

### *Cultivating Rural Librarians' Technology Skills* 2010 IMLS Laura Bush 21st Century Librarian Program

The Nebraska landscape is dominated by sparsely populated, remote rural areas, containing about 42% of the state's nearly 1.8 million residents, but spread over 94% of the land area. More than 88% of Nebraska public libraries serve communities of fewer than 5,000. In many cases, these libraries are the sole source of free Internet access for their communities. Most of the personnel staffing these libraries are part-time, undereducated, poorly paid, and do not receive benefits. To help Nebraskans “build the skills Americans need in the 21st century,” library staff must first possess the skills themselves.

The Nebraska Library Commission (NLC), the lead applicant, is Nebraska's state library agency, with the mission of statewide promotion, development, and coordination of library and information services. The quality of library service in Nebraska will be improved through this partnership project to recruit and provide support to promising students. We aim to ensure that rural libraries throughout the state will have qualified staff with 21st century technology skills to serve their communities into the future. *Cultivating Rural Librarians' Technology Skills* will operate from November 2010 through October 2013 and will build on what we learned from our previous 21st Century Librarian grant.

Our partner organization, Central Community College, and our supporting organizations (Nebraska Educational Media Association, Nebraska Library Association, University of Missouri, University of Nebraska at Omaha) bring years of experience in library education and service. These relationships are already in place, and they are strong and deep. A broad-based advisory team will be assembled for this project. Our evaluator is Keith Curry Lance from RSL Research Group. The Nebraska Community Foundation will assist in the sustainability of this project.

Awarding scholarship, internship, and stipend support to students engaged in preprofessional—associate- and bachelor's-level—education (and secondarily, master's-level education), will equip more Nebraska library staff members with the skills to provide high-quality, individualized customer service. Providing the students with value-added learning experiences will ensure that Nebraska library staff members are proficient in helping library customers develop 21st Century Learner Skills, especially technology literacy.

The NLC will cultivate rural librarians' 21st century skills through:

- **Scholarships, internships, and stipends** to support preprofessional and professional education for at least 165 students.
- **Value-added learning** experiences—such as consultation, training, national conference attendance, professional organization memberships, and social and face-to-face networking—to ensure that scholarship recipients build 21st century learning and technology skills that can be transferred to library customers.
- **Recruitment** of promising high school and college students and diverse library personnel to match them with educational/employment opportunities at appropriate levels of the career/education ladder.
- A multi-faceted **marketing and communication** campaign to raise awareness and identify prospects for library service careers and to disseminate the student learning experience. Traditional marketing strategies will be enhanced with a Web-based Storybank and other Web 2.0 communication strategies to encourage online social networking.

Project deliverables include curriculum and recruitment materials in various formats designed to reach both high school and college-aged students. These materials will include handouts, displays, and brochures, as well as interactive learning exercises, video spots, Webinars, and podcasts distributed via social networking applications.

## ***Cultivating Rural Librarians' Technology Skills*** 2010 IMLS Laura Bush 21st Century Librarian Program

The Nebraska Library Commission (NLC) is pleased to report that efforts are well underway to improve the quality of library service in Nebraska through recruitment and support of promising library science students. We have begun to implement strategies to ensure that rural libraries throughout the state will have qualified staff with 21st Century technology skills to serve their communities into the future. The project, ***Cultivating Rural Librarians' Technology Skills***, has begun to equip students with the skills to provide high-quality, individualized customer service by awarding scholarship, internship, and stipend support to students engaged in preprofessional (associate- and bachelor's-level education), and secondarily, master's-level education. Providing the students with value-added learning experiences designed to improve their proficiency in helping library customers develop 21st Century Learner Skills (especially technology literacy) has been a particularly rewarding component of this project. We are excited to share information about our project and have detailed our activities and results below according to the goals and objectives of the grant.

For a brief overview of the program, please see the **Program Year 1 Summary** report (Attachment 42), which presents the primary outputs of this grant project to date. For a fiscal summary, please see the **Annual Federal Financial Report, Year 1** (Attachment 53).

### **Goal 1: Increase education levels of current library staff and new recruits in rural Nebraska**

#### **Objective 1a: Identify and recruit 40 current library staff and 30 new students.**

##### **Activities**

A marketing and recruiting brainstorm session for grant activities was held August 16, 2010, with key grant team advisors and Nebraska Library Commission (NLC) project team members present.

NLC continually conducted marketing and recruitment activities from July 2010 through October 2011. Activities included announcements, distribution of materials, exhibits at career events, exhibits at library and educational events, and presentations. For a complete **list and timeline of marketing and recruitment efforts**, including a listing of all deliverables and references to the appropriate attachments, see Attachment 43.

##### ***Announcements***

The scholarship and internship grant programs were continually announced by the Nebraska Library Commission (NLC) from July 2010 through October 2011 via:

- news releases (Attachment 1),
- Facebook (<http://www.facebook.com/NebraskaLibraryCommission> and <http://www.facebook.com/NebraskaLibrarians>) (Attachment 2),
- sample blog posts (Attachment 3),
- the NLC website (<http://www.nlc.state.ne.us/>) (Attachment 4),
- sample e-mail blasts to Nebraska listservs (Attachment 5), and
- NLC's Now Hiring at your library<sup>®</sup> website (<http://www.nowhiringatyourlibrary.com>) (Attachment 12; enclosed CD of website).

Faculty at Nebraska schools announced the availability of scholarships to their students. Library systems announced the availability of scholarships to current library staff.

### ***Distribution of Materials***

Print material, including a recruitment rack card, was distributed to library staff and other interested individuals (each-one-reach-one) at various meetings and events and at various outreach events. Recruitment packets were sent to current librarians to share with co-workers and to current associate's-level scholarship students to disseminate to friends or classmates. Educational opportunities and scholarship flyers were sent to library directors with high school diplomas or 2-year college degrees only and to current associate's-level library science students. Materials were distributed at various exhibit booths, including recruiting for diversity outreach events. Central Community College distributed a flyer at a diversity outreach event.

Deliverables include:

- Bring Us Your Best rack card (Attachment 6)
- Now Hiring post card (Attachment 7)
- Could This Be You? Flyer (Attachment 8)
- Letter to career fair students (Attachment 9)
- Letters of invitation to recruit (Attachment 10)
- Educational opportunities flyer (Attachment 11)
- Flyer for Now Hiring website (Attachment 12)
- Flyer for scholarship information web page (Attachment 13)
- Scholarship availability flyers (Attachment 14)
- Facebook page promotional flyer (Attachment 15)

### ***Exhibits at Career Events***

NLC hosted an exhibit booth at two career events. The exhibit booth included the Now Hiring at your library<sup>®</sup> banner, a projected PowerPoint slide show, brochures, flyers, and rack cards.

- Youth Leadership Diversity Workshop, Grand Island. This was a recruiting for diversity effort. NLC partnered with Grand Island Public Library. The children's and technology services librarian from Grand Island Public Library joined us, and described her job duties and educational background. She recruited volunteers.
- Future Educators Association conference, University of Nebraska Omaha. This was a recruiting for diversity effort. NLC partnered with the University of Nebraska Omaha Library Media / Library Science Education department. A professor of Library Media joined us. She described her previous job duties as a school librarian and educational background. She distributed information about the UNO program.
- Samples of the slides from the PowerPoint slide presentation are attached (Attachment 54).

### ***Exhibits at Library and Educational events***

NLC hosted an exhibit booth at Nebraska Library Association/Nebraska Educational Media Association (NLA/NEMA) annual conference and made personal contact with prospective students and scholarship applicants as well as prospective internship grant applicants. The exhibit booth included the Now Hiring at your library<sup>®</sup> banner, a projected PowerPoint slide show, brochures, flyers, and rack cards. Samples of the slides from the PowerPoint slide presentation are attached (Attachment 54).

### ***Presentations***

NLC staff conducted live informational webinars through the NCompass Live program, which were recorded and available for viewing at a later date:

- Scholarship and Internship Grant Opportunities through New IMLS Grant Program  
<http://www.nlc.state.ne.us/scripts/calendar/eventshow.asp?ProgID=10237>
- Internships: A Good Fit for Your Library?  
<http://www.nlc.state.ne.us/scripts/calendar/eventshow.asp?ProgID=10280>
- The Nebraska Library Commission: Supporting Education for Librarians  
<http://www.nlc.state.ne.us/scripts/calendar/eventshow.asp?ProgID=10864>

NLC staff made presentations at State Advisory Council on Libraries meetings and provided reports to the Nebraska Library Commission at their quarterly meetings.

NLC hosted the “Cultivating Nebraska Librarians” session at the Nebraska Library Association/Nebraska Educational Media Association annual conference. Scholarship students, interns, and intern supervisors gave testimonials; a tour of Nebraska Librarians Learning Together Facebook page and Now Hiring at your library<sup>©</sup> website was provided; there was a question-and-answer period.

### Results

NLC mailed recruitment packets out to 6 high school students, 54 preprofessional LIS students, and 154 library directors for whom preprofessional education would be appropriate. NLC mailed each-one-reach-one packets out to 6 preprofessional scholarship students and 142 library directors for them to distribute to prospective preprofessional students of library science and prospective scholarship students. During exhibit sessions, NLC reached out to 375 middle and high school students and 600 Nebraska librarians and library students. Announcements on the Facebook page have the potential to reach 154 fans.

Several attendees of the NLA/NEMA conference stated, after interaction with staff at the booth and after the informational session, that they felt encouraged to begin their education and/or apply for a scholarship. One individual commented: “Talking about this has given me the courage to apply.” Another individual went to the Central Community College exhibit booth and enrolled in the LIS program with the intent that she would then apply for a scholarship. One student, who attended the informational session at the conference, later joined the Facebook page and made the last comment posted below. She then became a scholarship applicant.

Facebook post by NLC, with comments by scholarship recipients and prospective scholarship applicant:

**Nebraska Librarians Learning Together**  
Great session yesterday with our interns, their supervisors, and the scholarship students. So great to meet everyone!  
Post Insights are not yet available. Please check back later.  
Like · Comment · October 7 at 8:35am · 🌐

👍 Naomi Solomon likes this.

**Chip Watchorn** I really enjoyed the conference. I wish I could have stayed for Friday, but I still have my day job. It was great to meet all the people who've helped make the scholarship and grant programs possible. I know you're all probably sick of hearing me say this, but I can't thank you enough for the opportunities that the Nebraska Library Commission has given me.  
October 7 at 11:51am · Like · 🔄 1

**Emily Kesten** Wish I could've stayed for that, but duty called me back to Omaha.  
October 7 at 6:11pm · Like

**Tracy Barton Tibbels** I really appreciated you all getting up and sharing about the great opportunities! Thanks so much!!!  
October 7 at 10:41pm · Like

Recruitment efforts can sometimes take a long time to show results. A student that was awarded a scholarship in 2011 reported that she decided to explore returning to school to become a librarian after viewing our Public Service Announcement (PSA) in a movie theatre in **2008**. This PSA was funded through a previous IMLS grant and we know we are fortunate to have IMLS funding to offer support to this student now that she is able to return to school to make her “dreams come true.”

A **statistical survey** (Attachment 16)—optional, not required of the applicant—was presented at the beginning of the online scholarship application. In Year 1, 32 of the 35 applicants completed the survey.

- Among the 32 who completed the survey, 25 were currently employed in a library. Nine applicants had never worked or volunteered in a library.
- Among those who completed the statistical survey, the following number reported how they heard about the scholarship program (Table 1):

Table 1. Referral source of information about scholarship program

Source	Number of respondents
Nebraska Library Commission	11
Nebraska Library Commission website	12
Now Hiring at your library <sup>®</sup> website	8
Fellow student	4
Friend	4
Library	3
College counselor/advisor	9
Teacher	9
Other – Library System	2
Other – work e-mail	1
Other – library program newsletter	1

### Objective 1b: Promote access by awarding 105 scholarships to selected candidates.

These scholarships fulfill the requirements of the grant awarded to the Nebraska Library Commission by the Institute of Museum and Library Services (IMLS) to recruit and educate the next generation of librarians. **Scholarship information** (Attachment 30) and applications are available on the Now Hiring @ your library<sup>®</sup> Website **scholarship page** (<http://ncl1.nlc.state.ne.us/nowhiring/scholarships.asp>) hosted by the Nebraska Library Commission (NLC). **Stipend information** (Attachment 21) and applications are available on the Now Hiring @ your library<sup>®</sup> Website stipends page (<http://ncl1.nlc.state.ne.us/nowhiring/scholarships/stipends.asp>). For details on marketing and recruitment activities, see **Objective 1a: Identify and recruit 40 current library staff and 30 new students.**

A **scholarship policy** (Attachment 17) was approved by the Nebraska Library Commission in January 2011. **Criteria for selection** of candidates (Attachment 18) were determined in January 2011. **Scholarship applications** were developed in January 2011 and made available online in February 2011 (Undergraduate level example, Attachment 19; graduate level example, Attachment 20). Year 1 application deadlines were March 18, 2011, and June 1, 2011. **Scholarship award letters** were mailed to the students and to the schools (Attachment 22). Recipients were required to sign a **letter of agreement** (Attachment 23) and complete various **program-related forms** (Attachment 24). They were issued an orientation document (Attachment 25), also available at <http://ncl1.nlc.state.ne.us/nowhiring/scholarships/orientation.asp>. Scholarship students completed a **baseline survey** (Attachment 26) and liked the **Nebraska Librarians Learning Together Facebook page** (<http://www.facebook.com/NebraskaLibrarians>). During Year 1, national conference

opportunities were announced via e-mail, Facebook, and the Now Hiring @ your library® Website (<http://nlc1.nlc.state.ne.us/nowhiring/scholarships/StipendAnnounce.pdf>). **Stipend application forms** (Attachment 27) for laptop computers, dues for professional associations, and travel for professional conferences were developed in April 2011 and scholarship students were invited to access stipend applications made available online from <http://nlc1.nlc.state.ne.us/nowhiring/scholarships/stipends.asp> in May 2011. **Stipend award letters** were mailed to the students (Attachment 22).

### ***Available Scholarship and Tuition Assistance Programs***

The 21st Century Librarian Scholarships associated with this grant are now in place. Six levels of 21st Century Librarian scholarships are available and awards have been made at all levels:

#### **Preprofessional Scholarship Program Levels**

- Library and Information Services (LIS, formerly LTA) Professional Certificate
- Associate of Arts or Science Degree in Library and Information Services (LIS, formerly LTA)
- Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media

#### **Master's Scholarship Program Levels**

- Master of Arts or Science Degree in Library and Information Science (MLS/MLIS)
- Master of Arts or Science degree in Education (MEd) with a School Library Media endorsement
- Graduate-level School Library Media Endorsement

### **Summary of Scholarships Awarded November 1, 2010 – October 31, 2011**

From November 1, 2010, through October 31, 2011, 35 scholarship applications were received and 34 were awarded to people pursuing education in library studies for a total of \$97,000. The one scholarship not awarded was due to an incomplete application.

### **Summary of Stipends Awarded November 1, 2010 – October 31, 2011**

From November 1, 2010, through October 31, 2011, 41 stipends applications were received and 37 were awarded to scholarship recipients for a total of \$22,707.85.

Below are summaries of the scholarships and stipends in outline form and in **Table 2** and **Table 3**, which follow.

### **Preprofessional Scholarship Programs**

The Nebraska Library Commission anticipated the award of up to twenty preprofessional scholarship packages of up to \$3,500 each in Year 1. Twelve preprofessional scholarship packages were awarded in Year 1, for a total of \$42,000. The total anticipated number of preprofessional scholarship recipients during Years 1 through 3 is fifty. To date the number of scholarship recipients is twelve. Scholarships are being used for tuition, course-related materials, and fees associated with the courses. In addition, some recipients have applied for and received stipends up to \$2,000 for value-added activities, which may include purchase of a laptop computer (classes are delivered remotely); student memberships in a professional organization; and expenses for attendance at a regional or national professional conference.

### **Library and Information Services (LIS, formerly LTA) Professional Certificate Scholarship**

The Nebraska Library Commission approved this scholarship program (Years 1 through 3) for undergraduate students in January 2011. The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at community colleges leading to a Library and Information Services Professional Certificate.

- All scholarships and stipends funded with federal funds from the grant
- To date, all applicants have been awarded scholarships
- Three scholarships, totaling \$10,500, were awarded and accepted during Year 1 from November 1, 2010, through October 31, 2011
  - July 1, 2011: Three scholarships awarded
    - Three students are attending Central Community College, Grand Island, Nebraska
- Four stipend applications received, four stipends awarded during Year 1, totaling \$2,133.00
  - Laptops – 3
  - Professional association memberships – 1

#### **Associate of Arts or Science Degree in Library and Information Services (LIS, formerly LTA)**

The Nebraska Library Commission approved this scholarship program (Years 1 through 3) for undergraduate students in January 2011. The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at community colleges leading to an Associate of Arts or Science Degree in Library and Information Services.

- All scholarships and stipends funded with federal funds from the grant
- To date, all applicants have been awarded scholarships
- Four scholarships, totaling \$14,000, were awarded and accepted during Year 1 from November 1, 2010, through October 31, 2011
  - April 25, 2011: Two scholarships awarded
    - Two students are attending Northeast Community College, Norfolk, Nebraska, and Central Community College, Grand Island, Nebraska
  - July 1, 2011: Two scholarships awarded
    - One student is attending Northeast Community College, Norfolk, Nebraska, and Central Community College, Grand Island, Nebraska
    - One student is attending Central Community College, Grand Island, Nebraska
- Eight stipend applications received, seven stipends awarded during Year 1, totaling \$4,150.00
  - Laptops – 4
  - Professional association memberships – 2
  - Regional or national conference – 1

#### **Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media**

The Nebraska Library Commission approved this scholarship program (Years 1 through 3) for undergraduate students in January 2011. The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at accredited colleges leading to a Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media.

- All scholarships and stipends funded with federal funds from the grant
- To date, all applicants have been awarded scholarships
- Five scholarships, totaling \$17,500, were awarded and accepted during Year 1 from November 1, 2010, through October 31, 2011
  - April 25, 2011: Four scholarships awarded
    - Two students are attending University of Nebraska at Omaha
    - One student is attending University of Nebraska at Omaha; Southeast Community College, Lincoln, Nebraska; and York College, York, Nebraska
    - One student is attending Chadron State College, Chadron, Nebraska
  - July 1, 2011: One scholarship awarded
    - One student is attending University of Nebraska at Omaha
- Five stipend applications received, four stipends awarded during Year 1, totaling \$2,800.00
  - Laptops – 4

## **Master's-level Scholarship Programs**

The Nebraska Library Commission anticipated the award of up to ten master's-level scholarship packages of up to \$2,500 each in Year 1. Twenty-two master's-level scholarship packages were awarded in Year 1, for a total of \$55,000. The total anticipated number of scholarship recipients during Years 1 through 3 is twenty. To date the number of scholarship recipients is twenty-two. Scholarships are being used for tuition, course-related materials, and fees associated with the courses. In addition, recipients have received stipends up to \$2,000 for value-added activities, which may include purchase of a laptop computer (classes are delivered remotely); student memberships in a professional organization; and expenses for attendance at a regional or national professional conference.

### **Master of Arts or Science Degree in Library and Information Science (MLS/MLIS)**

The Nebraska Library Commission approved this scholarship program (Years 1 through 3) for master's-level students in January 2011. The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at ALA-accredited colleges leading to a Master of Arts or Science Degree in Library and Information Science (MLS/MLIS).

- All scholarships and stipends funded with federal funds from the grant
- To date, fourteen of fifteen applicants have been awarded scholarships
- Fourteen scholarships, totaling \$35,000, were awarded and accepted during Year 1 from November 1, 2010, through October 31, 2011
  - April 25, 2011: Six scholarships awarded
    - Six students are enrolled at University of Missouri – Columbia, in cooperation with University of Nebraska at Omaha
  - July 1, 2011: Eight scholarships awarded
    - Eight students are enrolled at University of Missouri – Columbia, in cooperation with University of Nebraska at Omaha
- Fourteen stipend applications received, fourteen stipends awarded during Year 1, totaling \$8,885.00
  - Laptops – 10
  - Professional association memberships – 3
  - Regional or national conference – 1

### **Master of Arts or Science Degree in Education (MEd) with a School Library Media Endorsement**

The Nebraska Library Commission approved this scholarship program (Years 1 through 3) for master's-level students in January 2011. The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at ALA-accredited colleges leading to a Master of Arts or Science degree in Education (MEd) with a School Library Media endorsement.

- All scholarships and stipends funded with federal funds from the grant
- To date, four applicants have been awarded scholarships
- Four scholarships, totaling \$10,000, were awarded and accepted during Year 1 from November 1, 2010, through October 31, 2011
  - April 25, 2011: Two scholarships awarded
    - One student is enrolled at University of Nebraska at Omaha
    - One student is enrolled at University of Nebraska at Kearney
  - July 1, 2011: Two scholarships awarded
    - Two students are enrolled at University of Nebraska at Kearney
- Two stipend applications received, two stipends awarded during Year 1, totaling \$1,400.00
  - Laptops – 2

### **Graduate-level School Library Media Endorsement**

The Nebraska Library Commission approved this scholarship program (Years 1 through 3) for master's-level students in January 2011. The Nebraska Library Commission established this scholarship to provide financial

support to eligible Nebraskans for coursework at ALA-accredited colleges leading to a graduate-level School Library Media endorsement.

- All scholarships and stipends funded with federal funds from the grant
- To date, four applicants have been awarded scholarships
- Four scholarships, totaling \$10,000, were awarded and accepted during Year 1 from November 1, 2010, through October 31, 2011
  - April 25, 2011: Two scholarships awarded
    - One student is enrolled at University of Nebraska at Omaha
    - One student is enrolled at University of Nebraska at Kearney
  - July 1, 2011: Two scholarships awarded
    - Two students are enrolled at University of Nebraska at Kearney
- Eight stipend applications received, six stipends awarded during Year 1, totaling \$3,339.85
  - Laptops – 3
  - Professional association memberships – 2
  - Regional or national conference – 1

[Continued on next page]

Table 2. Scholarships by level and award cycle

Level	Award cycle	# of applications	# of awards	Amount awarded
Library and Information Services (LIS, formerly LTA) Professional Certificate	April 2011	0	0	0
	July 2011	3	3	\$10,500
LIS Certificate-level subtotal, Year 1		3	3	\$10,500
Associate of Arts or Science Degree in Library and Information Services (LIS, formerly LTA)	April 2011	2	2	\$7,000
	July 2011	2	2	\$7,000
Associate's-level subtotal, Year 1		4	4	\$14,000
Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media	April 2011	4	4	\$14,000
	July 2011	1	1	\$3,500
Bachelor's-level subtotal, Year 1		5	5	\$17,500
<b>PREPROFESSIONAL-LEVEL TOTAL</b>		<b>12</b>	<b>12</b>	<b>\$42,000</b>
<b>MASTER'S-LEVEL</b>				
Master of Arts or Science Degree in Library and Information Science (MLS/MLIS)	April 2011	7*	6	\$15,000
	July 2011	8**	8***	\$20,000
MLIS-level subtotal, Year 1		15	14	\$35,000
Master of Arts or Science degree in Education (MEd) with a School Library Media Endorsement	April 2011	2	2	\$5,000
	July 2011	2	2	\$5,000
MEd-level subtotal, Year 1		4	4	\$10,000
Graduate-level School Library Media Endorsement	April 2011	3*	2	\$5,000
	July 2011	1	2***	\$5,000
MEd endorsement-level subtotal, Year 1		4	4	\$10,000
<b>MASTER'S-LEVEL TOTAL</b>		<b>23</b>	<b>22</b>	<b>\$55,000</b>
<b>YEAR 1 SUBTOTAL BY CYCLE</b>				
SUBTOTAL BY CYCLE, YEAR 1	April 2011	18	16	\$46,000
	July 2011	17	18	\$51,000
<b>YEAR 1 TOTAL</b>		<b>35</b>	<b>34</b>	<b>\$97,000</b>

\* 1 application deferred to June 2011 cycle of applications

\*\* 1 not awarded

\*\*\* 1 awarded from March 2011 cycle of applications

Table 3. Stipends by level and type

Level	Type of Stipend	# Applications	# Awards	Amount Awarded
Library and Information Services (LIS, formerly LTA) Professional Certificate	Laptop	3	3	\$2,100.00
	Association dues	1	1	\$33.00
	Conference	0	0	\$0.00
LIS Certificate-level subtotal, Year 1		4	4	\$2,133.00
Associate of Arts or Science Degree in Library and Information Services (LIS, formerly LTA)	Laptop	4	4	\$2,800.00
	Association dues	2	2	\$50.00
	Conference	2	1	\$1,300.00
Associate's-level subtotal, Year 1		8	7	\$4,150.00
Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media	Laptop	4	4	\$2,800.00
	Association dues	0	0	\$0.00
	Conference	1	0	\$0.00
Bachelor's-level subtotal, Year 1		5	4	\$2,800.00
Master of Arts or Science Degree in Library and Information Science (MLS/MLIS)	Laptop	10	10	\$7,000.00
	Association dues	3	3	\$151.00
	Conference	1	1	\$1,734.00
MLIS-level subtotal, Year 1		14	14	\$8,885.00
Master of Arts or Science degree in Education (MEd) with a School Library Media Endorsement	Laptop	2	2	\$1,400.00
	Association dues	0	0	\$0.00
	Conference	0	0	\$0.00
MEd-level subtotal, Year 1		2	2	\$1,400.00
Graduate-level School Library Media Endorsement	Laptop	3	3	\$2,100.00
	Association dues	2	2	\$106.00
	Conference	3	1	\$1,133.85
MEd endorsement-level subtotal, Year 1		8	6	\$3,339.85
SUBTOTAL BY STIPEND TYPE, YEAR 1	Laptop	26	26	\$18,200.00
	Association dues	8	8	\$340.00
	Conference	7	3	\$4,167.85
<b>YEAR 1 TOTAL</b>		<b>41</b>	<b>37</b>	<b>\$22,707.85</b>

Scholarship recipients expressed their gratitude for the scholarships and stipends:

*When I started looking at going back, I found out there really aren't very many scholarships for non-traditional students, so when I was notified that I had received this scholarship, I was ecstatic. ... I just wanted you to know that receiving this scholarship was truly one of the happiest moments of my life.*

*I am very appreciative of this opportunity, because I would have had to postpone finishing my degree without this financial assistance.*

Please refer to Attachment 41 to view additional **notes of thanks** for receipt of scholarships and stipends.

Students described the impact the purchase of a laptop computer had on their coursework. For example:

*My laptop just arrived yesterday, but I've scarcely had a second to more than open the box and see that it is indeed in there. I'm traveling for a week now--and then will get some software and get the thing running so I can use it! It is going to be so great for Reference class this semester because I need to spend so much time exploring databases and reading the NLC's STAR Manual. I'll be mobile!*

Data was collected by external evaluator Keith Curry Lance of RSL Research Group through the scholarship recipient **baseline survey** (Attachment 26), in-depth interviews with current recipients, and anecdotal communication received via mail, e-mail and Facebook posts. See the **Year One Evaluation Report** (Attachment 28) and the **Key Informant Interview Responses** report (Attachment 29) for detailed reports of scholarship program activity, outputs, and outcomes. To date, there have been no students eligible to complete the post-scholarship program survey. The survey instrument will be designed in Year 2.

### **Objective 1c: Increase awareness of careers in libraries by awarding 60 internships.**

#### **Nebraska Library Commission/Nebraska Library Association Internship Grant Program**

The 21st Century Librarian Internship Grants associated with this grant are now in place. These internship grants of up to \$1,000 are funded from the IMLS Librarians for the 21st Century grant with match from the Nebraska Library Association. These internship grants fulfill the requirements of the grant awarded to the Nebraska Library Commission by the Institute of Museum and Library Services (IMLS) to recruit and educate the next generation of librarians.

#### **Activities**

The Nebraska Library Commission approved this internship grant program (Years 1 through 3) in January 2011 (See **Internship Policy**, Attachment 17). In order to promote the Internship program, NLC staff sent out an e-mail blast to library directors, posted an announcement on the Nebraska Library Commission home page, posted on the Nebraska Library Commission blog, listed availability on the NLC grants page (<http://www.nlc.state.ne.us/grants/>), and created the Now Hiring @ your library® Website internship grant page (<http://nlc1.nlc.state.ne.us/nowhiring/internships.asp>). NLC hosted an exhibit booth at the Nebraska Library Association/Nebraska Educational Media Association (NLA/NEMA) annual conference and made personal contact with prospective applicants. An NLA/NEMA conference session about the scholarship and internship programs was held, with testimonials given by interns and intern supervisors. NLA listed grant availability on their website (<http://nebraskalibraries.org/>). NLC staff conducted live informational webinars through the NCompass Live program, which were recorded and available for viewing at a later date. For details on marketing and recruitment activities, see **Objective 1a: Identify and recruit 40 current library staff and 30 new students**.

Criteria for selection of public libraries were determined in January 2011. **Internship grant information** (Attachment 31) and the **online application** (Attachment 32) were developed in December 2010 and made available on the Now Hiring @ your library® Website internship grant page (<http://nlc1.nlc.state.ne.us/nowhiring/internships.asp>) in January 2011. The Year 1 application deadline was February 28, 2011, and the Year 1 award date was April 14, 2011. Recipients were mailed an **award letter** (Attachment 33) and an **orientation packet** (Attachment 34). NLC conducted a live orientation session via webinar, which was recorded and available for viewing at a later date. Interns completed a **survey consent form** (Attachment 35), an online **baseline survey** (Attachment 36), and an online **follow-up survey** (Attachment 37). Supervisors submitted a signed **letter of agreement** (Attachment 38), a request for payment form, a schedule of activities (if they hadn't done so at the time of application), an online **post-internship survey about the intern** (Attachment 39) and an online **post-internship survey about the internship program** (Attachment 40).

## Results

To date, 18 of 21 applicants have been awarded internships. In this reporting period, 23 internship grants of up to \$1,000 were awarded to 18 libraries, with a total of 28 interns participating. A total of \$22,750 was awarded in Year 1 of this grant. NLC contributed \$12,750 (13 grants); NLA contributed \$10,000 (10 grants), funded through a grant to them from an anonymous private Nebraska foundation.\* 13 of the 18 libraries were located in rural Nebraska. See **Table 4** for a detailed summary.

\*NOTE: This unanticipated financial support from the Nebraska foundation will be reported as private funding match for this grant in the next federal fiscal report.

Table 4. Summary of internship grant awards

<b># of grants</b>	<b>Library</b>	<b>Funder</b>	<b>Amount</b>	<b>Rural?</b>	<b># of interns</b>
1	Arapahoe Public Library	NLA	\$1,000	Y	1
1	Bartley Public Library	NLA	\$1,000	Y	1
1	Beatrice Public Library	NLA	\$1,000	Y	1
1	Blair Public Library	NLA	\$1,000	N	1
1	Elgin Public Library	NLC	\$1,000	Y	3
1	Howells Public Library	NLC	\$750	Y	1
1	Lied Randolph Public Library	NLC	\$1,000	Y	2
6	Lincoln City Libraries	NLA	\$6,000	N	6
1	Meadow Grove Public Library	NLC	\$1,000	Y	2
1	Neligh Public Library	NLC	\$1,000	Y	1
1	Norfolk Public Library	NLC	\$1,000	Y	1
1	Ord Township Library	NLC	\$1,000	Y	1
1	Ponca Carnegie Library	NLC	\$1,000	N	1
1	Rock County Public Library, Bassett	NLC	\$1,000	Y	1
1	Schuyler Public Library	NLC	\$1,000	Y	1
1	South Sioux City Public Library	NLC	\$1,000	N	1
1	Sump Memorial Library, Papillion	NLC	\$1,000	N	1
1	Wayne Public Library	NLC	\$1,000	Y	2
<b>23</b>	<b>Total # of libraries = 18</b>		<b>\$22,750</b>		<b>28</b>

NLC conducted a **live orientation session** on April 28, 2011, via webinar, with 17 grantees in attendance. The session was recorded and made available for viewing at a later date (viewed by an additional 3 grantees). A CD of the recording is enclosed; the recording may also be accessed at <http://www.nlc.state.ne.us/NowHiring/Internship/InternshipOrientation.wmv>).

Depending on the library, intern supervisors oriented their interns and assigned tasks to them in the areas of circulation, programs/events, customer service, outreach services, public access computers, reference, administration, acquisitions, cataloging, collection development, interlibrary loan, and the library's website.

Specific projects conducted by interns included leading a Nook book discussion group for boys, writing a procedural handbook, planning, conducting or assisting with summer reading programming, redesigning or enhancing the library's website, collection development, visits to other libraries, assisting with genealogy

research, working on automation projects, creating Facebook pages and posting to them, writing blog entries, and assisting patrons in the computer lab.

Data was collected by evaluator Keith Curry Lance of RSL Research Group through the online intern **baseline survey** (Attachment 36), intern **follow-up survey** (Attachment 37), online supervisor **post-internship survey about the intern** (Attachment 39), online supervisor **post-internship survey about the internship program** (Attachment 40), key informant interviews with interns and supervisors, and anecdotal communication received via mail, e-mail and Facebook posts. See the **Year One Evaluation** report (Attachment 28), the **Key Informant Interview Responses** report (Attachment 29), **Supervisor Comments from the About the Intern Survey** (Attachment 44), and **Supervisor Comments from the About the Internship Program Survey** (Attachment 45) for detailed reports of internship grant program activity, outputs, and outcomes.

Interns brought their technology skills to the forefront, much to the appreciation of the library staff, library customers, and community. The following experiences were reported by the supervisors:

- [The intern] used her tech skills to help the children manipulate photos of themselves using Fisheye software so they have Crazy/Weird pictures of themselves
- She introduced us to Animoto and created a promotional photo show for the website using photos of weekly programs. It was our first example of motion on our website!
- Emily and I attended the Word Press website design class in Kearney and she was able to completely redesign our website using this program and information from the old website. [T]he library has a new beautifully designed easy to use and updated website which the community has expressed an appreciation for through personal comments and on our Facebook account too.
- Chip headed up a Nook Book Discussion for a group of middle school boys
- Emily helped the library set up their Facebook page. She wrote weekly entries on it also. She was also able to help patrons set up Facebook pages. She loved working with elderly patrons and their computer problems. These patrons visited the library every day Emily was here.
- Over the last several months our blog had been dormant, but we had requests from the public that it resume. Amy was excited about blogging, so I made a post to make sure the software was working properly and the passwords were working. Then Amy and I alternated blog posts. She selected her topics and researched them, wrote and edited them, publishing five posts during her internship. So the Polley Music Library blog was again active during the summer to the delight of our readers. As for Amy, she got experience researching, writing and editing a factual work-related blog, experience that she will be able to use for her resume.



The photo to the left was submitted by an internship grant supervisor, with the following note:

“The staff at the Rock County Public Library is pleased to announce our website has been redesigned by summer intern, Emily Sybrant. Check it out at <http://libraries.ne.gov/rockcounty>. ... [W]e are going to really miss her. She is showing a patron some different devices in the picture and our new website.”

## Overdrive Library

Today I spent most of my time helping a patron download and install the software required to access Nebraska Overdrive Library. We installed both the Ebook program and the software for audio books, as she indicated that she may be interested in both. We then went on the Overdrive website (<http://nebraska.lib.overdrive.com/CA206F7A-EB93-445D-89F8-5F86F5185478/10/502/en/Default.htm>) and spent some time going through the process of finding, checking out, downloading, and transferring to a Nook e-reader. It was good practice for both of us, as I'm not real familiar with it and teaching someone else seems to help me remember it better as well.

One intern, at the request of his supervisor, created a blog to journal his activities and what he learned (Ponca NLC Grant Blog, <http://poncanlsgrantblog.blogspot.com/>). To the left is his June 27, 2011, entry.

The internships made local news. For **internship press coverage** examples, see Attachment 46.

Sample press coverage (Beatrice *Daily Sun*, 4/18/2011):

BHS SENIOR KAYLEE ELDER TO ASSIST LIBRARY STAFF

### Library receives internship grant

By Scott Koperski/Daily Sun staff writer | Posted: Monday, April 18, 2011 6:00 am | (0) Comments

2  retweet

 Recommend

 Be the first of your friends to recommend this.

The Beatrice Public Library was one of 18 libraries in the state selected for an internship grant program.

The grant from the Nebraska Library Commission and the Nebraska Library Association will provide Beatrice with \$1,000 to hire an additional intern, which the library would otherwise not be able to afford.

The new intern will be Beatrice High School senior Kaylee Elder.

Librarian Carolyn Baker said Elder, who is new to the area, will be an asset to the library.

"She had just been here a few days when she came in to introduce herself," Baker said. "She had done voluntary work previously and she had letters from two different librarians recommending her. We had a whole big list of volunteers, so I couldn't hire her before this internship grant."

Two interns from one library were later recognized by the Northeast Library System, receiving "Pat on the Back" awards, "for being instrumental to the success of the summer reading program."

Interns shared what they learned during their internship:

*I learned the value that a Public Library has/gives to its community. I was able to learn through hands on experience and actually working one on one with patrons. I learned a great deal about patron programming and planning. This experience has also allowed me the opportunity to narrow down the type of library I would like to work in.*

*I learned that a great deal of customer service work goes into working in a public library setting. Because our public libraries are open to all members of the community, our libraries must therefore do their best to satisfy all of these needs, even in times when budget cuts are looming. I was thrilled to be able to work a great deal with the Youth Services librarians here at Walt, and I know my experiences will be very valuable in the future, whether I pursue a degree in education, library sciences, or a combination of the two. Thank you so much for this opportunity. It has been truly wonderful.*

*Patrons ask for a much broader spectrum of information, services, and help than I expected. Librarians in the Lincoln City Library system perform many, many duties throughout the entire library, rather than just working in one area the entire day. There are also so many details of the job that I had never considered, or had taken for granted - from things as basic as picking up all the in-house-use library books to things as complicated as changing budgets. Polley (Music Library) has been an especially educational experience since it is somewhat self-contained, so I have gotten to perform a wide array of tasks.*

*Librarians arrive at least an hour before opening. (I thought they arrived five minutes before opening!) Staff share in the duties of checking in books that have been deposited in the drop box, shelving them, retrieve the day's newspaper and place it in its spot. Bathrooms are also checked for paper product replacement. Phones ring for renewals and questions to answer. Calls are made to patrons for items on hold. Young people arrive before opening to help set-up for summer reading program activities. Volunteers arrive and need to be directed to their duties. Inter library loan is an amazing system which has us borrowing internationally and sharing our collection as far away as California. Shelving is a huge part of the day, helping patrons find things and getting things back on the shelves so they are accessible. Staff need space to spread out materials for cataloging and inter library loan processing activities. Lack of such space was a frustration in our library. I really enjoyed meeting the public while I worked at the front desk, but also enjoyed the whole inter library loan tech process behind the scenes. It was fun getting to know the regular patrons and their reading styles. Movies and audio books are very popular and computer use is in great demand. Story time provided an outlet for my musical interests. Librarians need to 'put out fires' with behavior issues. To be crass, they clean up puke, poop and pee on occasion. All eye-openers for the intern! Systems are continually updated as we discover new and better ways to serve our patrons and their demographic. I truly appreciate the opportunity this grant provided me.*

*Librarians need to be personable, creative, intelligent, and organized. I figured this out while checking in/out books and movies, recommending the newest books, figuring out computer difficulties, entering and deleting books, creating bulletin boards, organizing the Summer Reading Program, interloaning books and getting to know the people of my community.*

Please refer to Attachment 41 to view **notes of thanks** for receipt of internship grants.

### **Recruiting to library science education and to the profession**

After the internship had concluded, when asked, “Based on your internship experience, how likely is it that you will pursue further education in the library field?” 21 of the 23 interns responding replied “Very likely” or “Somewhat likely.”

After the internship had concluded, when asked, “Based on your internship experience, how likely is it that you will apply for a library job within the next five years?” 19 of the 23 respondents replied “Very likely” or “Somewhat likely.”

### **Reflection from one intern supervisor:**

*[One of our interns] was a true success story for our library and, I believe, for her. She is in the process of working towards becoming a media specialist changing from her current teaching position. She came in with no library experience but with an open and interested attitude about the profession. She was surprised at the variety of jobs staff perform and how much goes on behind the scenes in a library. I will be looking for that kind of interest and enthusiasm in future interns and utilize their personal skills for special projects.*

**Objective 1d: Bring the demographic distribution of the population of librarians into closer alignment with the Nebraska population as a whole.****Activities**

Members of the scholarship team conducted conference calls with the Admissions Director for Central Community College (CCC) on the Grand Island campus and the diversity coordinator for CCC's three campuses to determine effective routes for reaching current CCC students and future CCC students.

The diversity coordinator distributed a recruitment flyer (Attachment 8) to approximately 40 Hispanic high-school students at a career day in Grand Island.

A recruitment booth was set up at the Youth Leadership Diversity Workshop on the CCC Grand Island campus in October 2011. Along with the youth librarian from a local library, we personally made contact with 125 junior-high and high-school students of Hispanic heritage or race other than white from Grand Island and surrounding communities. Flyers and rack cards were distributed to these students.

A recruitment booth was also set up at the Future Educators Conference on the University of Nebraska Omaha (UNO) campus in October 2011. Along with a UNO school library faculty member, we personally made contact with 250 high school juniors and seniors of whom approximately 15% were of Hispanic descent or race other than white. Flyers and rack cards were distributed to these students.

Recruitment packets were sent out to seven Hispanic high school students who had filled out a career interest card at a career fair in western Nebraska. For details on marketing and recruitment activities, including deliverables, see **Objective 1a: Identify and recruit 40 current library staff and 30 new students.**

**Results**

Of the 32 scholarship applicants who completed the statistical survey between November 1, 2010, and October 31, 2010, 78.1% were female, 46.9% were between the ages of 35 and 44 years old, none were of Hispanic, Latino, or Spanish origin, and all were white. See **Table 5** for details.

[Continued on next page]

Table 5. Demographic background of scholarship applicants, Year 1

Demographic	# of applicants
<b>Gender</b>	
Female	25
Male	6
No response	1
<b>Age</b>	
Under 20 years	1
20 to 24 years	4
25 to 34 years	9
35 to 44 years	15
45 to 54 years	3
<b>Ethnicity</b>	
Not of Hispanic, Latino, or Spanish origin	32
Of Hispanic, Latino, or Spanish origin	0
<b>Race</b>	
White	32
Black, African American	0
American Indian and Alaska Native	0
Asian	0
Native Hawaiian and Other Pacific Islander	0
More than one race	0
Other	0

Demographics of applicants are not reflecting Nebraska's changing landscape, but diversity recruitment efforts are just underway and more are planned for Years 2 and 3.

**Goal 2: Enhance and improve the technology competency and 21st Century skills among program participants, and among library staff in Nebraska libraries, improving library service delivery.**

**Objective 2a: Scholarship recipients will participate in a 21st Century Skills Seminar.**

**Activities**

In order to enhance specialized and specific training in 21st Century skills, a 2-day residential seminar will be held for scholarship students and Nebraska library staff in Year 2 of the project. The seminar will emphasize technology, vision, planning, partnership development, and the ability to transfer the 21st Century skills to the community. Formative steps in planning the program for this seminar were taken during Year 1 by a committee of the project team, headed by Michael Sauers and Laura Johnson. Plans are underway to secure an August 2012 date, a location, session topics, and speakers. A student needs assessment will be conducted and objectives will be determined in Year 2 of the project.

## **Objective 2b: Project participants will actively take part in Web-based programs designed to enhance the educational experience.**

### **Activities**

Project participants, as well as the project team and other interested practitioners, participated in periodic Webinars and other online and in-person programs designed to improve awareness of technology tools and their application in libraries and to answer questions that arise in library practice in Nebraska libraries.

Beginning in November 2010, online programming took place on a regular basis. Training opportunities were announced in the **Nebraska Librarians Learning Together Facebook Forum** ([http://www.facebook.com/NebraskaLibrarians?sk=app\\_202980683107053](http://www.facebook.com/NebraskaLibrarians?sk=app_202980683107053)) (Attachment 47). Once a student participated in or viewed a training session, they posted under the appropriate Forum topic what they learned and how they could apply it to the library setting (See Attachment 47 for **examples of Facebook Forum posts**). Training opportunities were expanded from online to face-to-face programming, as many in-person programs and events were found to offer educational benefits that fit this goal.

Of special note:

#### **NCompass Live Tech Talk with Michael Sauers**

From November 2010 to October 2011, Michael Sauers, NLC's Technology Innovation Librarian, led a monthly Tech Talk via NCompass Live (<http://nlc.nebraska.gov/NCompassLive/>), NLC's weekly online event. The sessions were broadcast live and then recorded and available for viewing afterward. The Tech Talks were a popular training with the scholarship students, especially in recorded format.

#### **Introduction to eReaders and eBooks**

Whether or not their library officially supports eBooks and eReaders, many librarians are approached by patrons for assistance in using and troubleshooting their devices. In response to the need to prepare librarians, NLC purchased eBook and eReader devices as student training tools with the goals that Nebraska librarians who participate in the training will (See **goals and topics**, Attachment 48):

- Learn basics of e-Reader devices through hands-on practice,
- Gain knowledge of troubleshooting approaches, and
- Gain confidence in tackling new technologies and figuring out new apps.

In a full-day pilot workshop on October 13, 2011, NLC trainers Michael Sauers and Susan Knisely walked participants through the ins and outs of today's eBook technology including hands-on time with a Barnes & Noble Nook, Sony Reader Touch, Amazon Kindle, and Apple iPad, along with the OverDrive eBook lending service.

#### **Technology Planning Summer Camp**

This two-day workshop, held Aug. 22-23, 2011, in four locations across Nebraska, addressed the importance of technology planning in libraries. Topics covered: sustainability; advocacy; using TechAtlas to create your technology plan; filtering; myths about CIPA; basic introduction to E-rate; and demonstration of ADA software.

#### **Nebraska Libraries on the Web WordPress Training**

This six-hour workshop, held June 16, 2011, introduced the participants to the WordPress blogging and content management system and provided them with the basic skills necessary to implement their library's Web site on this platform. Nebraska Libraries on the Web is a project sponsored by the Nebraska Library Commission which allows public libraries in Nebraska to have a free WordPress-based Web site hosted and supported by the Commission. More details can be found at <http://libraries.ne.gov/>.

Three grant-matching activities allowed NLC to reach out to students and current Nebraska library staff to work toward the grant project goal of enhancing and improving their technology competency and 21st Century skills:

#### **Nebraska Library Leadership Institute**

The purpose of the Institute, held July 10-14, 2011, at the St. Benedict Center in Schuyler, Nebraska, was to provide Nebraska's current and future library leaders a structured, professional opportunity to examine their own leadership styles, gain knowledge and skills needed for effective leadership in a rapidly changing environment, identify professional and personal goals, interact with mentors, and develop a professional network. The mentoring component of the Institute provided an added benefit for scholarship students. NLC contributed \$18,000 toward expenses associated with the Institute.

#### **Basic Skills** (<http://www.nlc.state.ne.us/CE/BasicSkills/>)

NLC Public Librarian Certification program participants who do not have a Master's degree in Library Science must fulfill the requirement to attend Basic Skills training. Scholarship recipients are also welcome to attend the sessions. The Basic Skills courses are presented as online asynchronous learning modules using Moodle software. Online technologies have progressed to the point that NLC can use them to deliver quality content while lowering costs and offering greater flexibility and convenience to Basic Skills participants. Thirteen modules were offered between November 1, 2010, and October 31, 2011, under the direction of NLC Continuing Education Coordinator Laura Johnson.

#### **Continuing Education Grants** (<http://www.nlc.state.ne.us/grants/ce/>)

The purpose of these NLC grants is to assist Nebraska libraries to improve the library services provided to their communities through continuing education and training for their library staff members, volunteers, board members, friends, and supporters. Accredited public libraries, regional library systems, state-run institutions, and consortia of accredited public libraries are all eligible to apply. Scholarship recipients, interns, library board members, volunteers, advocates, and other supporters may be included in the training, as appropriate. Successful applications show how the continuing education and/or training proposed support the library's mission. Funds may be used for tuition or registration fees for an online class, for expenses of attending a professional conference, or for a project or program. In February 2011, NLC funded grants totaling \$16,858.00 for projects involving Continuing Education and Training.

## **Results**

### **Participation**

Thirty training opportunities were presented to the scholarship students. Technology planning, medical database resources, QR codes, instructional literacy, Twitter, Google+, and leadership were topics of interest to the students. Methods of delivery included live and recorded webcasts, online learning modules, camps, conference sessions, and hands-on training. About half of the opportunities were sponsored by NLC. To date, 22 students have participated in scholarship program-related trainings. See **Table 6** for participation numbers.

[Continued on next page]

Table 6. Enhanced learning opportunities and participation of scholarship students, Year 1

Method	Topic	Number of project-related participants
NLC-hosted online webinars (live and recorded) and learning modules	NCompass Live sessions including Tech Talk with Michael Sauers; Nebraska Learns 2.0 (a version of 23 Things)	17
NLC-hosted or sponsored face-to-face training	Nebraska Library Leadership Institute, Introduction to eBooks and eReaders workshop, Technology Planning Summer Camp, Nebraska Libraries on the Web WordPress training	10
Other online trainings (live and recorded)	Mostly selected from the Free Webinars listing on <a href="http://nlc.nebraska.gov/CE/webinars.aspx">http://nlc.nebraska.gov/CE/webinars.aspx</a>	6
Conferences	Nebraska Library Association/Nebraska Educational Media Association Conference, OverDrive's Digipalooza, Library and Information Technology Association National Forum, American Association of School Librarians National Conference	13

Feedback from students about the training component of the scholarship program:



#### Nebraska Librarians Learning Together

This training opportunity lets you explore "how-to" video resources on the Web.

<http://www.facebook.com/topic.php?topic=369&uid=139298226089232>  
www.facebook.com

76 People Reached · 2 People Talking About This

Like · Comment · Share · September 13 at 11:14am ·

Teresa Hartman likes this.



**Rozy Tuttle** I have just started this training and I am so excited to get all the way through it!! I have set up my blog and I am ready to learn!!! :) I like this training because I can really use this information in my classes.....

September 15 at 6:03am · Like

Hello. I wanted to let you know I just posted on the Facebook page for my final two trainings. I did the posts on two of the sessions I attended today. I am learning a lot and this experience is invaluable!

#### *Introduction to eBooks and eReaders workshop*

The addition of the **Introduction to eBooks and eReaders workshop** as a grant project activity merits special attention. Four eBook/eReader devices were purchased with grant funds, totaling \$1,229.81, to provide hands-on experience to workshop participants. Class size was limited to twelve, in order to maximize participants' chances to handle the devices. Of the twelve participants in this first session, four were scholarship students. The initial class filled up within two days of announcement, and there was a waiting list of five librarians to attend this workshop. Participants were assessed regarding their use of and confidence with the devices, before and after the workshop (See **workshop assessment instrument**, Attachment 49). Five participants had never

used any of the devices. Hands-on time and the troubleshooting/tutorial handouts were cited as the most effective aspects of the training. Additional sessions are scheduled for Year 2 of the project. See Attachment 50 for a full **evaluation report** of this training.

Sample feedback about the eBooks/eReaders workshop:

*I knew quite a bit about ereaders from limited hands on and just a lot of reading about it, but it was great to be hands on with multiple devices and experiencing that with other librarians of different ereader confidence levels. ... The tutorial packets will be a helpful guide for creating guides for our own patrons.*

Pictures of the eBooks/eReaders workshop posted to Facebook:



### ***Matching grant activity participation***

30 librarians from across the state attended the **Nebraska Library Leadership Institute** July 10-14, 2011. Four scholarship recipients were among the attendees.

A total of 310 students registered in **Basic Skills** classes. Thirteen modules were offered between November 1, 2010, and October 31, 2011. Approximately 80% of the participants lived or worked in rural Nebraska. See **Table 7** for details of class offerings and registration. Note: 3 scholarship recipients were among those registered for Basic Skills.

In February 2011, NLC funded grants totaling \$16,858.00 for projects involving **Continuing Education and Training**. **Table 8** outlines grant awards made during Year 1, from November 1, 2010 to October 31, 2011. Additionally, NLC sponsored teleconference programming for libraries from the College of DuPage in Glen Ellyn, IL. State funding for continuing education in the amount of \$4,500 purchased unlimited access for Nebraska institutions to downlink or view the Webcast of each program offered by the College of DuPage (<http://www.nlc.state.ne.us/ce/collidupage.aspx>). These programs are recorded and available on CD for scholarship recipients and other Nebraska library staff and supporters.

[Continued on next page]

Table 7. Basic Skills class offerings and registration, Year 1

<b>Class</b>	<b>Date class started</b>	<b># registered</b>
Customer Service	1/10/2011	48
Readers Advisory	1/31/2011	33
Management & Supervision	2/14/2011	14
Library Finance	3/7/2011	14
The Community & the Library	4/4/2011	32
Library Policy	4/18/2011	24
Programming & Outreach	5/9/2011	36
Organization of Materials	6/6/2011	26
Library Governance	7/11/2011	8
Leadership	8/1/2011	10
Library Services to Children & Youth	9/6/2011	18
Communication	9/19/2011	15
Reference	10/10/2011	32
<b>TOTAL</b>		<b>310</b>

Table 8. Continuing Education grant awards, Year 1

<b>Recipient</b>	<b>Project</b>	<b>Amount</b>
Eastern & Southeast Library Systems	Spring Colloquium 2010 with leadership trainer Terry Pettit	\$2,475
John A. Stahl Library	Attending MPLA Conference 2011	\$1,000
La Vista Public Library	Attend Mountain Plains Library Association Conference 2011	\$1,217
Lincoln City Libraries	In-Service Day Speaker: Word-of-Mouth Marketing with Peggy Barber	\$2,368
Lincoln City Libraries	Attend National Center for Family Literacy Conference	\$920
Meridian, Northeast, Panhandle, and Republican Valley Library Systems	Branding Your Library with Mary Palu	\$3,465
Nebraska Regional Library Systems	Michael Sullivan: Connecting Boys with Books & Breaking All the Rules	\$2,000
Nebraska Regional Library Systems	Shortcuts to Greatness Or 10 Things that Great Libraries Know and Maybe You Don't with Karen Hyman	\$2,650
Sump Memorial Library	Consumer Digital Media Education in the Library	\$763
	<b>TOTAL</b>	<b>\$16,858</b>

### ***Reporting on Trainings***

The Forum of the Facebook page ([http://www.facebook.com/NebraskaLibrarians?sk=app\\_202980683107053](http://www.facebook.com/NebraskaLibrarians?sk=app_202980683107053)) has been a very effective tool for allowing students to report on their training experiences. Peers and other fans of the page read and comment on the posts, thereby multiplying the learning. To date, 22 students have posted

their feedback to trainings in the Forum and on the Wall. See Attachment 47 for additional examples of postings in the Forum. One student submitted training reports via e-mail due to privacy concerns stemming from posting on the Facebook page. Note: training opportunities and feedback posts were originally housed in the Discussion area of the Facebook page. This feature was removed by Facebook. A workaround was found through the Forum app and allowed us to export the discussion posts prior to their removal.

#### Sample Wall posts:



#### Kim Steinbrink

Training Response: I read through the Nebraska Learns 2.0: Thing #41 There's No Excuse Not to Learn article. I visited the websites for teachers, parents and students on different how-to videos. I have visited TeacherTube before, but I have never heard of the other two websites: WatchKnow and Khan Academy. The WatchKnow seems to be more elementary friendly which is the level I hope to be at. Kh...

[See More](#)

Unlike · Comment · October 29 at 1:13pm · 🌐

👍 You like this.



**Joanne Ferguson Cavanaugh** We have tutors at our library so I'll have to ask them if they know about WatchKnow!

October 30 at 9:16pm · [Like](#)



#### Naomi Solomon

Although I haven't dealt with reference questions yet, I felt that today's "Birds Do It, Bees Do It - Sexual Health Resources Online NCompass session led by Siobhan Champ-Blackwell was extremely important for my future career. It is critical to treat sexual health questions seriously, objectively, and privately. We viewed our way around many reliable websites such as MedLine Plus and others, and touched upon the various needs that different populations and age groups may have. I was glad to see that so many of the online resources do have Spanish translations as well!

Unlike · Comment · August 24 at 11:29am · 🌐

👍 You and Siobhan Champ-Blackwell like this.



**Siobhan Champ-Blackwell** Naomi, thanks for the feedback! It's such a delicate topic.

August 24 at 12:47pm · [Like](#) · 👍 1



**Tina J Olson Walker** I find that Medline Plus is probably one of the most used online resources we have. I like using it because it is simple and just so expansive. I will have to check out this online session in the archive. Thanks Naomi!

August 28 at 12:37pm · [Like](#) · 👍 2



**Emily Kesten** I had what I'm fairly sure was a prank question on InfoQuest (text a librarian), but happily answered it with a Medline entry. The benefit is both being professional and helpful, in case it truly was not a prank, but also showing the prankster that, heh, be careful when you mess with a librarian. We know stuff, and if we don't, we know how to get that info. ;-)

August 30 at 1:07pm · [Like](#) · 👍 2



**Siobhan Champ-Blackwell** Emily, I love that!

August 30 at 2:24pm · [Like](#)

Additional dissemination of learning occurred when four students shared their training experiences at the NLA/NEMA annual conference session in October 2011.

### ***Evaluation***

Data on how training sessions help enhance 21st Century skills among the students was collected by evaluator Keith Curry Lance through Facebook page posts. Quotes from Facebook group analysis help to illustrate the program findings in the **Year One Evaluation** report (Attachment 28). Future training opportunities will be offered in response to the 21st Century skills needs reported by the students during the baseline survey.

### **Objective 2c: The curriculum of the Central Community College Library and Information Science program will be reviewed to confirm that it provides students with the 21st Century skills that library practitioners need.**

The faculty of the LIS program will research learning delivery methods and competencies needed, and compare them to the program in place. They will develop new learning objectives for their courses, as needed. Research and review of LIS curriculum was scheduled to take place in Year 1. Assessment of current LIS curriculum and proposed recommendations for improvement or changes was scheduled to be made in Year 2. A report from LIS faculty review team was scheduled to be submitted to project team in Year 2.

This objective has been moved to Years 2 and 3, due to our priority focus on awarding scholarships and internships (see **Revised Timeline**, Attachment 52).

### **Goal 3: Foster a supportive community among program participants and other Nebraska library staff.**

#### **Objective 3a: Project participants will attend a national conference.**

#### **Activities**

During Year 1, national conference opportunities were announced via e-mail, Facebook, and the Now Hiring @ your library<sup>®</sup> Website (<http://nlc1.nlc.state.ne.us/nowhiring/scholarships/StipendAnnounce.pdf>). Scholarship students were then encouraged to apply for conference attendance stipends. Stipend applications were reviewed and awarded. No mentorships were set up for either of these conferences. Attendees were requested to submit reports and share their experiences via webinars and conference sessions during Year 2. Scholarship recipients are being encouraged to apply for these stipends during Year 2. Mentors will attend the conferences with the students.

#### **Results**

Seven applications for conference attendance were received and three were awarded. From November 1, 2010, to October 31, 2011, two scholarship attendees attended national conferences, both on stipends (**Table 9**). No project mentors accompanied either of these students. However, NLC staff contacted Nebraska librarians attending one of the conferences and set up an informal mentorship by introducing the student to them prior to the conference via email.

Table 9. Scholarship recipient attendance at national conferences

Conference	Number of attendees
<b>Library and Information Technology Association (LITA) National Forum</b> Sept. 29 - Oct. 2, 2011; St. Louis, MO	1
<b>American Association of School Librarians National Conference</b> Oct. 27 - 30, 2011; Minneapolis, MN	1

Both students have submitted reports. Both attendees posted “live” to the Facebook Wall while they were at their conferences. One student shared her experience at the NLC-hosted informational session at the NLA/NEMA Annual Conference in October 2011.

Excerpt from one student’s report:

I was able to meet a lot of new people on the trip. I was able to do some talking with other librarians on the bus ride up to Minneapolis. ... I can apply what I learned at the conference to my current job, especially what I learned from the QR Codes and Prezi session. I plan on implementing vocab scavenger hunts in my reading classroom using the QR Codes. I also would like to have students complete video booktalks for my class website that I hope to establish on weebly.com soon. Weebly.com is another resource I learned about at the conference.

**Objective 3b: Project participants will engage in online social networking to enhance and encourage communication and learning.**

### Activities

The Facebook page **Nebraska Librarians Learning Together**, <http://www.facebook.com/NebraskaLibrarians>, was created in July 2010, for scholarship recipients and other interested Nebraska librarians to discuss issues and problems, with the intention that the exchange continue as a networking support tool beyond the life of the project. The page was promoted to current Nebraska librarians and former scholarship recipients as a networking tool and an avenue to mentor current scholarship students. Posts made by page administrators show up in page fans’ news feeds. Fans’ posts show up on the Wall, but other fans must visit the Page to see those posts. The online **Storybank**, scheduled to be built in Year 1 and tested in Years 2 and 3, has been moved to Years 2 and 3, due to our priority focus on awarding scholarships and internships (see **Revised Timeline of Completion**, Attachment 52).

### Results

To date, **157 individuals have “liked” the Facebook page**. The group is composed of all current scholarship recipients to date (34), Nebraska librarians (at least 100), former scholarship students from a previous IMLS grant, students who have expressed interest in the scholarship program, and other library professionals from across the United States.

The Facebook page is a multi-functioning, dynamic tool. Posts and updates reflect efforts to network and discuss library-related topics:

- NLC staff make scholarship program-related announcements on the Wall, such as upcoming stipend opportunities or reminders to turn in time-sensitive forms.
- NLC staff post links to library-related articles and blog entries on the web on the Wall, accompanied by thought-provoking questions. Readers often comment on these posts or “like” them.
- Scholarship students and current library professionals post links to articles of interest or pose questions about hot topics. Readers often comment on these posts or “like” them.

- Fans of the page introduce themselves.
- Current library professionals share successes and challenges of their jobs.
- Students report on their training experiences on the Wall and in the Forum.

Feedback about the page, posted on the Wall:



**Stacie Johnson**

Love this FB page ! Thanks!

Like · Comment · September 27 at 10:26pm ·

Feedback about the page, via email:

Thank you so much for everything! I'm really enjoying all the networking (esp. via facebook) that this scholarship opportunity has provided thus far!

Sample Wall post by scholarship recipient:



**Emily Kesten**

Some interesting points here. As a librarian, I'm exploring ebooks and devouring what info I can, but I am also very cautious of how these can deepen the digital divide



**Feedback loops in eBook success « The Thingology Blog**

[www.librarything.com](http://www.librarything.com)

"How big will ebooks get?" A lot hangs on that question. Right now ebooks represent perhaps 7% of the total book market. A world where they rise to 20% or 25% and stop rising differs substantially from one where they rise to 50%, 70% or 90%.

Unlike · Comment · Share · October 24 at 2:37pm ·

Sample Wall post by NLC staff with comment made by scholarship recipient:



**Nebraska Librarians Learning Together**

If you are sitting at the reference desk and someone asks for information that could be used to harm themselves or others, what do you do?

<http://www.facebook.com/NebraskaLibrarians/posts/283927291626324>  
[www.facebook.com](http://www.facebook.com)

74 People Reached · 1 Person Talking About This

Like · Comment · Share · October 11 at 1:19pm ·



**Emily Kesten** This is always a tough one, because we're supposed to be private and objective, and we have no definitive way to tell if the information would be used for harm or is for learning purposes. :-\ I guess if you see clear signs that this person might harm themselves or others, alert appropriate authorities? But it's so hard to tell.

October 11 at 8:14pm · Like

Sample Wall post by Nebraska library professional with comment made by scholarship student:



**Carrie Turner**

From ALA: "Wow! have you seen the latest issue of School Libray Journal? Read it and rejoice! A new study correlates school librarians and media programs with higher test scores plus the inverse. You will recognize some AASL folks!" [http://www.schoollibraryjournal.com/slj/home/891612-312/something\\_to\\_shout\\_about\\_new.html.csp](http://www.schoollibraryjournal.com/slj/home/891612-312/something_to_shout_about_new.html.csp)

Year	Score	Change
2008	85.0	0.0
2009	85.0	0.0
2010	85.0	0.0
2011	85.0	0.0

**Something to Shout About: New research shows that more librarians means higher reading scores**  
[www.schoollibraryjournal.com](http://www.schoollibraryjournal.com)

Librarian Marie Slim knew the cuts were coming. She just didn't know they'd be this bad. For nearly 10 years, there had been a certified media specialist—and a full-time paraprofessional—at each of the six high schools in her California school district.

👍 Unlike · Comment · Share · September 15 at 10:44am · 🌐

👍 You and Naomi Solomon like this.



**Chip Watchorn** I was going to put something on here myself about this article, but you beat me to it! Great article on the need for media specialists!

September 15 at 12:04pm · Like

For more examples of the dynamic **Facebook Page interactions** that have taken place during Year 1, please refer to Attachment 51.

Additionally, data was collected by evaluator Keith Curry Lance through Facebook posts. See Attachment 28, **Year 1 Evaluation** report, for details.

## Additional Comments/Anecdotal Information

During the course of implementation, timelines and activities have been adjusted, as follows:

- The position of Business Manager, filled previously by Doreen Kuhlmann, was filled by Sue Biltoft on June 15, 2011. Her time spent on the project serves as a match for the grant. A request to authorize Sue Biltoft as financial officer for this grant was submitted to and received by IMLS in August 2011.
- While Project Manager Kathryn Brockmeier was on maternity leave (May to August 2011), NLC staff members divided her responsibilities and attempted to complete all necessary tasks, respond to student inquires, etc. However, since they continued to have responsibility for their own positions, a number of activities are being implemented on a revised schedule of completion (see Attachment #52).
- Scholarships and stipends awarded to date differ slightly (slightly more master's-level and less preprofessional) from those proposed in the grant proposal. NLC staff will increase recruitment efforts in the preprofessional category to ensure that targets are met in Years 2 and 3.
- It took more time than anticipated to get the scholarship and internship programs up and running.
- Diversity recruitment efforts were delayed. They are just underway and more are planned for Years 2 and 3.
- The curriculum planning session with Central Community College has been moved to Years 2 and 3.
- Storybank development is now planned for Years 2 and 3.

- Planning and implementation of 21st Century Skills Seminar programming will be conducted in Year 2.
- The discussion area of all Facebook pages was removed by Facebook. NLC found a Forum application to replace it and was able to export discussion posts and related threads to this new platform. Not all students were enthusiastic about participating in the Facebook page. Some were reluctant to create an account. One student felt her (non-library) job security was in jeopardy if she was seen posting to the group and submitted her training reports by e-mail. Consequently, some students have not participated in the social networking component of the project.
- Rather than forming a separate advisory team, the grant project administration staff used the Nebraska State Advisory Council on Libraries and an ad hoc group of key project partners to serve in advisory capacity. This group includes Dr. John Budd, Professor, University of Missouri; Dr. Sheryl Crow, Professor, University of Nebraska at Kearney; Marjorie Harrison, Panhandle Library System; Dr. Eric Jones and Dr. Dianna Parmley, Professors, Central Community College; Dr. Rebecca Pasco, Professor, University of Nebraska-Omaha; and Christine Walsh, 2011 President, Nebraska Library Association. They provided input from Nebraska libraries and library users in project design and execution.
- NLC proposes elimination of the third (last) application cycle in Year 3 due to delays in timing of transfer of funds to schools.
- Due to enormous demand, application for master's-level scholarship were temporarily suspended after 22 master's-level scholarships were awarded in the first two scholarship award periods. Applications will be again be accepted for master's-level scholarships in Year 2.
- The learning enhancement activities proposed in the grant proposal featured online and Web-based methods of delivery. Various opportunities arose in Year 1 to offer in-person training, and these opportunities were added to the list of approved training sessions, along with the online Web-based sessions. For example, NLC staff saw a need to put technology directly in the hands of the students and library professionals, so we designed the eBooks/eReaders training.
- Since the demand for Internship Grants was much greater than anticipated, the Project Manager worked with the Nebraska Library Association to solicit private foundation funding to support additional internships. This unanticipated financial support from the Nebraska foundation will be reported as private funding match for this grant in the next federal fiscal report.
- In Year 2 and 3, a greater cross-section of training opportunities will be offered to students in response to their unfamiliarity with some 21st Century learning skills, which they reported in the baseline survey. One example is that more than 25% of students reported unfamiliarity with financial, economic, business, and entrepreneurial literacy (see **Year 1 Evaluation** report, Attachment 28). NLC will solicit private funding to develop extensive training in this area—another potential source of unanticipated private match. A training needs assessment will be conducted in Year 2 to further inform programming.
- In keeping with the IMLS expectation, NLC will design a space on the Now Hiring @ your library<sup>®</sup> website to house information about the grant and to post reports.
- An informal mentoring component of the program has emerged and continues to build:
  - The Grant Manager, in the course of communicating with the recipients, is building relationships with the students. For example, she met with several students for lunch during the eBook/eReader training and introduced them to a current library professional.
  - The scholarship recipients who presented at the NLA/NEMA conference attended other sessions, which afforded them the opportunity to meet current Nebraska library professionals.
  - The Grant Manager facilitated a meet-up for scholarship students at the NLA/NEMA conference to introduce themselves to one another and to NLC staff.

- Scholarship students who are attending a conference are being matched up with current Nebraska library professionals to enhance their experience at the conference.

*Oct. 22, 2011, e-mail from scholarship student who provided testimonial at our NLA/NEMA conference session:*

P. S. I really appreciated the session you held that we spoke at. The feedback from the audience was very encouraging!

*Oct. 31, 2011, e-mail from scholarship student who attended the NLA/NEMA conference:*

I attended the 2011 NLA/NEMA Conference at the Cornhusker Hotel in Lincoln--and the tremendously interesting preconference at the state capitol. Wonderful, all of it! That includes the NLC booth and getting to visit with so many staff during the sessions and exhibit times.

Your support is really appreciated.

**Nebraska Library Commission Annual Report  
11/01/2010 to 10/31/2011  
ATTACHMENTS**

<b>ATTACHMENT</b>	<b>TYPE OF DOCUMENT</b>
1	News releases
2	Facebook announcements
3	Blog posts
4	NLC Website announcements
5	E-mail blasts to statewide listserv
6	Bring Us Your Best rack card
7	Now Hiring post card
8	Could This Be You? flyer
9	Letter to career fair students
10	Letters of invitation to recruit
11	Educational opportunities flyer
12	Flyer for Now Hiring website
13	Flyer for scholarship information web page
14	Scholarship availability flyers
15	Facebook page promotional flyer
16	Example online scholarship application statistical survey
17	Policies
18	Criteria for selection of scholarship recipients
19	Online scholarship application example, undergraduate level
20	Online scholarship application example, graduate level
21	Stipend information
22	Letters of scholarship and stipend award
23	Scholarship agreement
24	Scholarship program-related forms
25	Scholarship program orientation
26	Scholarship student baseline survey
27	Stipend application forms
28	Year 1 evaluation report
29	Key informant interview responses
30	Scholarship information
31	Internship grant information
32	Online internship grant application form
33	Internship grant award letter
34	Internship grant program orientation packet
35	Intern survey consent form
36	Intern baseline survey

<b>ATTACHMENT</b>	<b>TYPE OF DOCUMENT</b>
37	Intern follow-up survey
38	Internship grant letter of agreement
39	Supervisor post-internship report about the intern
40	Supervisor post-internship report about the internship program
41	Notes of thanks
42	Program summary, Year 1
43	Marketing and recruitment efforts
44	Supervisor comments from the About the Intern survey
45	Supervisor comments from the About the Internship Program survey
46	Internship grant program press coverage
47	Nebraska Librarians Learning Together Facebook Forum posts
48	eBook/eReader workshop goals and topics
49	eBook/eReader workshop assessment instrument
50	eBook/eReader workshop evaluation report
51	Facebook page interactions
52	Revised schedule of completion after Year 1
53	Federal financial report, Year 1
54	Exhibit PowerPoint slides

## **Recruitment and Marketing News Releases**

News releases are issued from the Nebraska Library Commission to various newspapers, radio stations, and television stations across the state.

August 27, 2010; IMLS grant news release:

### **FOR IMMEDIATE RELEASE:**

July 27, 2010

### **FOR MORE INFORMATION:**

Mary Jo Ryan  
402-471-3434  
800-307-2665

IMLS Contact:  
Jeannine Mjoseth,  
202-653-4632 or  
jmjoseth@imls.gov

### **Nebraska Library Commission Awarded Prestigious Grant from the Institute of Museum and Library Services to Support Library Education**

Thanks to a grant from the federal Institute of Museum and Library Services (IMLS), the Nebraska Library Commission will administer funds to provide scholarships, internships, stipends, and value-added educational experiences to foster the recruitment, education, and 21st century skills development of pre-professional and professional students in Nebraska.

Nebraska Library Commission Director Rod Wagner commented, "The Nebraska Library Commission is pleased to receive a 2010 Laura Bush 21<sup>st</sup> Century Librarian Program grant. The Commission's Cultivating Rural Librarians' 21<sup>st</sup> Century Skills program will support the education of Nebraska students engaged in pre-professional and professional programs. The focus on 21<sup>st</sup> century skills is essential to meeting the library service needs of Nebraska's diverse and changing population. We have high expectations that our program will equip hundreds of students with essential skills leading to higher quality library services across Nebraska."

"Library services are in great demand as evidenced by the growing numbers of patrons turning to the library to meet their education, workforce, and health information needs. At the same time, information technology has transformed library service and opened the doors to innovation so that libraries can reach diverse people more effectively. In this fast-changing environment, providing training and educational support for librarians and library staff is more important than ever," said IMLS Acting Director Marsha L. Semmel.

The Nebraska grant begins **November 2010** and is supported by the following partners: Central Community College, Nebraska Educational Media Association, Nebraska Library Association, Nebraska's Regional Library Systems, RSL Research Group, University of Missouri, and

University of Nebraska at Omaha. This is one of thirty-eight awards made to libraries and education institutions across the nation. This national, multifaceted grant program supports tuition assistance, curriculum development, service expectations, job placement, recruitment of non-traditional library students, and support for doctoral candidates to teach library science and research. In 2002 First Lady Laura Bush announced the President's multimillion-dollar support of an initiative to help bolster the library profession. Since then, IMLS has helped fund the education of 3,220 master's degree students, 186 doctoral students, 1,256 pre-professional students, and 26,186 continuing education students

As more information becomes available about Nebraska's Cultivating Rural Librarians' 21<sup>st</sup> Century Skills program, it will be posted on the website, [NowHiringAtYourLibrary.org](http://NowHiringAtYourLibrary.org) or [NowHiring.nlc.state.ne.us](http://NowHiring.nlc.state.ne.us)

###

The Institute of Museum and Library Services is the primary source of federal support for the nation's 123,000 libraries and 17,500 museums. The Institute's mission is to create strong libraries and museums that connect people to information and ideas. The Institute works at the national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance learning and innovation; and support professional development. To learn more about the Institute, please visit [www.imls.gov/](http://www.imls.gov/)

###

As Nebraska's state library agency, the Nebraska Library Commission is an advocate for the library and information needs of all Nebraskans. The mission of the Library Commission is statewide promotion, development, and coordination of library and information services- "bringing together people and information." The most up-to-date news releases from the Nebraska Library Commission are always available on the Library Commission website, [www.nlc.state.ne.us](http://www.nlc.state.ne.us) (search on News Releases).

April 12, 2011; News release of internship grant awards:

## **FOR IMMEDIATE RELEASE**

April 12, 2011

## **FOR MORE INFORMATION**

Mary Jo Ryan  
402-471-3434  
800-742-7691

## **\$22,750 in Internship Grants Awarded to Nebraska Public Libraries**

The Nebraska Library Commission and the Nebraska Library Association recently awarded **21st Century Librarian internship grants** totaling \$22,750 to eighteen Nebraska public libraries.

These internship grants will support public library interns, who will contribute to the scope and value of the diverse programs and activities in Nebraska’s public libraries.

“The internships are a great opportunity for students to work in libraries, contributing needed help and sharing skills for a variety of summer and year-round library projects. Benefits abound for all involved—for the interns, for the libraries, and for the people served by the participating libraries,” said Nebraska Library Commission Director Rod Wagner. “The Nebraska Library Commission appreciates the renewal of Federal and foundation support for the internship grants.”

Funding for the project is provided through the generosity of a Nebraska charitable foundation that wishes to remain anonymous and through a Laura Bush 21st Century Librarian Program grant from the federal Institute of Museum and Library Services (IMLS). Such funding helps the Nebraska Library Commission and the Nebraska Library Association continue to support the missions and goals of libraries across Nebraska and statewide efforts to recruit the next generation of Nebraska’s librarians.

Student interns will learn about library work as they shadow and assist with day-to-day library operations and implement special projects. Interns will lead youth summer reading program activities, conduct training sessions to teach senior citizens to use technology, facilitate book discussion activities, help develop and update library Website and Facebook pages, create young adult library programs and spaces, help design library parade floats, work on publicity materials for library programs, sort and preserve archival materials, and assist in a host of other worthwhile activities.

Christy Walsh, Nebraska Library Association President, remarked, “The Nebraska Library Association is proud to partner with the Nebraska Library Commission for the student internship grant program. Encouraging the growth of librarianship through partnerships and grants helps shape our libraries, communities, and organizations and reaches well beyond geographical boundaries. Internships empower students to experience librarianship on the front lines, while hosting institutions gain from a fresh perspective through the intern’s eyes. Anything we can do to encourage aspiring librarians in the field is a winning venture.”

The following Nebraska libraries received internship grant funding:

- Arapahoe Public Library
- Bartley Public Library
- Bassett, Rock County Public Library
- Beatrice Public Library
- Blair Public Library
- Elgin Public Library
- Howells Public Library
- Lincoln City Libraries
- Meadow Grove Public Library
- Neligh Public Library
- Norfolk Public Library

- Ord Township Library
- Papillion, Sump Memorial Library
- Ponca Carnegie Library
- Randolph, Lied Randolph Public Library
- Schuyler Public Library
- South Sioux City Public Library
- Wayne Public Library

###

As the state library agency, the Nebraska Library Commission is an advocate for the library and information needs of all Nebraskans. The mission of the Library Commission is statewide promotion, development, and coordination of library and information services, bringing together people and information.

The Nebraska Library Association is the cornerstone of the Nebraska library community. The Association advocates for its members, enriches their professional lives, advances the lifelong learning of all Nebraskans, and promotes all library interests in Nebraska. For more information, visit [www.nebraskalibraries.org](http://www.nebraskalibraries.org).

The Institute of Museum and Library Services is the primary source of federal support for the nation's 123,000 libraries and 17,500 museums. The Institute's mission is to create strong libraries and museums that connect people to information and ideas. The Institute works at the national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance learning and innovation; and support professional development. To learn more about the Institute, please visit [www.ims.gov/](http://www.ims.gov/).

April 12, 2011; News release of internship grant awards:

**FOR MORE INFORMATION:**

Mary Jo Ryan  
402-471-3434  
800-307-2665

**FOR IMMEDIATE RELEASE:**

August 16, 2011

**Nebraska Library Commission Awards 21st Century Skills Scholarships**

Thanks to a grant from the federal Institute of Museum and Library Services (IMLS), the Nebraska Library Commission recently awarded 21<sup>st</sup> Century Librarian scholarships to more than thirty-three Nebraska students in undergraduate and graduate Library Science programs. Nebraska Library Commission Director Rod Wagner commented, "The Nebraska Library Commission is pleased to support the education of Nebraska students engaged in pre-professional and professional library science programs. The focus on 21st century skills is essential to meeting the library service needs of Nebraska's diverse and changing population. We have high expectations that our three-year program will equip hundreds of students with essential skills leading to higher quality library services across Nebraska."

Students who wish to apply for scholarships for a Library and Information Services Professional Certificate (offered through Nebraska’s community colleges), an Associate of Arts or Science Degree in Library and Information Services, or a Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media should submit application materials by November 1, 2011. Master’s-level scholarship application forms will be available after March 1, 2012.

For more information about Nebraska’s *Cultivating Rural Librarians’ 21st Century Skills* program, see [NowHiringAtYourLibrary.org](http://NowHiringAtYourLibrary.org). For a list of current scholarship recipients, see <http://nlc.nebraska.gov/publications/newsreleases>.

The Institute of Museum and Library Services is the primary source of federal support for the nation’s 123,000 libraries and 17,500 museums. The Institute’s mission is to create strong libraries and museums that connect people to information and ideas. The Institute works at the national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance learning and innovation; and support professional development. To learn more about the Institute, please visit [www.ims.gov](http://www.ims.gov).

As Nebraska’s state library agency, the Nebraska Library Commission is an advocate for the library and information needs of all Nebraskans. The mission of the Library Commission is statewide promotion, development, and coordination of library and information services—“bringing together people and information.” The most up-to-date news releases from the Nebraska Library Commission are always available on the Library Commission Website, <http://nlc.nebraska.gov/publications/newsreleases>.

###

### **2011 Scholarship Recipients**

Deborah Aden, Lincoln  
Jennifer Barnason, Lincoln  
Nathan Behlke, Benkelman  
Connie Bellingtier, Elgin  
Michaela Braun, Atkinson  
Donna Christiansen, Plainview  
Shanna Crosby-Wilson, Omaha  
Michael Elsener, Lincoln  
Susan Finkral, Leigh  
Sara Friest, Lincoln  
Willa Garay, Lincoln  
Delilah Gillming, Kearney  
Justine Goeden, West Point  
Tanya Hirsch, North Platte  
Scott Ideen, Lincoln  
Emily Kesten, Elkhorn  
Chandra Kosmicki, Boelus

Brian Maass, Bellevue  
Marguerite Miller, Omaha  
Jennifer Misbach, Omaha  
AllisonReisig, Morrill  
Jennie Schneider, O’Neill  
Andrew Sherman, Omaha  
Lara Sok, Norfolk  
Naomi Solomon, Omaha  
Kimberley Steinbrink, Omaha  
Rebecca Terrell, Omaha  
Monica Tidyman, Stromsburg  
Rozanne Tuttle, Ogallala  
Lisa Voss, Lincoln  
Tina Walker, Kearney  
Sarah Warneke, Omaha  
David Watchorn, Ponca

## Recruitment and Marketing Announcements on Facebook

The Nebraska Library Commission hosts two Facebook pages that are used for grant project-related announcements:

- Nebraska Library Commission (<http://www.facebook.com/NebraskaLibraryCommission>)
- Nebraska Librarians Learning Together (<http://www.facebook.com/NebraskaLibrarians>)

November 17, 2010; Facebook post about receipt of IMLS grant:

**Nebraska Librarians Learning Together**  
 The Nebraska Library Commission has recently been awarded a Laura Bush 21st Century Librarian program grant from the Institute of Museum and Library Services. Funding of the grant begins in November 2010. The first scholarship and internship grant cycles will begin in early 2011, and applications and detailed information will be made available at that time.  
 785 Impressions · 0.25% Feedback  
 Like · Comment · Share · November 17, 2010 at 2:09pm ·

Jayne Sipes Hlavac likes this.

**Nebraska Librarians Learning Together** See the full announcement: [http://www.nlc.state.ne.us/publications/news\\_releases/1007IMLSlibraryeducationgrant.html](http://www.nlc.state.ne.us/publications/news_releases/1007IMLSlibraryeducationgrant.html)  
 November 17, 2010 at 2:12pm · Like

November 18, 2010; Announcement of informational webinar on Facebook:

**Nebraska Library Commission**  
 The Nebraska Library Commission will host the Dec. 22 NCompass Live session to discuss the new Laura Bush 21st Century Librarian program grant from the Institute of Museum and Library Services. Sign up here: <http://www.nlc.state.ne.us/scripts/training/eventshow.asp?ProgID=10166>  
<http://www.facebook.com/pages/Lincoln-NE/Nebraska-Librarians-Learning-Together/139298226089232>

**Nebraska Librarians Learning Together**  
 Network with current and former NLC scholarship recipients. Receive updates and contribute to the community of Nebraska's current and future librarians.  
 Page: 157 like this

Post Insights are not yet available. Please check back later.  
 Like · Comment · Share · November 18, 2010 at 10:33pm ·

December 22, 2010; Announcement of informational webinar on Facebook:



**Nebraska Library Commission**



**NCompass Live: Scholarship and Internship Grant Opportunities through New IMLS Grant Program**

Post Insights are not yet available. Please check back later.

 Like ·  Comment ·  Share · December 22, 2010 at 5:43pm

January 20, 2011; Facebook post about internship grants:



**Nebraska Librarians Learning Together**

Public libraries are invited to apply for internship grants

**Now hiring @ your library - Internships**  
[www.nlc.state.ne.us](http://www.nlc.state.ne.us)

Posted date: Jan. 19, 2011 Application Deadline: Feb. 28, 2011. The library must successfully submit the completed application no later than 4:59 p.m., Central Time. Award Announced: Mar. 31, 2011 Award Amount: \$500 - \$1,000 Expected Number of Awards: 20 or more Awarding Agency: Nebraska Libr

887 Impressions · 0% Feedback

 Like ·  Comment ·  Share · January 20 at 4:06pm · 

February 15, 2011; Facebook post about scholarship availability:



**Nebraska Librarians Learning Together**

Scholarship applications are now being accepted!

**21st Century Librarian Scholarships Now Available (posted: 2/11/2011)**  
[www.nlc.state.ne.us](http://www.nlc.state.ne.us)

The Nebraska Library Commission announces today the launch of its 21st Century Librarian Scholarship program (<http://www.nlc.state.ne.us/NowHiring/Scholarships.asp>). Legal residents of the state of Nebraska are eligible to apply. There will be three application cycles in 2011. In the first cyc

802 Impressions · 0% Feedback

 Like ·  Comment ·  Share · February 15 at 1:17pm · 

April 19, 2011; Facebook post about scholarship availability:



**Nebraska Library Commission**



**21st Century Librarian Scholarships Now Available**

Post Insights are not yet available. Please check back later.

 Like ·  Comment ·  Share · April 19 at 2:37am

 2 people like this.

 **Tanya Kimble Hirsch** Received my email two weeks ago that I was a first round recipient! :-)  
April 19 at 6:47am · Like

 **Debbie Aden** Me, too! Thank you so much!  
April 19 at 8:48am · Like ·  1

 **Tanya Kimble Hirsch** I agree...THANK YOU!  
April 20 at 11:27pm · Like

September 9, 2011; Facebook post about scholarship availability:



**Nebraska Librarians Learning Together**

Scholarship applications now being accepted at the LIS Certificate, AA, and BA levels

**21st Century Librarian Scholarship Applications Due Nov. 1 | Nebraska Library Commission Blog**  
[nclblogs.nebraska.gov](http://nclblogs.nebraska.gov)

The Nebraska Library Commission announces the third cycle of its 21st Century Librarian Scholarship program (<http://www.nlc.state.ne.us/NowHiring/Scholarships.asp>). Legal residents of the state of Nebraska are eligible to apply. In this third cycle, online applications are due November 1, transcript...

207 People Reached · 3 People Talking About This

 Like ·  Comment ·  Share · September 9 at 10:33am · 

## Recruitment and Marketing Blog Posts

The Nebraska Library Commission hosts a blog, **NCompass Blog**, which can be accessed at <http://nlcblogs.nebraska.gov/nlcblog/>.

January 20, 2011; Blog post about internship grant availability:

### Public Libraries Invited to Apply for Student Internship Grants

Posted on [January 20, 2011](#) by [Kathryn Brockmeier](#)

Application deadline: **Feb. 28, 2011**

The Nebraska Library Commission's *Cultivating Rural Librarians' 21st Century Skills* program offers support for student internships through grants to accredited public libraries. In partnership with the [Nebraska Library Association](#) and funded through a grant from the [Institute of Museum and Library Services](#) (IMLS) Laura Bush 21st Century Librarian Program, the [internship grants](#) increase awareness about library professions and education and the opportunities for employment in Nebraska libraries. So, what can your library do with the internship program?

- Share your enthusiasm for library education and the library profession.
- Expand your programming.
- Bring in fresh faces.
- Show interns what happens behind-the-scenes.
- Partner with other library types to show the variety of work settings.

Internship grants range from \$500 to \$1,000. A library may provide one 100-hour internship during the summer months that might last eight weeks, or two 50-hour internships during the school year that might last ten weeks, depending on the needs of the library and the scheduling needs and qualifications of the internship candidates. Library grantees will recruit, select, and hire their interns. Usually, interns are hired as contract workers and paid on a stipend rather than an hourly wage, but the terms of employment are determined by the library's governing body experiences. Interns provide valuable assistance with library service activities and local library programming. Library staff help introduce interns to the joys of library service careers.

Applications are now being accepted. The deadline for applications is **Feb. 28, 2011**. More information is available on the Now Hiring @ your library<sup>®</sup> website.

This entry was posted in [General](#), [Now hiring @ your library](#). Bookmark the [permalink](#).

April 12, 2011; Blog post of internship grant awards:

## **\$22,750 in Internship Grants Awarded to Nebraska Public Libraries**

Posted on [April 12, 2011](#) by [Jennifer Wrampe](#)

The Nebraska Library Commission and the Nebraska Library Association recently awarded 21st Century Librarian internship grants totaling \$22,750 to eighteen Nebraska public libraries. These internship grants will support public library interns, who will contribute to the scope and value of the diverse programs and activities in Nebraska's public libraries.

"The internships are a great opportunity for students to work in libraries, contributing needed help and sharing skills for a variety of summer and year-round library projects. Benefits abound for all involved—for the interns, for the libraries, and for the people served by the participating libraries," said Nebraska Library Commission Director Rod Wagner. "The Nebraska Library Commission appreciates the renewal of Federal and foundation support for the internship grants."

Funding for the project is provided through the generosity of a Nebraska charitable foundation that wishes to remain anonymous and through a Laura Bush 21st Century Librarian Program grant from the federal Institute of Museum and Library Services (IMLS). Such funding helps the Nebraska Library Commission and the Nebraska Library Association continue to support the missions and goals of libraries across Nebraska and statewide efforts to recruit the next generation of Nebraska's librarians.

Student interns will learn about library work as they shadow and assist with day-to-day library operations and implement special projects. Interns will lead youth summer reading program activities, conduct training sessions to teach senior citizens to use technology, facilitate book discussion activities, help develop and update library Website and Facebook pages, create young adult library programs and spaces, help design library parade floats, work on publicity materials for library programs, sort and preserve archival materials, and assist in a host of other worthwhile activities.

Christy Walsh, Nebraska Library Association President, remarked, "The Nebraska Library Association is proud to partner with the Nebraska Library Commission for the student internship grant program. Encouraging the growth of librarianship through partnerships and grants helps shape our libraries, communities, and organizations and reaches well beyond geographical boundaries. Internships empower students to experience librarianship on the front lines, while hosting institutions gain from a fresh perspective through the intern's eyes. Anything we can do to encourage aspiring librarians in the field is a winning venture."

April 18, 2011; Scholarship announcement blog post:

## **21st Century Librarian Scholarships Now Available**

Posted on [April 18, 2011](#) by [Jennifer Wrampe](#)

The Nebraska Library Commission announces today the launch of its 21st Century Librarian Scholarship program (<http://www.nlc.state.ne.us/NowHiring/Scholarships.asp>). Legal residents of the state of Nebraska are eligible to apply. There will be three application cycles in 2011. In the first cycle, online applications are due June 1, transcripts (as required) are due May 23, and letters of recommendation, if mailed, are due May 23. The amount of the scholarship award varies by the degree or certificate the applicant is pursuing and the applicant's course plan.

Scholarships may be used for tuition (for coursework contributing toward a certificate or degree), course-required materials, and school-assessed fees at the following levels:

Library and Information Science (LIS, formerly LTA) Professional Certificate  
Associate of Arts or Science Degree in Library and Information Science (LIS, formerly LTA)  
Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media  
Master of Arts or Science Degree in Library and Information Science (MLIS)  
Master of Arts or Science degree in Education (MEd) with a School Library Media endorsement  
Graduate-level (MEd) Library Media Endorsement

Scholarship recipients will be eligible to apply for stipends for such things as laptop computers, professional association dues, and regional or national conference attendance.

This dynamic program includes enhanced learning opportunities such as the 21st Century Skills Seminar, webinars, face-to-face training, and online social networking.

The scholarships, stipends, and value-added training are offered through the [Nebraska Library Commission's](#) Cultivating Rural Librarians' 21st Century Skills program, which is funded through a grant from the Institute of Museum and Library Services (IMLS) [Laura Bush 21st Century Librarian Program](#). For more information, contact Kathryn Brockmeier, Grant Program Manager, by [e-mail](#), or by phone 402-471-4002 or 800-307-2665.

Posted in [Education & Training](#), [General](#), [Now hiring @ your library](#) | [Leave a comment](#)

July 11, 2011; Scholarship applications blog post:

## **Masters-level Scholarship Applications Deferred to 2012**

Posted on [July 11, 2011](#) by [Mary Jo Ryan](#)

Due to the fantastic response to the Nebraska Library Commission's Librarians for the 21st Century master's-level scholarships, we **cannot accept** additional master's-level scholarship applications until after **March 1, 2012**. Students who wish to apply for scholarships for a Master of Arts or Science Degree in Library and Information Science (MLS/MLIS), Master of Arts or Science Degree in Education (MEd) with a School Library Media endorsement, or Graduate-level School Library Media Endorsement should submit all application materials by **June 1, 2012**. Master's-level scholarship application forms will be available after **March 1, 2012**.

The Nebraska Library Commission **will continue to accept** applications for the following scholarships:

- [Library and Information Services \(LIS, formerly LTA\) Professional Certificate](#)
- [Associate of Arts or Science Degree in Library and Information Services \(LIS, formerly LTA\)](#)
- [Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media](#)

...according to the [schedule](#) on the [Now Hiring Website](#) .

August 16, 2011; Scholarship awards blog post:

## Nebraska Library Commission Awards 21st Century Skills Scholarships

Posted on [August 16, 2011](#) by [Mary Jo Ryan](#)

Thanks to a grant from the federal [Institute of Museum and Library Services \(IMLS\)](#), the Nebraska Library Commission recently awarded 21<sup>st</sup> Century Librarian scholarships to more than thirty-three Nebraska students in undergraduate and graduate Library Science programs. Nebraska Library Commission Director Rod Wagner commented, “The Nebraska Library Commission is pleased to support the education of Nebraska students engaged in pre-professional and professional library science programs. The focus on 21st century skills is essential to meeting the library service needs of Nebraska’s diverse and changing population. We have high expectations that our three-year program will equip hundreds of students with essential skills leading to higher quality library services across Nebraska.”

Students who wish to apply for scholarships for a Library and Information Services Professional Certificate (offered through Nebraska’s community colleges), an Associate of Arts or Science Degree in Library and Information Services, or a Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media should submit application materials by November 1, 2011. Master’s-level scholarship application forms will be available after March 1, 2012.

For more information about Nebraska’s *Cultivating Rural Librarians’ 21st Century Skills* program, see [NowHiringAtYourLibrary.org](#). For a list of current scholarship recipients, see below.

The Institute of Museum and Library Services is the primary source of federal support for the nation’s 123,000 libraries and 17,500 museums. The Institute’s mission is to create strong libraries and museums that connect people to information and ideas. The Institute works at the national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance learning and innovation; and support professional development. To learn more about the Institute, please visit [www.ims.gov](#).

As Nebraska’s state library agency, the Nebraska Library Commission is an advocate for the library and information needs of all Nebraskans. The mission of the Library Commission is statewide promotion, development, and coordination of library and information services—“bringing together people and information.” The most up-to-date news releases from the Nebraska Library Commission are always available on the Library Commission Website, <http://nlc.nebraska.gov/publications/newsreleases>.

## Recruitment and Marketing Website Announcements

Announcements were posted on the home page of the Nebraska Library Commission's Website (<http://www.nlc.state.ne.us/>), up until June 20, 2011, when the Commission launched its new website.

January 21, 2011; Internship grant program announcement on NLC website:

### **Internship Grant Applications Due Feb. 28, 2011 (posted: 1/21/2011)**

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## **Cultivating Rural Librarians' 21st Century Skills 2011 Internship Grant Program**

- **Posted date:** Jan. 19, 2011
- **Application Deadline:** Feb. 28, 2011
- **Award Amount:** \$500 - \$1,000
- **Eligible Applicants:** Accredited Nebraska Public Libraries

### **Description**

Each accredited Nebraska public library that receives a grant from the Nebraska Library Commission will hire one or more individuals (high school age and up) to serve as interns. The library will assign a supervisor/mentor who will design a program that will expose the intern to a wide variety of things that libraries do. The intern will work at the library while being introduced to the range of opportunities for library employment and education. The supervisor and the intern will report on their experiences.

So, what can your library do with the internship program? Share your enthusiasm for library education and the library profession. Expand your programming. Bring in fresh faces. Show interns what happens behind-the-scenes. Partner with other library types to show the variety of work settings.

The [Nebraska Library Commission](#)'s **Cultivating Rural Librarians' 21st Century Skills** program offers support to accredited public libraries for student internships. Through a partnership with the [Nebraska Library Association](#) and funded through a grant from the [Institute of Museum and Library Services](#) (IMLS) Laura Bush 21st Century Librarian Program, the internship grants increase awareness about the library profession and the opportunities for employment in Nebraska libraries.

## If You Wish to Apply

Learn more about the grant criteria and guidelines, and access the application at <http://www.nlc.state.ne.us/NowHiring/Internships.asp>. For more information, contact Kathryn Brockmeier, Grant Program Manager, by [e-mail](#) or by phone, 402-471-4002 or 800-307-2665 (Nebraska only).

February 11, 2011; Internship grant program announcement on NLC website:

## **21st Century Librarian Scholarships Now Available (posted: 2/11/2011)**

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The Nebraska Library Commission announces today the launch of its 21st Century Librarian Scholarship program (<http://www.nlc.state.ne.us/NowHiring/Scholarships.asp>). Legal residents of the state of Nebraska are eligible to apply. There will be three application cycles in 2011. In the first cycle, online applications are due March 18, transcripts (as required) are due March 10, and letters of recommendation, if mailed, are due March 10. The amount of the scholarship award varies by the degree or certificate the applicant is pursuing and the applicant's course plan.

Scholarships may be used for tuition (for coursework contributing toward a certificate or degree), course-required materials, and school-assessed fees at the following levels:

- Library and Information Science (LIS, formerly LTA) Professional Certificate
- Associate of Arts or Science Degree in Library and Information Science (LIS, formerly LTA)
- Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media
- Master of Arts or Science Degree in Library and Information Science (MLIS)
- Master of Arts or Science degree in Education (MEd) with a School Library Media endorsement
- Graduate-level (MEd) Library Media Endorsement

Scholarship recipients will be eligible to apply for stipends for such things as laptop computers, professional association dues, and regional or national conference attendance.

This dynamic program includes enhanced learning opportunities such as the 21st Century Skills Seminar, webinars, face-to-face training, and online social networking.

The scholarships, stipends, and value-added training are offered through the [Nebraska Library Commission's](#) Cultivating Rural Librarians' 21st Century Skills program, which is funded through a grant from the Institute of Museum and Library Services (IMLS) [Laura Bush 21st Century Librarian Program](#).

For more information, contact Kathryn Brockmeier, Grant Program Manager, by [e-mail](#), or by phone 402-471-4002 or 800-307-2665.

## Recruitment and Marketing E-mail Blasts

The Nebraska Library Commission issues e-mails statewide on the SYSTEMS-L listserv. Recipients include library staff, library board members, library system staff, and other interested individuals who have subscribed to alerts from the NLC.

January 24, 2011; E-mail blast of internship grant availability to statewide listserv:

**From:** [SYSTEMS@listserver.nlc.state.ne.us](mailto:SYSTEMS@listserver.nlc.state.ne.us) on behalf of [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov)  
**To:** [Brockmeier, Kathryn](mailto:kathryn.brockmeier@nebraska.gov)  
**Subject:** [SYSTEMS] Internship grants available  
**Date:** Monday, January 24, 2011 4:47:08 PM

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The Nebraska Library Commission is now offering internship grants to accredited Nebraska public libraries who wish to increase awareness about library professions and education and the opportunities for employment in Nebraska libraries.

Everyone benefits -- **Interns** see what goes on behind-the-scenes and are introduced to the varied and exciting work in libraries. **Libraries** often find they can expand services and programming. **Community members** appreciate seeing the fresh faces and knowing that "one of their own" is working locally.

**Partnership projects** (for example, accredited public library/school library media center) are encouraged. Libraries who have **never applied for or received an internship grant** are strongly encouraged to apply. An attempt will be made to award grants to libraries from **all areas of the state**.

Applications are due **Feb. 28**. The application process is quick and easy, since this year it's offered online. Visit <http://www.nlc.state.ne.us/NowHiring/Internships.asp> for details and to apply.

The Nebraska Library Commission's *Cultivating Rural Librarians' 21st Century Skills* internship grant program is funded through a Laura Bush 21<sup>st</sup> Century Skills program grant from the Institute for Museum and Library Services and offered in partnership with the Nebraska Library Association.

Please contact me if you have any questions regarding this grant opportunity.

**Kathryn H. Brockmeier**  
Grant Program Manager, IMLS Laura Bush 21st Century Librarian Program

September 7, 2011; E-mail blast of internship grant availability to statewide listserv:

**From:** Brockmeier, Kathryn  
**Sent:** Wednesday, September 07, 2011 10:45 AM  
**To:** 'SYSTEMS-L@NLC.STATE.NE.US'  
**Subject:** 21st Century Librarian Scholarship applications now being accepted

## 21<sup>st</sup> Century Librarian Scholarships Applications Due Nov. 1

The Nebraska Library Commission is pleased to announce the third cycle of its library science scholarship program for Nebraska residents.

**Scholarships** may be used for tuition (for coursework contributing toward a certificate or degree), course-required materials, and school-assessed fees at the following levels:

- Library and Information Science (LIS, formerly LTA) Professional Certificate
- Associate of Arts or Science Degree in Library and Information Science (LIS, formerly LTA)
- Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media

Scholarship recipients will be eligible to apply for **stipends** for such things as laptop computers, professional association dues, and regional or national conference attendance. This dynamic program includes **enhanced learning opportunities** such as the 21st Century Skills Seminar, webinars, face-to-face training, and online social networking.

During this cycle, online applications are due **Nov. 1** (with some documentation due **Oct. 21**).

See <http://nlc1.nlc.state.ne.us/nowhiring/scholarships.asp> for details and to learn how to apply.

Already have your degree? Please tell a coworker or library customer about this fantastic opportunity that can assist them in advancing their education and career!

Questions? Contact Kathryn Brockmeier, Grant Program Manager, by e-mail ([kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov)), or by phone 402-471-4002 or 800-307-2665.

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**Kathryn H. Brockmeier**

Grant Program Manager, IMLS Laura Bush 21st Century Librarian Program

August 11, 2011; E-mail blast of Facebook page:

**From:** [SYSTEMS@listserver.nlc.state.ne.us](mailto:SYSTEMS@listserver.nlc.state.ne.us) on behalf of [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov)  
**To:** [Brockmeier, Kathryn](#)  
**Subject:** [SYSTEMS] Become a mentor through Facebook  
**Date:** Thursday, August 11, 2011 9:10:49 AM

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Hello,

The Nebraska Library Commission's IMLS scholarship program is in full swing and our recipients are now active on the Facebook page Nebraska Librarians Learning Together at <http://www.facebook.com/NebraskaLibrarians>. Would you please consider "liking" this page and start posting your ideas about librarianship, successes you've channeled, or lessons learned? These students are the cream of the crop, and they'll likely keep your posts in mind (maybe even comment) as they progress through their coursework and find their way into a career. Who knows, you may find you connect with a student you think you'd like to mentor!

Have a great week,  
Kathryn

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**Kathryn H. Brockmeier**  
Grant Program Manager, IMLS Laura Bush 21st Century Librarian Program

September 21, 2011; E-mail blast of Facebook page:

**From:** [SYSTEMS@listserver.nlc.state.ne.us](mailto:SYSTEMS@listserver.nlc.state.ne.us) on behalf of [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov)  
**To:** [Brockmeier, Kathryn](#)  
**Subject:** [SYSTEMS] Let's hear from you  
**Date:** Wednesday, September 21, 2011 10:46:25 AM

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Hello, all,

If you are a Facebook user, please become part of the Nebraska Librarians Learning Together community at <http://www.facebook.com/NebraskaLibrarians>. Right now, fans are encouraged to introduce themselves. This is a great way for our scholarship students to get to know you! Update away...

Thanks!  
Kathryn

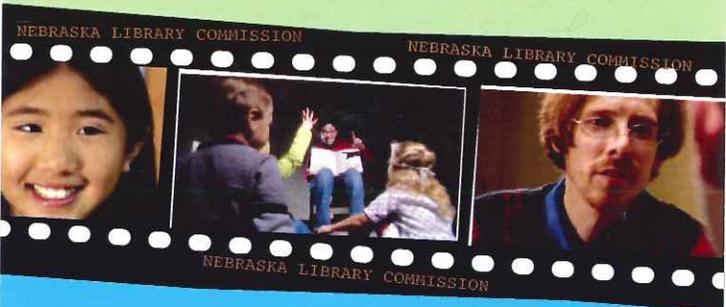
FRONT

BACK

Thousands of people work  
in **Nebraska libraries.**



You could be  
one of them.

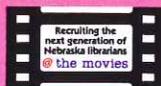
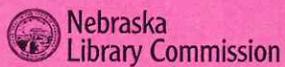


Visit

[www.NowHiringAtYourLibrary.com](http://www.NowHiringAtYourLibrary.com)



or contact the Nebraska Library Commission at  
[NowHiringAtYourLibrary@nlc.state.ne.us](mailto:NowHiringAtYourLibrary@nlc.state.ne.us)



**SEND US YOUR BEST!**  
Please help us recruit the next generation of  
Nebraska librarians by sharing this  
card with a promising young Nebraskan



### Fill out and return

or e-mail: [NowHiringAtYourLibrary@nlc.state.ne.us](mailto:NowHiringAtYourLibrary@nlc.state.ne.us)

- Yes, I want to learn more about library service careers. Please send information about **Recruiting the Next Generation of Librarians @ the movies to:***

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_

E-mail \_\_\_\_\_

Comments \_\_\_\_\_



# Nebraska Library Commission

The Atrium • 1200 N St. • Suite 120 • Lincoln NE 68508-2023 • 402-471-2045 • Fax 402-471-2083 • [nlc.nebraska.gov](http://nlc.nebraska.gov)



## Could this be you?

**Technology Specialist | Information Detective | Preserver of our Heritage  
Bilingual Storyteller | Community Leader | Defender of the Right to Read**

This is an exciting time to be jumping into the library service field! Nebraska has a need for *professional librarians and library assistants* in all sorts of libraries:

**Public | Academic | School | Medical | Law  
Business & Corporate | Museum & Archives**

Wherever you are on the career ladder, there are educational institutions here in Nebraska to assist you on your journey. Please see <http://ncl1.nlc.state.ne.us/NowHiring/Learning.asp> for information on *certificates and degrees available* at the following levels:

**Associate's** — Certificate or Degree in Library and Information Services — Available through Central Community College

**Bachelor's** — Endorsement or Degree in Education, Library Media concentration — Available through University of Nebraska Omaha

**Bachelor's** — Degree in Library Science (Public, Academic, and Special Libraries) — Available through University of Nebraska Omaha, Chadron State College

And, the Nebraska Library Commission is pleased to announce that *scholarships* are available to help you finance your education. Details are available at <http://ncl1.nlc.state.ne.us/nowhiring/scholarships.asp>.

Please contact me with any questions you may have. Best of luck to you in your educational and career pursuits!

Kathryn Brockmeier  
[kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov)  
402-471-4002

# Nebraska Library Commission

The Atrium • 1200 N St. • Suite 120 • Lincoln NE 68508-2023 • 402-471-2045 • Fax 402-471-2083 • [nlc.nebraska.gov](http://nlc.nebraska.gov)



[DATE]

[FIRST LAST]  
[ADDRESS]  
[CITY STATE ZIP]

Dear [FIRST NAME],

Thank you for expressing your interest in library education and careers in Nebraska. Kathy Thomsen shared with me your name and contact information that she obtained at the recent Dawson County Career Fair.

### Could this be you?

**Technology Specialist | Information Detective | Preserver of our Heritage  
Bilingual Storyteller | Community Leader | Defender of the Right to Read**

This is an exciting time to be jumping into the library service field! Nebraska has a need for *professional librarians and library assistants* in all sorts of libraries:

**Public | Academic | School | Medical | Law  
Business & Corporate | Museum & Archives**

Wherever you are on the career ladder, there are educational institutions here in Nebraska to assist you on your journey. Please see the attached flyer for information on *certificates and degrees available* at the following levels:

**Associate's** — Certificate or Degree in Library and Information Services  
**Bachelor's** — Endorsement or Degree in Education, Library Media concentration  
**Bachelor's** — Degree in Library Science (Public, Academic, and Special Libraries)  
**Master's** — Degree, Library Science  
**Master's** — School Library Media Endorsement or Degree in Reading, Elementary Education, or Secondary Education

And, the Nebraska Library Commission is pleased to announce that *scholarships* are available to help you finance your education. Details are enclosed.

Please contact me with any questions you may have. Best of luck to you in your educational and career pursuits!

Sincerely,

Kathryn Brockmeier  
[kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov)  
402-471-4002



So, you're on your way to becoming a  
library and information services specialist!

**Please share the information we've included in this packet  
with a friend. Be sure to mention that scholarships are  
available to help fund their education.**

**SCHOLARSHIPS  
AVAILABLE**

**Questions? Send an e-mail to:  
kathryn.brockmeier @nebraska.gov**

# Nebraska Library Commission

The Atrium • 1200 N St. • Suite 120 • Lincoln NE 68508-2023 • 402-471-2045 • Fax 402-471-2083 • nlc.nebraska.gov



So, you've chosen a career in libraries and pursued an education in library science to further your career. Congratulations on your achievements! Remembering back, what got you excited about studying library science?

Now, can you think of someone you work with that would be a good candidate for a library science certificate or degree at the Associate's or Bachelor's level?

**We encourage you to *TELL A COWORKER or FRIEND* about the rewards and benefits of pursuing an education in library science.**

**Please share the information we've included in this packet with your coworker or friend. Be sure to mention that scholarships are available through the Nebraska Library Commission to help fund their education.**

**SCHOLARSHIPS  
AVAILABLE**

Questions? Send an e-mail to: [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov)

# Nebraska Librarians...Making a Difference!

## Getting started...

### Library and Information Services Certificate and Associate Degree Programs:

#### Central Community College

Contact: Dee Johnson  
402-562-1418  
1-877-222-0780, ext. 1418  
djohnson@cccneb.edu  
[www.cccneb.edu/LIS](http://www.cccneb.edu/LIS)

### Undergraduate Degrees/Library Science:

#### University of Nebraska at Omaha

Contact: Dr. R. J. (Becky) Pasco  
Coordinator, Library Science Education Programs  
402-554-2119; 1-800-858-8648, ext. 2119  
rjasco@mail.unomaha.edu  
<http://avalon.unomaha.edu/librared>

#### Chadron State College

Contact: Shawn Hartman  
Assistant Director of Public Services  
308-432-6271  
1-800-CHADRON  
shartman@csc.edu  
<http://www.csc.edu/library/lms>

## Other Resources

### Institutions with ALA-Accredited Programs

<http://www.ala.org/ala/accreditation/lisdirb/Alphaaccred.htm>

### Nebraska Library Commission: Education and Training

<http://www.nlc.state.ne.us/>

## Continuing your education...

### Graduate Education Degrees and Library Media Endorsements:

#### University of Nebraska at Omaha

Contact: Dr. R. J. (Becky) Pasco  
Coordinator, Library Science Education Programs  
402-554-2119; 1-800-858-8648, ext. 2119  
rjasco@mail.unomaha.edu  
<http://avalon.unomaha.edu/librared>

### Cooperative Master of Arts, Library Science Degree:

#### University of Missouri – Columbia, cooperative with University of Nebraska at Omaha

#### School of Information Science & Learning Technologies

Contact: Missouri Student Coordinator  
877-747-5868 (toll free)  
<http://sislt.missouri.edu/>

### Graduate Education School Librarian Endorsement:

#### University of Nebraska Kearney

Contact: Mary Volker  
308-865-8825  
volkermc@unk.edu  
<http://www.unk.edu/academics/ecampus.aspx?id=6216>

# Library Career and Education Website

<http://nowhiringatyourlibrary.nebraska.gov>

Explore library career options. Learn about educational opportunities, scholarships, working with a mentor, career development, and job listings.

 Official Nebraska Government Website

## Nebraska Library Commission



Scholarships are now available. [Click here for more information.](#)

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- [Diversity](#)



Lori Brezina, Sorensen Branch Manager, Omaha Public Library

Nebraska Library Commission  
The Atrium  
1200 N Street, Suite 120  
Lincoln, NE 68508-2023

Phone: 402-471-2045  
(Lincoln & outside Nebraska)  
800-307-2665 (Nebraska only)  
Fax: 402-471-2083



Watch this recruitment PSA  
to find out if a library career  
is right for you.

Nebraska Librarians  
Learning Together

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Name:  
Nebraska  
Librarians Learning  
Together

Status:  
Good morning,  
everyone! What  
library-related  
task...

Fans:  
118

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I cannot live without books. --thomas jefferson



Nebraska  
Library  
Commission



The Institute of Museum and Library Services is the primary source of federal support for the nation's 123,000 libraries and 17,500 museums. The Institute's mission is to create strong libraries and museums that connect people to information and ideas.

## Nebraska Library Commission



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Scholarships - 21st Century Librarian Scholarships

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Phone: 402-471-2045  
(Lincoln & outside Nebraska)  
800-307-2665 (Nebraska only)  
Fax: 402-471-2083

## 21st Century Librarian Scholarships

- **Application Availability:** February 11, 2011, to June 3, 2013
- **2011 Online Application Deadlines: November 1.** *The Nebraska Library Commission must receive your validated and accepted application by no later than 4:59 p.m., Central Time, of the appropriate deadline date.*
- **2011 Letters of Recommendation Deadlines (if mailed):** postmarked **October 21**
- **2011 Deadlines for Transcripts:** postmarked **October 21**
- **2011 Scholarship Award Dates: December 1**
- **Scholarship Award Amount:** [Depends on course of study](#)
- **Awarding Agency:** [Nebraska Library Commission](#)
- **Eligible Applicants:** Legal residents of the state of Nebraska
- **Guidelines and Criteria:** [See below](#)

### Description

Libraries in the 21st century need librarians with 21st century skills—and this scholarship program will help you develop those skills. Not only does this program help with tuition, fees and class-related materials, it will support you in your education and professional development with funds that may be used to purchase laptop computers, attend national professional conferences, and join professional associations. This dynamic program includes enhanced learning opportunities such as the 21st Century Skills Seminar, webinars, face-to-face training, and online social networking. If you are a Nebraska resident pursuing an education in library science, you are eligible to apply.

Scholarships may be used for tuition (for coursework contributing toward a certificate or degree), course-required materials, and school-assessed fees at the following levels:

[Library and Information Services \(LIS, formerly LTA\) Professional Certificate](#)

[Associate of Arts or Science Degree in Library and Information Services \(LIS, formerly LTA\)](#)

[Bachelor of Arts or Science Degree with a major in Library and](#)

### [Information Science or Library Media](#)

[Master of Arts or Science Degree in Library and Information Science \(MLS/MLIS\)](#) (NOTE: No Masters-level applications accepted until June 1, 2012)

[Master of Arts or Science degree in Education \(MEd\) with a School Library Media endorsement](#) (NOTE: No Masters-level applications accepted until June 1, 2012)

[Graduate-level School Library Media Endorsement](#) (NOTE: No Masters-level applications accepted until June 1, 2012)

Scholarship recipients will be eligible to apply for stipends for such things as laptop computers, professional association dues, and regional or national conference attendance.

The scholarships, stipends, and value-added training are offered through the [Nebraska Library Commission](#)'s Cultivating Rural Librarians' 21st Century Skills program, which is funded through a grant from the Institute of Museum and Library Services (IMLS) [Laura Bush 21st Century Librarian Program](#).

### If You Wish to Apply

#### [Application Process – Please Read First](#)

[Application Calendar/Deadlines](#)

[Eligibility](#)

[Scholarship Program Description](#)

[Stipend Description](#)

[Value-added Learning Experiences Description Description](#)

[Award Information](#)

[Application Review](#)

[Award Administration](#)

#### [Apply for a Scholarship](#)

#### [Questions?](#)

#### [Sponsors](#)

### For More Information

For inquiries regarding the nature of the grant program and application, contact:

- Kathryn Brockmeier, Grant Program Manager, by [e-mail](#), 402-471-4002 or 800-307-2665
- Mary Jo Ryan, Grant Project Director, by [e-mail](#), 402-471-3434 or 800-307-2665



The Institute of Museum and Library Services is the primary source of federal support for the nation's 123,000 libraries and 17,500 museums. The Institute's mission is to create strong libraries and museums that connect people to information and ideas.

# Nebraska Library Commission

The Atrium • 1200 N St. • Suite 120 • Lincoln NE 68508-2023 • 402-471-2045 • Fax 402-471-2083 • [nlc.nebraska.gov](http://nlc.nebraska.gov)



So, you're on your way to becoming a  
library and information services specialist!

**The Nebraska Library Commission now offers**

## **21st Century Librarian SCHOLARSHIPS**

**to Nebraska residents pursuing a  
certificate or degree in Library Science**

*One goal of this program is to prepare Nebraska's librarians with the skills  
they need to guide their library customers through the 21st century.*

Libraries in the 21st century need librarians with 21st century skills—and this scholarship program will help you continue to perfect those skills. Not only does this program help with **tuition, fees and class-related materials**, it will support you in your education and professional development with funds that may be used to **purchase laptop computers, attend national professional conferences, and join professional associations**. This dynamic program includes **enhanced learning opportunities** such as the 21st Century Skills Seminar, webinars, face-to-face training, and online social networking such as Nebraska Librarians Learning Together (<http://www.facebook.com/NebraskaLibrarians>).

**Visit <http://nlc1.nlc.state.ne.us/nowhiring/scholarships.asp>  
today for information on how to apply.  
The next deadline is November 1.**

Questions? Send an e-mail to: [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov)

# Nebraska Library Commission

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Thank you for choosing a career in libraries! How would you like to enhance your job experience with a certificate or degree in library science?

**The Nebraska Library Commission now offers**

## **21st Century Librarian SCHOLARSHIPS**

**to Nebraska residents pursuing a  
certificate or degree in Library Science**

*One goal of this program is to prepare Nebraska's library directors with the skills they need to guide their library through the 21st century.*

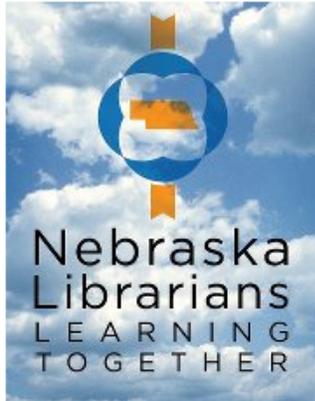
Libraries in the 21st century need librarians with 21st century skills—and this scholarship program will help you continue to perfect those skills. Not only does this program help with **tuition, fees and class-related materials**, it will support you in your education and professional development with funds that may be used to **purchase laptop computers, attend national professional conferences, and join professional associations**. This dynamic program includes **enhanced learning opportunities** such as the 21st Century Skills Seminar, webinars, face-to-face training, and online social networking such as Nebraska Librarians Learning Together (<http://www.facebook.com/NebraskaLibrarians>).

**Visit <http://nlc1.nlc.state.ne.us/nowhiring/scholarships.asp>  
today for information on how to apply**

Questions? Send an e-mail to: [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov)



# Facebook.com/NebraskaLibrarians



**Wall**

- Hidden Posts
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Network with current and former NLC scholarship recipients. Receive updates...

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talking about this

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was here

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- @ your library**

## Nebraska Librarians Learning Together

Government Organization · Lincoln, Nebraska · [Edit Info](#)



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Share: [Status](#) [Photo](#) [Link](#) [Video](#) [Question](#)

What's on your mind?

**Nebraska Librarians Learning Together**

Staff from the Nebraska Library Commission and the Grand Island Public library will be at the Youth Leadership Diversity Conference at the Central Community College in Grand Island to recruit the next generation of Nebraska librarians. What should we tell these youth?

[Like](#) · [Comment](#) · [Share](#) · 2 seconds ago

**Brian Maass**

Training reponse:  
I attended the Shortcuts to Greatness pre-conference with Karen Hyman. Karen showed a passion for libraries. The most interesting part of the session was her discussion of libraries use of Netflix's Rapid Recovery Model. We are a creative industry. We are not the nuclear power or medical industry. We can and should take risks. Try things, and if they don't work, stop or co...

[See More](#)

[Like](#) · [Comment](#) · 19 hours ago ·

**Sky Shute Seery**

Hey all! I'm Sky Seery, I work as a Library Tech at Mid-Plains Community College in North Platte. I'm recently new to the position. I previously worked at the public library and before that as a library para in the elementary schools {this library thing is in my blood!}. Anyway, I'm working on an Associates in Library and Information Services. Eventually I hope to earn a Masters in Library Sc...

[See More](#)

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**Carrie Turner**

AASL's mobile app to help you plan your conference! See you in Minneapolis!

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[www.aasl11.org](http://www.aasl11.org)

Build your own personalized schedule to help you plan your conference experience! The new AASL11 Mobile App and AASL11 Mobile Website provide attendees access and

## SCHOLARSHIP APPLICATION

### Part 1: STATISTICAL SURVEY

#### Level: Professional Certificate in Library and Information Science (LIS)

The information you provide will be used to evaluate the effectiveness of our scholarship program recruitment efforts. Your participation in this survey is voluntary and your responses will not affect your application. Your name will not be associated with this information. Please help us by completing this short questionnaire.

BEGIN survey below    OR   

1. Your age:

2. Your gender:

3. What is the highest degree or level of school you have completed? (Select one)

- Less than 9th grade
- 9th to 12th grade, no diploma
- High school graduate (diploma or the equivalent, such as GED)
- Some college credit, but less than 1 year
- 1 or more years of college, no degree
- Associate's degree (for example: AA, AS)
- Bachelor's degree ((for example: BA, AB, BS)
- Master's degree (for example: MA, MS, MEng, MEd, MSW, MBA)
- Professional degree (for example: MD, DDS, DVM, LLB, JD)
- Doctorate degree (for example: PhD, EdD)

4. Ethnic origin:

Are you  
Hispanic, Latino,  
or Spanish?

Age categories: Under 20; 20 to 24 years; 25 to 34 years; 35 to 44 years; 45 to 54 years; 55 to 64 years; 65 to 74 years; 75 years and over

Gender categories: Male; Female

Ethnic origin categories: No, not of Hispanic, Latino, or Spanish origin; Yes

**5. Race: What is your race? (Check all that apply)**

- White
- Black, African American
- American Indian and Alaska Native
- Asian
- Native Hawaiian and Other Pacific Islander
- Other (please specify)

**6. At which Nebraska Library Commission scholarship level are you applying? (Select one)**

- Library and Information Science Professional Certificate
- Associate of Arts or Science Degree in Library and Information Science
- Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media
- Master of Arts or Science Degree in Library and Information Science (MLIS)
- Master of Arts or Science Degree in Education with Library Media Endorsement (MEd)
- Graduate-level Library Media Endorsement

**7. How did you hear about this scholarship program? (Check all that apply)**

- Nebraska Library Commission
- Nebraska Library Commission website
- Now Hiring at Your Library website
- Facebook
- Other website - Please specify:
- Newspaper or periodical
- Flyer, brochure, and/or other printed material
- Recruitment PSA at a movie theater
- Recruitment PSA and informational DVD
- Fellow student

- Friend
- Family member
- Local library - *Where?*
- High school counselor/academic advisor
- College counselor/academic advisor - *Which school?*
- Instructor/teacher
- Job/career fair - *Which one?*
- Other - *Please describe:*

**Thank you for participating in this survey. Your responses will NOT be associated with the remainder of this application. Once you press Submit, you will proceed to Part 2 of the scholarship application.**

SUBMIT and proceed to Part 2 of application

**Cultivating Rural Librarians' 21st Century Skills  
Scholarship Policy**  
Approved January 14, 2011

**Purpose**

This policy will provide for consistent practices in the awarding and management of scholarships and stipends and will ensure that the intentions of the grant are honored.

**Policy**

1. Background: The Nebraska Library Commission (NLC) has been awarded an Institute of Museum and Library Services (IMLS) Laura Bush 21st Century Librarian Program grant. The IMLS grant program will support the education of Nebraska students engaged in pre-professional and professional programs with concentrations in library and information science or school library media. The program runs November 1, 2010, through October 31, 2013.
2. Awards:
  - a. NLC will award 105 scholarships for tuition (for coursework contributing toward a certificate or degree), course-required materials, and school-assessed fees. Scholarship awards may be adjusted based on the amount of funds available, the number of applications, and the number of classes a particular applicant plans to take. NLC will award approximately 70 scholarships for preprofessional education, at the associate's level and bachelor's level. NLC will award approximately 35 scholarships for study at the master's level.
  - b. NLC will award approximately 105 stipends based on the need for funding for scholarship-associated costs and value-added educational activities, for example:
    - i. Laptop computers (one per scholarship recipient, regardless of number of scholarships received by the recipient);
    - ii. Student-level association dues in the Nebraska Library Association, or Nebraska Educational Media Association, or a regional or national library-related professional organization; and
    - iii. Travel and registration expenses for one library-related national or regional conference.
  - c. NLC will cover the travel and registration expenses for scholarship recipients who attend the 21st Century Skills Seminar.
  - d. 100% of the funding allocated will be considered as available for scholarships and stipends beginning in Year 1. Funds must be expended by October 31, 2013.
  - e. The funds will be managed by the Nebraska Library Commission according to State and Federal policies. Payment of tuition and fees will be made directly to the schools. Payment for other expenses may be made directly to the schools or, as approved, may be made to the student on a reimbursement basis. Expense reimbursement requests will meet State policies.
3. Allocation of Funds:

	<b>Amount per award</b>	<b>Total</b>
<b>Preprofessional scholarships</b>	\$2,000-\$3,500	\$245,000
<b>Professional scholarships</b>	\$2,500	\$87,000
<b>Stipends</b>	\$500-\$2,000	\$154,000

4. Process:
  - a. A scholarship committee will review applications for scholarships and select recipients.
  - b. NLC staff will review and approve applications for stipends.
  - c. For each academic period, the student will provide information on course enrollment and request that NLC disburse funds to the school. If a school will not allow for the student to charge course-required materials to their student account, the student may request direct reimbursement.

- d. Payment to the school for tuition, course-required materials (as allowed), and fees will depend on the billing cycle of the school.

	<b>Application deadline</b>	<b>Notification of award</b>
<b>Scholarships, Year 1</b>	March 1, 2011	April 1, 2011
	June 1, 2011	July 1, 2011
<b>Scholarships, Year 2</b>	November 1, 2011	December 1, 2011
	March 1, 2012	April 2, 2012
	June 1, 2012	July 2, 2012
<b>Scholarships, Year 3</b>	November 1, 2012	December 3, 2012
	March 1, 2013	April 1, 2013
	June 3, 2013	July 1, 2013
<b>Stipends, Year 1</b>	May 2, 2011	June 1, 2011
	August 1, 2011	September 1, 2011
<b>Stipends, Year 2</b>	January 3, 2012	February 1, 2012
	May 1, 2012	June 1, 2012
	August 1, 2012	September 3, 2012
<b>Stipends, Year 3</b>	January 2, 2013	February 1, 2013
	May 1, 2013	June 3, 2013
	August 1, 2013	September 2, 2013

5. Eligibility:
- a. Applicant must:
    - i. Be a legal resident of the State of Nebraska
    - ii. Be enrolled in a certificate or degree program with a concentration in library and information science or school library media at an accredited college or university
    - iii. Provide/authorize release of proof of course/program enrollment and educational records from the educational institution to NLC
    - iv. Agree to the terms and conditions of the scholarship
  - b. Scholarship recipients may not apply for stipends until they have submitted a signed letter of acceptance of the scholarship
6. Basis of award:
- a. Completion of application form
  - b. Résumé outlining the applicant's educational background, volunteer/work experience, and other pertinent factors
  - c. Statement of academic intent, including projected timeline for completion of program
  - d. Letter of purpose
  - e. Proof of program and school enrollment
  - f. Letters of support
  - g. Agreement to terms and conditions of the scholarship
  - h. Receipt of complete application by the deadline
7. Expectations:
- a. Scholarship recipient will:
    - i. Sign letter of acceptance of scholarship.
    - ii. Provide copies of course registration, a course plan.
    - iii. Maintain a minimum 2.5 GPA and offer proof.
    - iv. Join the NLC Facebook support network and post comments on enhanced learning opportunities offered through the scholarship program.
    - v. Report and demonstrate increased technology, vision, planning and partnership abilities and skills.
    - vi. Report increased knowledge of the 21st Century Learning Skills initiative and its application in libraries.

- vii. Expend scholarship and stipend funds within 2 years, or by October 31, 2013, whichever comes first. Requests for reimbursement (for scholarship and stipend funds) must be received by September 30, 2013.
  - viii. Notify the NLC in the event of a change of contact information—mailing address, telephone number(s), or e-mail address.
  - ix. Miss no more than one academic term (excluding summer terms) for the duration of the scholarship.
  - x. Maintain an active e-mail account and be responsible for information sent to it.
  - xi. Be available for follow-up interviews and surveys by the NLC for the purposes of scholarship program evaluation.
  - xii. After obtaining a degree or certificate, maintain or seek employment in a Nebraska public, school, institutional, tribal, or special library in a library position, and, if hired or currently employed in a library setting, work for at least 12 months.
- b. NLC will:
- i. Request proof of enrollment from schools for recipients.
  - ii. Remit payment of scholarship funds directly to the school or reimburse the student for qualifying expenses.
  - iii. Provide additional training opportunities in 21st century skills for value-added experiences.
  - iv. Provide networking opportunities.
  - v. Coordinate mentors to accompany students to conferences.
  - vi. Recruit for students from diverse backgrounds, new to the field of Library Science, and/or living/working in rural areas of Nebraska.
  - vii. Work with Central Community College on curriculum development for 21st century skills in the LIS program.
  - viii. Maintain confidential files.
  - ix. Evaluate the program and disseminate results.
  - x. Comply with all grant expectations set forth by IMLS.

**Cultivating Rural Librarians' 21st Century Skills  
Internship Grant Policy**  
Approved January 14, 2011

**Purpose**

This policy will provide for consistent practices in the awarding and management of internship grants and will ensure that the intentions of the Cultivating Rural Librarians' 21st Century Skills grant are honored.

**Policy**

1. Background: The Nebraska Library Commission (NLC) has been awarded an Institute of Museum and Library Services (IMLS) Laura Bush 21st Century Librarian Program grant. The IMLS grant program will support the recruitment of Nebraska high-school and college-age students to the library profession. The program runs November 1, 2010, through October 31, 2013. In partnership with the Nebraska Library Association, NLC will seek private grant funds as match to the IMLS grant.
2. Awards:
  - a. NLC will award approximately 60 grants for internships to accredited public libraries. Partnership projects (for example, accredited public library/school library media center) are encouraged. The grants are to be used to pay for the temporary employment of high school and college-age interns.
  - b. NLA and NLC may award approximately 30 additional grants for internships to public libraries.
  - c. One third of the funding allocated will be considered as available for internship grants in Year 1, one third in Year 2, and one third in Year 3. Funds must be expended by October 31, 2013.
  - d. The federal funds will be managed by the Nebraska Library Commission according to State and Federal policies. The private funds will be managed by the Nebraska Library Association.

3. Allocation of Funds:

	<b>Amount per award</b>	<b>Federal funds</b>	<b>Private funds</b>	<b>Total</b>
<b>Internship grants, Year 1</b>	Up to \$1,000	\$20,000	\$10,000	\$30,000
<b>Internship grants, Year 2</b>	Up to \$1,000	\$20,000	\$10,000	\$30,000
<b>Internship grants, Year 3</b>	Up to \$1,000	\$20,000	\$10,000	\$30,000

4. Process:
  - a. An internship grant committee will review applications and select recipients.
  - b. The awards are stipends that may be used as the library sees fit, with the approval of the grant review committee (e.g., one 100-hour internship or two 50-hour internships).

<b>Application deadline</b>	<b>Notification of award</b>
February 28, 2011	March 31, 2011
February 15, 2012	March 15, 2012
February 15, 2013	March 15, 2013

5. Eligibility:
  - a. Applicant must:
    - i. Be an accredited Nebraska public library.
    - ii. Agree to the terms and conditions of the internship grant.
6. Basis of award:
  - a. Completion of application form
  - b. Narrative
  - c. Agreement to terms and conditions of the grant
  - d. Receipt of complete application by the deadline

7. Expectations:
  - a. Library will:
    - i. Assign an intern supervisor.
    - ii. Direct the selection process of their interns.
    - iii. Work with the student to determine how supervision will be conducted and what projects will be completed, using the schedule and curriculum guidelines provided.
    - iv. Introduce the intern to all aspects of library work.
    - v. Orient the intern to library-related educational and career opportunities.
    - vi. Direct the intern to complete pre- and post-internship evaluations.
    - vii. Submit a post-internship evaluation detailing the projects, experience, results, and implications of the project.
    - viii. Be available for follow-up interviews and surveys by the NLC for the purposes of internship grant program evaluation.
  - b. Intern will:
    - i. Complete pre- and post-internship evaluations, reporting experiences with their work assignments.
  - c. NLC will:
    - i. Remit payment of grant funds directly to the library.
    - ii. Increase awareness about the library profession and the opportunities for employment in Nebraska libraries.
    - iii. Assist potential interns and interested libraries to connect.
    - iv. Provide additional training opportunities in 21st century skills for value-added experiences.
    - v. Maintain confidential files.
    - vi. Evaluate the program and disseminate results.
    - vii. Comply with all grant expectations set forth by IMLS.

**Criteria to consider in reviewing scholarship applications**

Completion of background information

When starting/ed program

When plan to complete program (within reasonable timeframe)

Résumé

Quality of writing/organization

Potential

Library-related experience: work or volunteer (do they know what they are getting into)

Experience transferrable to library environment

Letter of purpose

Quality of writing

Statement of goals

Level of “with-it-ness”

Potential/indication of persistence or ability

Reason for entering field/motivation/background

Plan for work—type of library/location/etc.

Letters of recommendation

How well does recommender know applicant?

Official transcripts (as required)

Record of previous academic performance—at least 2.5

Consider currency of academic activity

Track record as previous Nebraska Library Commission scholarship recipient

Good track record?

Preferences

Rural residents

## SCHOLARSHIP APPLICATION

### Level: Professional Certificate in Library and Information Science (LIS)

Please read the **application guidelines** as outlined on the [Scholarship Information page](#) prior to beginning the online application process, to ensure that you have all the information and documents necessary to successfully complete the online application.

The applicant must successfully submit the completed online application by no later than **4:59 p.m., Central Time, Thursday, March 1, 2012.**

**NOTE:** You will **lose all information entered** if you navigate away from any of the subsequent pages before submitting your application. For technical support in completing this online application, call Janet at 402-471-2010 or Vern at 402-471-4030, or 800-307-2665, M - F, 8 am - 5 pm CST.

#### Contents of Application

- **Part 1: Statistical survey (optional)**
- **Part 2: Background information**
- **Part 3: Document uploads**
  - **Résumé**
  - **Letter of purpose**
  - **Letters of recommendation (as appropriate)**
- **Part 4: Application agreement, electronic signature & submission**

- Check here to confirm that you have selected the correct application form for the degree/level you seek: **Professional Certificate in Library and Information Science (LIS)**. If you are seeking an Associate of Arts or Science Degree in Library and Information Science instead, visit <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipAA.asp> to apply at that level.

PROCEED to application

## Part 2: BACKGROUND INFORMATION

### Level: Professional Certificate in Library and Information Science (LIS)

*You will lose all information entered if you navigate away from this page before submitting your application. For technical support in completing this online application, call Janet at 402-471-2010 or Vern at 402-471-4030, or 800-307-2665, M - F, 8 am - 5 pm CST.*

First name	<input type="text"/>
Last name	<input type="text"/>
Current mailing address	<input type="text"/>
City, state, ZIP	<input type="text"/>
Permanent mailing address	<input type="text"/>
City, state, ZIP	<input type="text"/>
E-mail address	<input type="text"/>
Primary phone	<input type="text"/> (Ex. 000-000-0000)
Alternate phone	<input type="text"/> (Ex. 000-000-0000)
Work phone	<input type="text"/> (Ex. 000-000-0000)

**Have you started your degree/certificate program?** *Verification of course registration will be required before funds will be disbursed.*

- Yes** – Start date:  (Ex. 01/2011)
- No** – Estimated start date:  (Ex. 01/2011)

Name of college / university	<input type="text"/>
College / university city, state	<input type="text"/>
When do you plan to complete your degree program?	<input type="text"/> (Ex. 01/2011)

[PROCEED to Part 3 of application](#)

## SCHOLARSHIP APPLICATION

### Part 3: DOCUMENT UPLOADS

#### Level: Professional Certificate in Library and Information Science (LIS)

*You will lose all information entered if you navigate away from this page before submitting your application. For technical support in completing this online application, call Janet at 402-471-2010 or Vern at 402-471-4030, or 800-307-2665, M - F, 8 am - 5 pm CST.*

**STEP 1:** Attach documents as appropriate.

**STEP 2:** Press the Upload button at the bottom of this page to proceed to Part 4 of this application.

#### RESUME

**Attach your résumé (REQUIRED).** Documents created through a word processing program and scanned documents are examples of acceptable formats. Electronic file extensions include .doc, .docx, .rtf, .wpd, .wps, .pdf, .htm, .tif.

File to attach:

#### LETTER OF PURPOSE

**Attach your letter of purpose (REQUIRED).** Documents created through a word processing program and scanned documents are examples of acceptable formats. Electronic file extensions include .doc, .docx, .rtf, .wpd, .wps, .pdf, .htm, .tif.

File to attach:

#### LETTERS OF RECOMMENDATION

You must provide three (3) letters of recommendation.

You may **attach any or all of the three (3) letters of recommendation** at this time. Scanned documents of the original, signed letters are acceptable. Electronic file extensions examples include .pdf and .tif.

Also, you may **submit any or all of the three (3) letters of recommendation via U.S. Mail or courier**, provided they are postmarked by March 10, 2011.

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Check here if **Letter #1** will be submitted by U.S. Mail or courier.  
Reference's name, if known:

**OR**

Attach **Letter #1**.

File to attach:

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Check here if **Letter #2** will be submitted by U.S. Mail or courier.  
Reference's name, if known:

**OR**

Attach **Letter #2**.

File to attach:

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Check here if **Letter #3** will be submitted by U.S. Mail or courier.  
Reference's name, if known:

**OR**

Attach **Letter #3**.

File to attach:

## SCHOLARSHIP APPLICATION

### Part 4: APPLICATION AGREEMENT, ELECTRONIC SIGNATURE & SUBMISSION

#### Level: Professional Certificate in Library and Information Science (LIS)

*You will lose all information entered if you navigate away from this page before submitting your application. For technical support in completing this online application, call Janet at 402-471-2010 or Vern at 402-471-4030, or 800-307-2665, M - F, 8 am - 5 pm CST.*

#### APPLICATION AGREEMENT

**I have read and understand the following conditions of the application:** *(Check each box)*

- I am a resident of the state of Nebraska.
- I am a U.S. citizen, permanent resident, refugee, or asylee.
- I am enrolled in a certificate or degree program with a concentration in library and information science or school library media at an accredited college or university.

**I understand that upon the award of a scholarship, I will be expected to:** *(Check each box)*

- Sign letter of acceptance of scholarship.
- Provide/authorize release of proof of course/program enrollment and educational records from the educational institution to Nebraska Library Commission.
- Provide copies of course registration.
- Provide a course plan.
- Expend scholarship and stipend funds within two (2) years of award, or by October 31, 2013, whichever comes first. Requests for reimbursement (for scholarship and stipend funds) must be received by September 30, 2013.
- Miss no more than one academic term (excluding summer terms) for the duration of the scholarship.
- Maintain a minimum 2.5 GPA and offer proof.
- Participate in at least three enhanced learning sessions offered through the scholarship program and disseminate information about the experience.

- Join the Nebraska Library Commission Facebook support network and actively participate.
- Maintain an active e-mail account and be responsible for information sent to it. Notify the Nebraska Library Commission in the event of a change of contact information—mailing address, telephone number (s), and/or e-mail address .
- Be available for follow-up interviews and surveys for the purposes of scholarship program evaluation.
- After obtaining a degree or certificate, maintain or seek employment in a Nebraska public, school, academic, institutional, tribal, or special library in a library position, and, if hired or currently employed in a library setting, work for at least twelve (12) months.

By checking here, I certify that all information in this application is accurate to the best of my knowledge.

**SIGNATURE**

*Checking here and entering your name and the date act as your electronic signature.*

**Applicant name**

**Date**  (Ex. 01/01/2011)

**SUBMIT APPLICATION**

*Once you press Submit, you will be able to print a copy of your completed application. A printable copy will also be sent to you via e-mail.*

## SCHOLARSHIP APPLICATION

**Level: Master of Arts or Science Degree in Library and Information Science (MLIS)**

Please read the **application guidelines** as outlined on the [Scholarship Information page](#) prior to beginning the online application process, to ensure that you have all the information and documents necessary to successfully complete the online application.

The applicant must successfully submit the completed online application by no later than **4:59 p.m., Central Time, Wednesday, June 1, 2011.**

**NOTE:** You will **lose all information entered** if you navigate away from any of the subsequent pages before submitting your application. For technical support in completing this online application, call Janet at 402-471-2010 or Vern at 402-471-4030, or 800-307-2665, M - F, 8 am - 5 pm CST.

### Contents of Application

- **Part 1: Statistical survey (optional)**
- **Part 2: Background information**
- **Part 3: Document uploads**
  - **Résumé**
  - **Letter of purpose**
  - **Letters of recommendation (as appropriate)**
- **Part 4: Application agreement, electronic signature & submission**

- Check here to confirm that you have selected the correct application form for the degree/level you seek: **Master of Arts or Science Degree in Library and Information Science (MLIS)**. If you are seeking an MEd, visit <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipMEd.asp> to apply at that level. If you are seeking a graduate-level (MEd) Library Media Endorsement, visit <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipMEdCert.asp> to apply at that level.

PROCEED to application

## Part 2: BACKGROUND INFORMATION

**Level: Master of Arts or Science Degree in Library and Information Science (MLIS)**

*You will lose all information entered if you navigate away from this page before submitting your application. For technical support in completing this online application, call Janet at 402-471-2010 or Vern at 402-471-4030, or 800-307-2665, M - F, 8 am - 5 pm CST.*

First name

Last name

Current mailing address	<input type="text"/>
City, state, ZIP	<input type="text"/>
Permanent mailing address	<input type="text"/>
City, state, ZIP	<input type="text"/>
E-mail address	<input type="text"/>
Primary phone	<input type="text"/> (Ex. 000-000-0000)
Alternate phone	<input type="text"/> (Ex. 000-000-0000)
Work phone	<input type="text"/> (Ex. 000-000-0000)

**Have you started your degree/certificate program?** *Verification of course registration will be required before funds will be disbursed.*

- Yes** – Start date:  (Ex. 01/2011)
- No** – Estimated start date:  (Ex. 01/2011)

Name of college / university	<input type="text"/>
College / university city, state	<input type="text"/>
When do you plan to complete your degree program?	<input type="text"/> (Ex. 01/2011)

- Check here to confirm that you understand that **official transcripts** for all bachelor's- and master's-level coursework must be submitted as part of your application. Transcripts will be accepted via e-mail (nlc.nowhiringatyourlibrary@nebraska.gov), U.S. Mail, or courier, provided they are postmarked by March 10, 2011 and are sent from the college/university.

PROCEED to Part 3 of application

## SCHOLARSHIP APPLICATION

### Part 3: DOCUMENT UPLOADS

#### Level: Master of Arts or Science Degree in Library and Information Science (MLIS)

*You will lose all information entered if you navigate away from this page before submitting your application. For technical support in completing this online application, call Janet at 402-471-2010 or Vern at 402-471-4030, or 800-307-2665, M - F, 8 am - 5 pm CST.*

**STEP 1:** Attach documents as appropriate.

**STEP 2:** Press the Upload button at the bottom of this page to proceed to Part 4 of this application.

#### RESUME

**Attach your résumé (REQUIRED).** Documents created through a word processing program and scanned documents are examples of acceptable formats. Electronic file extensions include .doc, .docx, .rtf, .wpd, .wps, .pdf, .htm, .tif.

File to attach:

#### LETTER OF PURPOSE

**Attach your letter of purpose (REQUIRED).** Documents created through a word processing program and scanned documents are examples of acceptable formats. Electronic file extensions include .doc, .docx, .rtf, .wpd, .wps, .pdf, .htm, .tif.

File to attach:

#### LETTERS OF RECOMMENDATION

You must provide three (3) letters of recommendation.

You may **attach any or all of the three (3) letters of recommendation** at this time. Scanned documents of the original, signed letters are acceptable. Electronic file extensions examples include .pdf and .tif.

Also, you may **submit any or all of the three (3) letters of recommendation via U.S. Mail or courier**, provided they are postmarked by March 10, 2011.

---

Check here if **Letter #1** will be submitted by U.S. Mail or courier.  
Reference's name, if known:

**OR**

Attach **Letter #1**.

File to attach:

---

Check here if **Letter #2** will be submitted by U.S. Mail or courier.  
Reference's name, if known:

**OR**

Attach **Letter #2**.

File to attach:

---

Check here if **Letter #3** will be submitted by U.S. Mail or courier.  
Reference's name, if known:

**OR**

Attach **Letter #3**.

File to attach:

## SCHOLARSHIP APPLICATION

### Part 4: APPLICATION AGREEMENT, ELECTRONIC SIGNATURE & SUBMISSION

**Level: Master of Arts or Science Degree in Library and Information Science (MLIS)**

*You will lose all information entered if you navigate away from this page before submitting your application. For technical support in completing this online application, call Janet at 402-471-2010 or Vern at 402-471-4030, or 800-307-2665, M - F, 8 am - 5 pm CST.*

#### APPLICATION AGREEMENT

**I have read and understand the following conditions of the application:** *(Check each box)*

- I am a resident of the state of Nebraska.
- I am a U.S. citizen, permanent resident, refugee, or asylee.
- I am enrolled in a certificate or degree program with a concentration in library and information science or school library media at an accredited college or university.

**I understand that upon the award of a scholarship, I will be expected to:** *(Check each box)*

- Sign letter of acceptance of scholarship.
- Provide/authorize release of proof of course/program enrollment and educational records from the educational institution to Nebraska Library Commission.
- Provide copies of course registration.
- Provide a course plan.
- Expend scholarship and stipend funds within two (2) years of award, or by October 31, 2013, whichever comes first. Requests for reimbursement (for scholarship and stipend funds) must be received by September 30, 2013.
- Miss no more than one academic term (excluding summer terms) for the duration of the scholarship.
- Maintain a minimum 2.5 GPA and offer proof.
- Participate in at least three enhanced learning sessions offered through the scholarship program and disseminate information about the experience.

- Join the Nebraska Library Commission Facebook support network and actively participate.
- Maintain an active e-mail account and be responsible for information sent to it. Notify the Nebraska Library Commission in the event of a change of contact information—mailing address, telephone number (s), and/or e-mail address .
- Be available for follow-up interviews and surveys for the purposes of scholarship program evaluation.
- After obtaining a degree or certificate, maintain or seek employment in a Nebraska public, school, academic, institutional, tribal, or special library in a library position, and, if hired or currently employed in a library setting, work for at least twelve (12) months.

By checking here, I certify that all information in this application is accurate to the best of my knowledge.

#### SIGNATURE

Checking here and entering your name and the date act as your electronic signature.

Applicant name

Date

 (Ex. 01/01/2011)

#### SUBMIT APPLICATION

Submit

*Once you press Submit, you will be able to print a copy of your completed application. A printable copy will also be sent to you via e-mail.*

## Nebraska Library Commission 21st Century Librarian Scholarship

### Stipends

Also available at <http://nlc1.nlc.state.ne.us/nowhiring/scholarships/stipends.asp>

Congratulations! The Nebraska Library Commission is pleased to offer you a 21st Century Librarian stipend in addition to your scholarship. This program is not just about paying for your tuition, fees, and books. It's about enhancing your educational experience and helping prepare you for a successful library career. These stipends are payments for use toward approved, scholarship-related expenses in addition to your scholarship award.

It is important that scholarship recipients apply for, receive approval of, and receive reimbursement for stipend funding as early in each scholarship as possible.

#### Applying for a Stipend

##### Amount

You may apply for up to **\$2,000 total** in stipends throughout your scholarship period. This amount is in addition to your scholarship award.

##### Application Deadlines and Approval Dates

Stipend applications are reviewed periodically throughout the year.

STIPENDS	
Application deadline	Notification of approval
First day of the month beginning July 1, 2011 and ending August 1, 2013	Last day of the month beginning July 31, 2011 and ending August 31, 2013

*Applications for stipends submitted by mail, e-mail, or fax must be postmarked or date-stamped by the date indicated in the table above.*

##### Eligibility

The Nebraska Library Commission will approve stipends to scholarship recipients based on the justification of the request and availability of funding. Scholarship recipients may not apply for stipends until they have submitted a signed scholarship agreement. Recipients must apply for stipends during their scholarship period only.

##### Three (3) Categories of Stipends

- Laptop computers
  - One new laptop computer stipend per scholarship recipient (Stipend payments may not be used for the purchase of netbooks or tablets.)
  - Reimbursement up to \$700 (Pricing of laptops varies. Costs incurred above \$700 are the responsibility of the scholarship recipient.)
  - Guidelines for selection: <http://nlc1.nlc.state.ne.us/nowhiring/scholarships/laptopselect.pdf> (Contact Michael Sauers, Nebraska Library Commission Technology Innovation Librarian, [michael.sauers@nebraska.gov](mailto:michael.sauers@nebraska.gov), with questions regarding laptop computer selection.)

- Attendance at one library-related national or regional conference
  - One per scholarship recipient
  - Includes travel, lodging, meals and incidentals, and registration expenses (at membership rates)
  - List of suggested conferences:  
<http://www.nlc.state.ne.us/NowHiring/Scholarships/StipendAnnounce.pdf> and  
<http://www.facebook.com/NebraskaLibrarians>
- Library association dues
  - One one-year membership in one library-related professional association per scholarship recipient
  - Reimbursement at the student-level rate (Costs incurred above that amount are the responsibility of the scholarship recipient. The stipend may allow for divisional dues.)
  - List of suggested associations:  
<http://nlc1.nlc.state.ne.us/nowhiring/scholarships/stipendannounce.pdf> and on  
<http://www.facebook.com/NebraskaLibrarians>

### Apply for a Stipend

An application must be completed for each category of stipend requested. It is important that scholarship recipients apply for stipend funding as early in the scholarship period as possible. Apply for conference stipend as soon as conference registration is available.

- **Application for Laptop Computer Stipend** form:  
<http://nlc1.nlc.state.ne.us/nowhiring/scholarships/laptopstipendform.pdf> (fillable, savable, and printable)  
 and <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/LaptopStipendForm.doc> (savable and printable)
- **Application for Association Dues Stipend** form: <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/AssnStipendForm.pdf> (fillable, savable, and printable) and  
<http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/AssnStipendForm.doc> (savable and printable)
- **Application for Conference Attendance Stipend** form: <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/ConfStipendForm.pdf> (fillable, savable, and printable) and  
<http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/ConfStipendForm.doc> (savable and printable)

### **Approval of Stipends**

Stipend applications are reviewed throughout the year by members of the 21st Century Librarian Scholarship team. See stipend notification of award table above. Recipients will be notified by mail of the approval.

### **Payment of Stipends**

It is important that scholarship recipients request reimbursement for stipend funding as early as possible.

- To receive stipend funds, the recipient must have an **IRS W-9** form on file with the Nebraska Library Commission, available at <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/W9.pdf> (fillable, savable, and printable). *Must be submitted by mail.\**
- A **Request for Payment** form, with itemized receipts, must be completed and submitted before funds for **laptops** or **association dues** will be disbursed. Requests for payment of stipend funds must be received within 60 days of expense incurred or by September 30, 2013, whichever comes first. The Request for Payment form is available at <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/PaymentRequest.pdf> (saveable and printable). An original signature is required. *Must be submitted by mail.\**
- An **Expense Reimbursement Request** form must be completed for **conference attendance**. Expense reimbursement requests must meet the Nebraska Library Commission guidelines (for guidelines and forms,

see <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/ExpenseReimburseGuide.pdf>). A signature is required. *Forms must be submitted by mail or fax.\**

- Reimbursements for stipends will be made within 30 days of receipt of the Request for Payment form.
- Requests for reimbursement for conference registration fees and airfare may be submitted separately, prior to the conference.

\* Forms will be submitted to:  
Scholarship Stipends  
Nebraska Library Commission  
1200 N Street, Ste. 120  
Lincoln, NE 68508-2023  
Fax: 402-471-2083  
E-mail: [nlc.IMLSgrant@nebraska.gov](mailto:nlc.IMLSgrant@nebraska.gov)

### Questions?

For inquiries regarding the nature of the stipend program and application, contact:

- Kathryn Brockmeier, [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov), 402-471-4002 or 800-307-2665
- Mary Jo Ryan, [maryjo.ryan@nebraska.gov](mailto:maryjo.ryan@nebraska.gov), 402-471-3434 or 800-307-2665

DATE

NAME  
ADDRESS  
CITY,STATE,ZIP

Dear NAME,

I am very pleased to confirm that the Nebraska Library Commission has awarded you a 21st Century Librarian scholarship for the NAME OF APP LEVEL Program of up to \$ MAXIMUM AMOUNT for tuition, course-required materials, and school-assessed fees. A letter will be sent to Central Community College concerning your scholarship award. Please carefully review the enclosed **Steps for a Successful Scholarship Program Experience** for details regarding the scholarship, stipends, and value-added learning experiences offered through this program.

The scholarship funds will be paid directly to CCC and deposited to your student account after the last date for “dropping” classes and after the college confirms your enrollment and the total cost of your tuition and class fees. Funds may be applied to tuition, school-assessed fees, and books. If you would prefer reimbursement for course-required materials, including books, you may submit a **Request for Payment** form.

In order for us to proceed, you must complete and return the four (4) forms listed below. See the enclosed **Steps for a Successful Scholarship Program Experience** for instructions on completing and returning these forms to us.

- **Scholarship Agreement**
- **Authorization to Release Educational Records**
- **Course Plan**
- **IRS W-9**

Please note that you will complete and return a **Notice of Enrollment** form prior to each academic term for which you would like scholarship funds applied.

The signed scholarship agreement makes you eligible to apply for **stipends** of up to \$2,000 total for use toward pre-approved, scholarship-related expenses, including laptop computers, student-level association dues in a library-related professional organization, and attendance at one library-related national or regional conference. Visit <http://nlc1.nlc.state.ne.us/nowhiring/scholarships/stipends.asp> for details.

Please contact Sue Biltoft, Business Manager, [sue.biltoft@nebraska.gov](mailto:sue.biltoft@nebraska.gov), 800-307-2665 (NE only) or 402-471-4007, if you have any questions regarding disbursement of funds. Please contact Kathryn Brockmeier, Research Analyst and Grant Program Manager, [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov), 800-307-2665 (NE only) or 402-471-4002, if you have any questions regarding any other aspect of the scholarship program.

Very best wishes to you as you work toward completion of your degree.

Sincerely,

Rod Wagner  
Director

Enclosures

May 6, 2011

Barb Larson  
Educational Services  
Central Community College  
3134 West Highway 34  
PO Box 4903  
Grand Island, NE 68802

Dear Ms. Larson:

I am pleased to confirm that the Nebraska Library Commission has awarded a scholarship of \$3,500.00 each to the students listed below:

NAME OF RECIPIENT	MAILING ADDRESS	STUDENT ID #
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The scholarship funds are to be used for tuition, fees, and course-required materials, including books, at Central Community College or another Nebraska community college, for courses taken during the Summer 2011 term, or subsequent terms, through the Spring 2013 term, under the same conditions.

We will need confirmation of the number of credit hours in which each student is enrolled and of tuition and fees before sending payment. We will pay up to the scholarship amount upon receipt of a statement of hours enrolled and tuition and fees owed. The scholarship recipient will provide a Nebraska Library Commission Authorization to Release Educational Records form, which we will forward to you.

You may contact Mary Jo Ryan at the Nebraska Library Commission at [maryjo.ryan@nebraska.gov](mailto:maryjo.ryan@nebraska.gov) or 402-471-3434 if you need any further information or have any questions.

Sincerely,

Rod Wagner  
Director

September 30, 2011

NAME  
ADDRESS  
CITY STATE ZIP

Dear FIRST NAME:

Congratulations! On behalf of the Scholarship Committee, I'm so pleased to be able to tell you that you have been awarded a stipend for up to \$700.00 to purchase one new laptop computer.

The stipend will be paid on a reimbursement basis, so you should purchase the laptop computer of your choice, and then send us a copy of the itemized receipt along with a completed **Request for Payment**. A copy of that form is enclosed, and you can also find the form at: <http://www.nlc.state.ne.us/NowHiring/Scholarships/PaymentRequest.pdf>. You may choose the laptop computer that will best fulfill your needs. If you would like to consult with an expert, Michael Sauers has put together some Guidelines for Selection, available at <http://www.nlc.state.ne.us/NowHiring/Scholarships/LaptopSelect.pdf>, that you may find helpful, or you are welcome to contact him at [michael.sauers@nebraska.gov](mailto:michael.sauers@nebraska.gov).

Please note that

- Costs incurred above \$700 are your responsibility.
- Stipend payments may not be used for the purchase of netbooks or tablets.
- Requests for Payment must be submitted within 60 days of purchase.
- The reimbursement will be made to you within 30 days of our receipt of the Request for Payment form.
- The total of the three stipends for which you are eligible may not go above \$2000. Any part of the \$700 allocated for a laptop computer that is not spent on a computer may be put toward the cost of professional association membership or toward costs to attend a professional conference.

Please direct paperwork to: Scholarship Stipends, Nebraska Library Commission, 1200 N Street, Ste. 120, Lincoln, NE 68508-2023.

If you have any questions, at any point in this process, please don't hesitate to contact me or another member of the Scholarship Committee.

Best wishes,

Kathryn Brockmeier  
Grant Program Manager, IMLS Laura Bush 21st Century Librarian Program  
Research Analyst / Special Projects Associate

September 9, 2011

NAME  
ADDRESS  
CITY STATE ZIP

Dear FIRST NAME:

Congratulations! On behalf of the Scholarship Committee, I'm pleased to be able to tell you that you have been awarded a stipend to cover the cost of a student membership to the Special Libraries Association.

The stipend will be paid on a reimbursement basis, so you should join the organization, and then send us a copy of a receipt or of membership paperwork that mentions the cost of your membership, along with a completed **Request for Payment**. You can access the form at: <http://nlc1.nlc.state.ne.us/nowhiring/scholarships/paymentrequest.pdf>. Please note that Requests for Payment must be submitted within 60 days of the date you joined the organization. The reimbursement will be made to you within 30 days of our receipt of the Request for Payment form.

The total of the three stipends for which you are eligible may not exceed \$2000. Please keep in mind all of the costs for which you are planning to use funds granted through the stipend program.

If you have any questions, at any point in this process, please don't hesitate to contact me or another member of the Scholarship Committee.

Please direct paperwork to:

Scholarship Stipends  
Nebraska Library Commission  
1200 N Street, Ste. 120  
Lincoln, NE 68508-2023

Best wishes,

Kathryn Brockmeier  
Grant Program Manager, IMLS Laura Bush 21st Century Librarian Program  
Research Analyst / Special Projects Associate

September 6, 2011

NAME  
ADDRESS  
CITY STATE ZIP

Dear FIRST NAME:

Congratulations! On behalf of the Scholarship Committee, I'm so pleased to be able to tell you that you have been awarded a stipend to attend the 2011 AASL National Conference.

The stipend will be paid on a reimbursement basis. You will need to submit a **Request for Reimbursement Form**, along with receipts for your expenses. A detailed explanation of how to submit expenses and an example of a completed form are enclosed. Because you will need to pay registration and airfare many weeks before the conference, you may submit a separate form for expenses incurred before the conference.

Expenses may vary slightly from those estimates you submitted with your stipend application. Requests for Reimbursement must be submitted within 60 days after the last day of travel. Reimbursements should be made within 30 days of our receiving your requests. Please do note the State of Nebraska allowances for meals and mileage.

The total of the three stipends for which you are eligible may not go above \$2000. While there are some restrictions on how stipend monies may be spent, generally funds you have not spent on an association membership or a laptop computer may be spent to attend a professional conference.

Please direct paperwork to:  
Scholarship Stipends, Nebraska Library Commission, 1200 N Street, Ste. 120, Lincoln, NE 68508-2023.

We would like to encourage you to share your experience with colleagues. The Nebraska Librarians Learning Together Facebook page (<http://www.facebook.com/Nebraskalibrarians>) is a vehicle we have created for sharing.

If you have any questions, at any point in this process, please don't hesitate to contact me or another member of the Scholarship Committee.

Best wishes,

Kathryn Brockmeier  
Grant Program Manager, IMLS Laura Bush 21st Century Librarian Program  
Research Analyst / Special Projects Associate

**Agreement**  
**Nebraska Library Commission**  
**IMLS Laura Bush 21st Century Librarian Scholarship**

Recipient Name: **NAME**  
ID Number: **ID#**  
Date of Award: **START DATE**  
End Date: **END DATE**

Scholarship award amount: **Up to \$\$\$\$**  
Stipend amount: **Up to \$2,000**

**SCHOLARSHIP REQUIREMENTS AND CONDITIONS**

I affirm that I am (*initial next to each statement*):

- A resident of the state of Nebraska. A resident is a person who is domiciled in this state, even if absent for a period of time, or who has maintained a permanent place of abode and spent over six months in Nebraska. I will maintain this status for the duration of the scholarship.
- A U.S. citizen, permanent resident, refugee, or asylee.
- Enrolled in a certificate or degree program with a concentration in library and information science or school library media at an accredited college or university.

I will (*initial next to each statement*):

- Sign scholarship agreement.
- Provide/authorize release of proof of course/program enrollment and educational records from the educational institution to Nebraska Library Commission.
- Complete a notice of enrollment for each academic term for which I am enrolled in classes.
- Provide a course plan.
- Expend scholarship and stipend funds within two (2) years of award, or by October 31, 2013, whichever comes first. Requests for reimbursement (for scholarship and stipend funds) must be received by September 30, 2013.
- Miss no more than one academic term (excluding summer terms) for the duration of the scholarship.
- Maintain a minimum 2.5 GPA and offer proof.
- Participate in at least three enhanced learning sessions offered through the scholarship program and disseminate information about the experience.
- Join the Nebraska Library Commission Facebook support network and actively participate.
- Maintain an active e-mail account and be responsible for information sent to it.
- Notify the Nebraska Library Commission in the event of a change of contact information—mailing address, telephone number(s), and/or e-mail address.
- Be available for interviews and surveys for the purposes of scholarship program evaluation.
- After obtaining a degree or certificate, maintain or seek employment in a Nebraska public, school, institutional, tribal, or special library in a library position, and, if hired or currently employed in a library setting, work for at least 12 months.

I agree that (*initial next to each statement*):

- Scholarship award funds may be used for tuition, school-assessed fees, and books and course-required materials. The total amount of the scholarship award depends on my course of study.
- The stipends are payments for use toward pre-approved, scholarship-related expenses beyond tuition, fees, and course-related materials.
- Failure to comply with the requirements and conditions of the scholarship program will result in the termination of the scholarship. I may apply at a later date at which time the circumstances resulting in the termination will be considered.

\_\_\_\_\_  
Signature of scholarship recipient

\_\_\_\_\_  
Date

Submit to:  
  
21st Century Librarian Scholarship  
Nebraska Library Commission  
1200 N Street, Ste. 120  
Lincoln, NE 68508-2023

**AUTHORIZATION TO RELEASE EDUCATIONAL RECORDS**

I \_\_\_\_\_ do hereby authorize the Registrar,

*(Name of Scholarship Recipient)*

Financial Aid office, and any other department, division, office, or employee of

\_\_\_\_\_ to release to the

*(Name of Educational Institution)*

Nebraska Library Commission all documents, records or data that the Library Commission might request, including but not limited to transcripts, tuition and fee information. The reason for this authorization is to permit me to receive financial aid from the Nebraska Library Commission. I waive any right I have to receive copies of records provided to the Nebraska Library Commission.

Signature \_\_\_\_\_

Name (Printed) \_\_\_\_\_

Student ID Number \_\_\_\_\_

Permanent Mailing Address \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

E-mail Address \_\_\_\_\_

Date \_\_\_\_\_

Educational records to be released to:

Attn.: 21st Century Librarian Scholarships  
Nebraska Library Commission  
1200 N Street, Ste. 120  
Lincoln, NE 68508-2023  
Fax: 402-471-2083  
E-mail: [nlc.imsgrant@nebraska.gov](mailto:nlc.imsgrant@nebraska.gov)



**Nebraska Library Commission  
21st Century Librarian Scholarship**

Today's Date: \_\_\_\_\_

## Notice of Enrollment

***Complete a separate form for each term***

Name: \_\_\_\_\_

Student ID #: \_\_\_\_\_ E-mail: \_\_\_\_\_

Academic term (*Check one*):  Fall  Winter/Spring  Summer

Term start date: \_\_\_\_\_ Term end date: \_\_\_\_\_

College or University: \_\_\_\_\_

(If you would like us to pay tuition at more than one institution, you must fill out a separate form for each one)

Location: \_\_\_\_\_

Degree/certificate toward which you are working: \_\_\_\_\_

Courses you are taking for the term indicated above:

Course #	Course Title	Hours/Credits
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Total Hours/Credits: \_\_\_\_\_

Cost per credit hour: \$\_\_\_\_\_ Total tuition cost: \$\_\_\_\_\_

**Tuition** amount you would like your NLC 21st Century Librarian scholarship to pay (up to scholarship balance): \$\_\_\_\_\_

**School-assessed fees** amount you would like your NLC 21st Century Librarian scholarship to pay (up to scholarship balance): \$\_\_\_\_\_

Estimated cost of **books and course-required materials** you would like your NLC 21st Century Librarian scholarship to pay (up to scholarship balance): \$\_\_\_\_\_ (You must submit receipts for reimbursement)

Has your contact information changed?  Yes  No

(Please let us know if you have changed name, address, telephone, e-mail, or job)

Submit to: Sue Biltoft  
Nebraska Library Commission  
1200 N Street, Ste. 120  
Lincoln, NE 68508-2023  
Fax: 402-471-2083  
E-mail: [sue.biltoft@nebraska.gov](mailto:sue.biltoft@nebraska.gov)

Form **W-9**  
(Rev. January 2011)  
Department of the Treasury  
Internal Revenue Service

## Request for Taxpayer Identification Number and Certification

**Give Form to the  
requester. Do not  
send to the IRS.**

<b>Print or type See Specific Instructions on page 2.</b>	Name (as shown on your income tax return)	
	Business name/disregarded entity name, if different from above	
	Check appropriate box for federal tax classification (required): <input type="checkbox"/> Individual/sole proprietor <input type="checkbox"/> C Corporation <input type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate	
	<input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partnership) ▶	
	<input type="checkbox"/> Other (see instructions) ▶	
Address (number, street, and apt. or suite no.)		Requester's name and address (optional)
City, state, and ZIP code		
List account number(s) here (optional)		

### Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on the "Name" line to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Social security number									

**Note.** If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

Employer identification number									

### Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
- I am a U.S. citizen or other U.S. person (defined below).

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions on page 4.

<b>Sign Here</b>	Signature of U.S. person ▶	Date ▶
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### General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

#### Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

- Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
- Certify that you are not subject to backup withholding, or
- Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.

**Note.** If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

**Definition of a U.S. person.** For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

**Special rules for partnerships.** Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of partnership income.

## Nebraska Library Commission 21st Century Librarian Scholarship Steps for a Successful Scholarship Program Experience

Also available at <http://nlc1.nlc.state.ne.us/nowhiring/scholarships/orientation.asp>

Congratulations! The Nebraska Library Commission is pleased to award you this 21st Century Librarian scholarship and we hope you will take advantage of all it has to offer. This program is not just about paying for your tuition, fees, and books. It's about enhancing your educational experience and helping prepare you for a successful library career.

Listed below are the major components of the scholarship program and the paperwork mentioned in your award letter that needs to be processed for this program to go smoothly.

### First steps—*complete and submit these forms right away:*

- Agreement**
  - Indicates your official acceptance of the scholarship and your agreement to the conditions/expectations associated with the award. We cannot disburse funds until we have this document on file.
  - Please complete, sign and return one copy; keep the second copy for your records.
  - Original signature required. *Must be submitted by mail.*
- Authorization to Release Educational Records**
  - To be completed once and submitted at the same time as the signed agreement. We send this to your school for them to keep on file. We cannot disburse funds until we have this document on file.
  - Available at <http://nlc1.nlc.state.ne.us/nowhiring/scholarships/authorizationform.pdf> (fillable, savable, and printable) and <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/AuthorizationForm.doc> (savable and printable)
  - Original signature required. *Must be submitted by mail.*
- Course Plan**
  - To be completed once and submitted at the same time the signed agreement. The plan helps us determine your total award amount for the duration of your scholarship program. It may be revised with permission of the Scholarship Committee, should the total number of hours change.
  - Available at <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/CoursePlan.pdf> (fillable, savable, and printable) and <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/CoursePlan.doc> (savable and printable)
  - *May be submitted by mail, e-mail, or fax.*
- IRS W-9**
  - To be completed once and submitted at the same time as the signed agreement. Must be on file for any request for reimbursement to be processed.
  - Available at <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/W9.pdf> (fillable, savable, and printable)
  - Original signature required. *Must be submitted by mail.*

### Next steps:

- Notice of Enrollment** form (required before the start of each academic term)
  - Complete a separate notice for each school you are attending.
  - Available at <http://nlc1.nlc.state.ne.us/NowHiring/Scholarships/EnrollmentForm.pdf> (fillable, savable, and printable) and

<http://ncl1.nlc.state.ne.us/NowHiring/Scholarships/EnrollmentForm.doc> (savable and printable)

- *May be submitted by mail, e-mail, or fax.*

#### ❑ **Stipends**

- These stipends are payments for use toward pre-approved, scholarship-related expenses beyond your scholarship award. You may apply for up to \$2,000 total in stipends throughout your scholarship period. Stipend applications are reviewed periodically throughout the year. These stipends are awarded on a reimbursement basis. Details are available at <http://ncl1.nlc.state.ne.us/NowHiring/Scholarships/Stipends.asp>. Opportunities will also be announced on the Facebook page (<http://www.facebook.com/NebraskaLibrarians>).
- Types of stipends offered:
  - Laptop computers (one per scholarship recipient, regardless of number of scholarships received by the recipient);
  - Student-level association dues in the Nebraska Library Association, or Nebraska Educational Media Association, or a regional or national library-related professional organization; and
  - Attendance (travel, lodging, meals, and registration expenses) at one library-related national or regional conference.

#### ❑ **Request for Payment form**

- Request reimbursement, as needed, for course-required materials, including books, and stipend expenses. Copies of receipts from purchase must accompany the form. You must have an IRS W-9 form on file with us (see form instructions above).
- Request for Payment form available at <http://ncl1.nlc.state.ne.us/NowHiring/Scholarships/PaymentRequest.pdf> (savable and printable)
- Original signature required. *Must be submitted by mail.*

#### ❑ **Nebraska Librarians Learning Together Facebook page**

- Obtain a Facebook account and “like” the Nebraska Librarians Learning Together Facebook page (<http://www.facebook.com/NebraskaLibrarians>). You are expected to have a Facebook account and to become a part of this support network and learning community.
- This is the platform for staying up-to-date with stipend and value-added learning opportunities. Professional librarians will use this platform as a way to network with you and mentor you. Feel free to post library education- and profession-related questions on this page and follow the threads as peers, educators, and professionals respond to your posts.

#### ❑ **Surveys**

- You are expected to complete at least two online surveys, one at the start and one at the conclusion of your scholarship. We will send you an e-mail with the links to the online surveys. The information we gather helps us continually improve the scholarship program and is part of our federal grant reporting requirements. We thank you in advance for your participation!

### **More steps!**

#### ❑ **Training sessions**

- Participate in at least three (3) pre-approved online or face-to-face **training sessions** and report on your experiences. You are expected to complete this requirement within your scholarship period.



## Scholarship Recipient Baseline Survey

Screen capture from Survey Monkey instrument



# Nebraska Library Commission

Exit this survey

### Scholarship Recipient Baseline Survey

#### Instructions

This is the first of two surveys you will receive as a scholarship recipient. A followup survey will be sent after you expend your last scholarship funds. Your participation in both surveys is required as a condition of your scholarship; but, we hope you will be pleased to participate in both voluntarily, as the responses you provide will inform decisions about how to improve the scholarship program in the future.

The purpose of this first survey is to gather baseline data about you as a scholarship recipient. Accordingly, the first set of questions concerns demographics, such as gender, race and ethnicity, and educational background. As one of the goals of the project providing these scholarships is to encourage more diversity among library and information science students and librarians in Nebraska, it is very important that these questions be answered. We also want to identify issues that influenced your decisions about library education and a library career, as this will inform us about how to promote the field more effectively.

Your answers to these questions are confidential. Your name is requested only to link your baseline and followup survey responses. Neither you nor your responses will be identified individually in the survey reports.

Be aware that various kinds of questions are included in this survey. Some require you to choose one response, others allow you to mark all responses that apply, and still others ask you to respond to each of several items on a scale. If the precise response you would like to give is not available, please mark the most pertinent response and/or share your response in the comment box at the end of the survey.

If you have any questions about this survey, contact Keith Curry Lance of the RSL Research Group--[keithlance@comcast.net](mailto:keithlance@comcast.net), 303-466-1860) or Kathryn Brockmeier of the Nebraska Library Commission ([kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov), 800-307-2665, 402-471-4002)

Next

**Demographics**

**1. What is your name (first name and last initial only)?**

**Name:**

**2. What is your gender? (Mark one.)**

- Female
- Male

**3. What is your race? (Mark all that apply.)**

- White
- Black/African American
- American Indian / Alaskan Native
- Asian
- Native Hawaiian / Other Pacific Islander

**4. What is your ethnicity? (Mark one.)**

- Hispanic
- non-Hispanic

**5. What is the highest level of education you have completed? (Mark one.)**

- High school
- Library & Information Services Professional Certificate
- Associate's Degree in Library & Information Services
- Other Associate's degree
- Bachelor's Degree in Library & Information Science
- Other bachelor's degree
- Master's Degree in Library & Information Science
- Other Master's degree

Other (please specify)

**6. What educational credential are you pursuing now? (Mark one.)**

- Library & Information Services Professional Certificate
- Associate's Degree in Library & Information Services
- Other Associate's degree
- Bachelor's Degree in Library & Information Science
- Other bachelor's degree
- Master's Degree in Library & Information Science
- Other Master's degree

Other (please specify)

**7. What is your ultimate educational goal? (Mark one.)**

- Library & Information Services Professional Certificate
- Associate's Degree in Library & Information Services
- Other Associate's degree
- Bachelor's Degree in Library & Information Science
- Other bachelor's degree
- Master's Degree in Library & Information Science
- Other Master's degree

Other (please specify)

**8. Do you or have you in the past either worked or volunteered in a library? (Mark all that apply.)**

- Currently work in a library
- Worked in a library in the past
- Currently volunteer in a library
- Volunteered in a library in the past
- None of the above

If so, name of library and your position

**Factors in Pursuing Library Education & Career**

Your decisions about library education and library work as a career were influenced by many issues. Individual personalities and circumstances vary dramatically. For example: For some, financing an education was a major issue; for others, timing it to work with your personal or family circumstances was key. For some, the growing role of technology in libraries makes such work very attractive; for others, organizing information or working with the public is more appealing. In each of the two following questions, indicate the extent to which each issue was a 'pro' or a 'con' for you personally.

**9. To what extent did each of the following issues make pursuing library education or further library education more or less attractive to you? (Mark one per row.)**

	Very attractive	Somewhat attractive	Not very attractive	Not at all attractive
Employer's attitude & level of support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues' attitudes & level of support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family/friends' attitudes & levels of support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial considerations (financial aid, personal or family needs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time considerations (home situation, family, other interests)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal plans for the future (ambitions, wish for change)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**10. To what extent does each of the following issues make working in a library more or less attractive to you? (Mark one per row.)**

	Very attractive	Somewhat attractive	Not very attractive	Not at all attractive
Freedom of information (preventing censorship, guaranteeing privacy)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Image of librarians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Libraries as places	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library job market (availability of jobs, advancement)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nature of library work tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizing information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Potential compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Role of technology in libraries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with the public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 21st Century Skills Concepts & Themes

#### 11. How familiar are you with each of the following learning and information skills? (Mark one per row.)

	Very familiar	Somewhat familiar	Somewhat unfamiliar	Very unfamiliar
Critical thinking / problem solving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creativity / innovation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication / collaboration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Visual literacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scientific / numerical literacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cross-disciplinary thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Basic literacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### 12. How familiar are you with each of the following information / media / technology skills? (Mark one per row.)

	Very familiar	Somewhat familiar	Somewhat unfamiliar	Very unfamiliar
Information literacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Media literacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ICT (information / communication / technology) literacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### 13. How familiar are you with each of the following life / career skills? (Mark one per row.)

	Very familiar	Somewhat familiar	Somewhat unfamiliar	Very unfamiliar
Flexibility / adaptability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Initiative / self-direction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social / cross-cultural skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Productivity / accountability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership / responsibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### 14. How familiar are you with each of the following 21st Century Skills themes? (Mark one per row.)

	Very familiar	Somewhat familiar	Somewhat unfamiliar	Very unfamiliar
Global awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial / economic / business / entrepreneurial literacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Civic literacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health literacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental literacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Click DONE below to submit your response to the survey. Thank you!

## Nebraska Library Commission 21st Century Librarian Scholarship Application for New Laptop Computer Stipend

### Stipend Process

Prior to completing this process, please refer to the guidelines for laptop computer selection (<http://www.nlc.state.ne.us/NowHiring/Scholarships/LaptopSelect.pdf>).

Step 1: The scholarship recipient completes and submits this application form.

Step 2: The Nebraska Library Commission reviews the application and notifies the scholarship recipient of approval.

Step 3: The recipient purchases the laptop computer, within the stipulations below.

Step 4: The recipient submits a Request for Payment form along with itemized receipt.

Step 5: The Nebraska Library Commission reimburses allowable costs, up to \$700.

Details about the stipend program and application deadlines are available at <http://www.nlc.state.ne.us/NowHiring/Scholarships/Stipends.asp>.

**Date:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**E-mail Address:** \_\_\_\_\_

**Provide a short justification for how the acquisition of a new laptop computer will assist you in attaining your education and career goals:**

**By checking this box, I agree to the stipulations of the stipend:**

- The Nebraska Library Commission 21st Century Librarian Scholarship team will approve one stipend for one new laptop computer up to the amount of \$700.00.
- Payments for laptop computer stipends will be made on a reimbursement basis.
- Laptop computer stipend payments may not be used for the purchase of netbooks or tablets.
- Requests for payment must be made within 60 days of purchase or by September 30, 2013, whichever comes first.

**Submit this application by e-mail (subject: Stipend Application), fax, or mail by the appropriate deadline date to:**

Scholarship Stipends  
Nebraska Library Commission  
1200 N Street, Ste. 120  
Lincoln, NE 68508-2023  
Fax: 402-471-2083  
E-mail: [nlc.IMLSgrant@nebraska.gov](mailto:nlc.IMLSgrant@nebraska.gov)

Office use only

Scholarship start date: \_\_\_\_\_  
Scholarship end date: \_\_\_\_\_  
Stipend award amount: \_\_\_\_\_  
Stipend award date: \_\_\_\_\_

## Nebraska Library Commission 21st Century Librarian Scholarship Application for Library Association Dues Stipend

### Stipend Process

Prior to completing this process, please refer to the list of suggested associations (<http://www.nlc.state.ne.us/NowHiring/Scholarships/StipendAnnounce.pdf>). If you are planning to attend a stipend-funded conference, consider selecting the sponsoring association and joining the year the conference is held.

Step 1: The scholarship recipient completes and submits this application form.

Step 2: The Nebraska Library Commission reviews the application and notifies the scholarship recipient of approval.

Step 3: The recipient joins an association, within the stipulations below.

Step 4: The recipient submits a Request for Payment form along with a copy of official notice of membership.

Step 5: The Nebraska Library Commission reimburses approved cost.

Details about the stipend program and application deadlines are available at <http://www.nlc.state.ne.us/NowHiring/Scholarships/Stipends.asp>.

Date: \_\_\_\_\_

Name: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Full name of Association you wish to join: \_\_\_\_\_

Stipend Amount Request (student-level membership rate): \$ \_\_\_\_\_

**Provide a short justification for how membership in this particular association will assist you in attaining your education and career goals:**

**By checking this box, I agree to the stipulations of the award:**

- The Nebraska Library Commission 21st Century Librarian Scholarship team will approve one stipend for association dues at the student-level rate in one state, regional or national library-related professional organization.
- Requests for payment must be made within 60 days of official membership notice or by September 30, 2013, whichever comes first.

**Submit this form by e-mail (subject: Stipend Application), fax, or mail by the appropriate deadline date to:**

Scholarship Stipends  
Nebraska Library Commission  
1200 N Street, Ste. 120  
Lincoln, NE 68508-2023  
Fax: 402-471-2083  
E-mail: [nlc.IMLSgrant@nebraska.gov](mailto:nlc.IMLSgrant@nebraska.gov)

Office use only

Scholarship start date: \_\_\_\_\_  
Scholarship end date: \_\_\_\_\_  
Stipend award amount: \_\_\_\_\_  
Stipend award date: \_\_\_\_\_

# Nebraska Library Commission 21st Century Librarian Scholarship Application for Conference Attendance Stipend

## Stipend Process

Prior to completing this process, please refer to the list of suggested associations (<http://www.nlc.state.ne.us/NowHiring/Scholarships/StipendAnnounce.pdf>).

- Step 1: The scholarship recipient completes and submits this application form.
- Step 2: The Nebraska Library Commission reviews the application and notifies the scholarship recipient of approval.
- Step 3: The recipient attends conference, within the stipulations below.
- Step 4: The recipient submits a Request for Payment along with itemized receipts (airfare and conference registration payment requests may be submitted prior to travel). An Expense Reimbursement Request form must accompany Request for Payment form.
- Step 5: The Nebraska Library Commission reimburses allowable costs, up to approved amount.

Details about the stipend program and application deadlines are available at <http://www.nlc.state.ne.us/NowHiring/Scholarships/Stipends.asp>.

Date: \_\_\_\_\_

Name: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Name of Conference you wish to attend: \_\_\_\_\_

Date(s) of Conference Attendance: From \_\_\_\_\_ to \_\_\_\_\_

Conference Location (City, State): \_\_\_\_\_

Provide a short justification for how attendance at and participation in this particular conference will assist you in attaining your education and career goals:

### Estimated Expenses:\*

Lodging	\$ _____
Meals	\$ _____
Airfare	\$ _____
Mileage	\$ _____
Conference Registration Fees	\$ _____
Miscellaneous	\$ _____
Total Estimated Cost	\$ _____

Stipend Amount Request (up to \$2,000) \$ \_\_\_\_\_

By checking this box, I agree to the stipulations of the award:

- The Nebraska Library Commission 21st Century Librarian Scholarship team will approve one stipend for attendance (travel, lodging, meals, and registration expenses) at one library-related national or regional conference.
- Payments for stipends will be made on a reimbursement basis. Any costs incurred above the approved amount are the responsibility of the scholarship recipient.
- Requests for payment must be made within 60 days after the end of the conference or by September 30, 2013, whichever comes first.

Submit this form by e-mail (subject: Stipend Application), fax, or mail by the appropriate deadline date to:

Scholarship Stipends  
 Nebraska Library Commission  
 1200 N Street, Ste. 120  
 Lincoln, NE 68508-2023  
 Fax: 402-471-2083  
 E-mail: [nlc.IMLSgrant@nebraska.gov](mailto:nlc.IMLSgrant@nebraska.gov)

Office use only

Scholarship start date: \_\_\_\_\_

Scholarship end date: \_\_\_\_\_

Stipend award amount: \_\_\_\_\_

Stipend award date: \_\_\_\_\_

\*Instructions for calculating expense estimates

For questions not answered by the following, contact Laura Johnson, [laura.johnson@nebraska.gov](mailto:laura.johnson@nebraska.gov), 402-471-2694 or 800-307-2665.

- Lodging: Double occupancy rate preferred. See conference registration materials for hotel room rates.
- Meals: Meals includes meals and tips. Allowable meal costs per day (“per diem”) estimates for a particular location can be retrieved at <http://www.gsa.gov/portal/category/100120>. You may include meal costs incurred on travel days.
- Airfare: Estimate using an online estimation site such as <http://www.kayak.com/>.
- Mileage: Includes mileage to/from the airport or to/from the conference. Rate: \$.51/mile. Use an online calculation tool such as MapQuest to estimate mileage.
- Conference Registration Fees: If you are not a member of the sponsoring association, you must cover the difference in the cost of the registration, or pay to join the association to receive membership rates.
- Miscellaneous: Taxi, shuttle, airport parking, tips to shuttle drivers, tips to hotel staff, etc.

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Submitted by: Keith Curry Lance, RSL Research Group

**Year One Evaluation**

In October 2010, the Nebraska Library Commission received a three-year grant from the Laura Bush 21<sup>st</sup> Century Librarian Program of the Institute of Museum and Library Services for its proposed Cultivating Rural Librarians' 21<sup>st</sup> Century Skills project. The two major components of the project are a scholarship program to encourage prospective librarians to pursue academic degree programs and an internship program to introduce potential librarians to the world of libraries and the career options it offers them.

**21<sup>st</sup> Century Librarian Scholarship Program**

Libraries in the 21st century need librarians with 21st century skills—and this scholarship program will help you develop those skills. Twenty-first century skills include:

- Learning and information skills, such as basic literacy, communication and collaboration, creativity and innovation, critical thinking and problem solving, cross-disciplinary thinking, scientific and numerical literacy, and visual literacy;
- Information, media and technology skills, such as information literacy; information, communication and technology (ICT) literacy; and media literacy;
- Life and career skills, such as flexibility and adaptability, initiative and self-direction, leadership and responsibility, productivity and accountability, and social and cross-cultural skills.

Twenty-first century skills are required to address five 21<sup>st</sup> century themes:

- Civic literacy;
- Environmental literacy;
- Financial, economic, business, and entrepreneurial literacy;
- Global awareness; and
- Health literacy.

Not only does this program help with tuition, fees and class-related materials, it supports students in their education and professional development with funds that

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may be used to purchase laptop computers, attend national professional conferences, and join professional associations. This scholarship program includes enhanced learning opportunities such as the 21st Century Skills Seminar, webinars, face-to-face training, and online social networking.

**Evaluation Components**

The evaluation of the scholarship program was comprised by several components:

- Baseline and follow-up surveys of scholarship recipients (only the first of which has been completed to date);
- Key informant interviews of scholarship recipients; and
- Qualitative analysis of scholarship recipients' participation in, and learning from, a variety of learning opportunities as reflected in their contributions to the Nebraska Librarians Learning Together group on Facebook.

Quotes from the key informant interviews and Facebook group analysis help to illustrate the survey findings.

**Scholarship Findings**

During the first project year, 36 Nebraskans have received 21<sup>st</sup> Century Librarian scholarships. The survey responses describe:

- Their demographics and background (gender, race/ethnicity, education);
- What they find more and less attractive about pursuing library education and working in a library; and
- Their familiarity with 21<sup>st</sup> Century skills and themes.

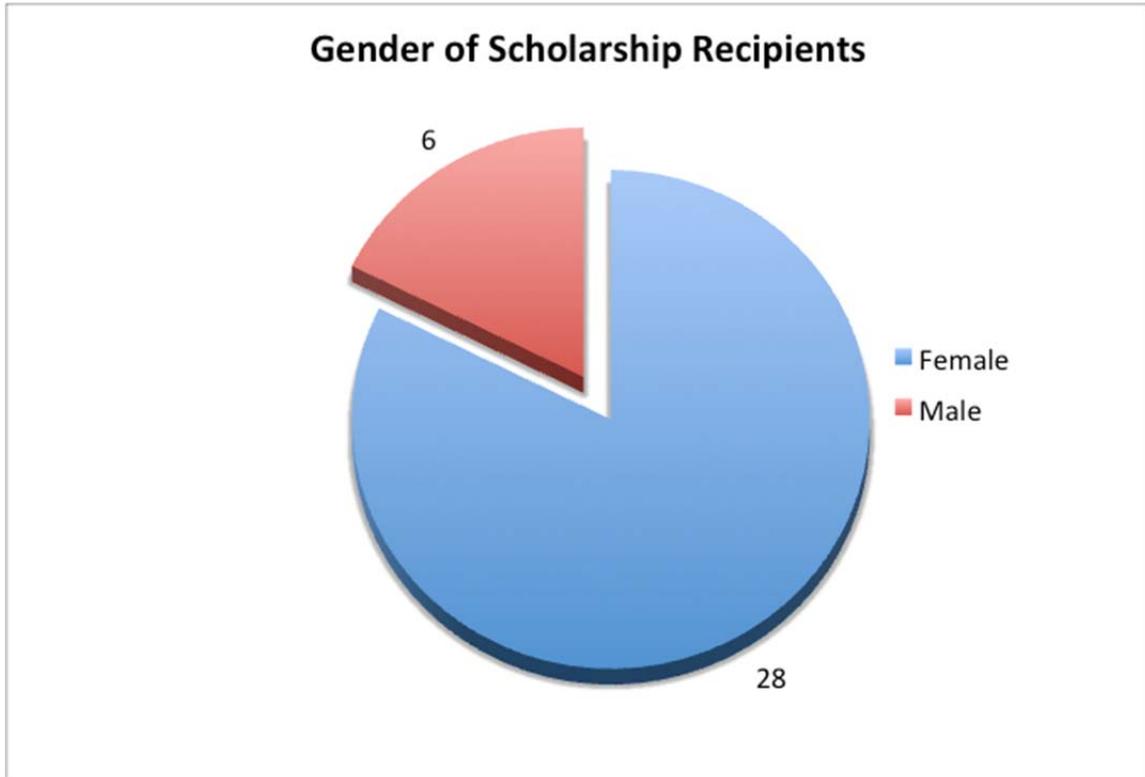
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**Demographics & Background of Scholarship Recipients**

Of the 36 current scholarship recipients, all share the same race and ethnicity: they are White and non-Hispanic. Of this group, 30 are female and 6, male.



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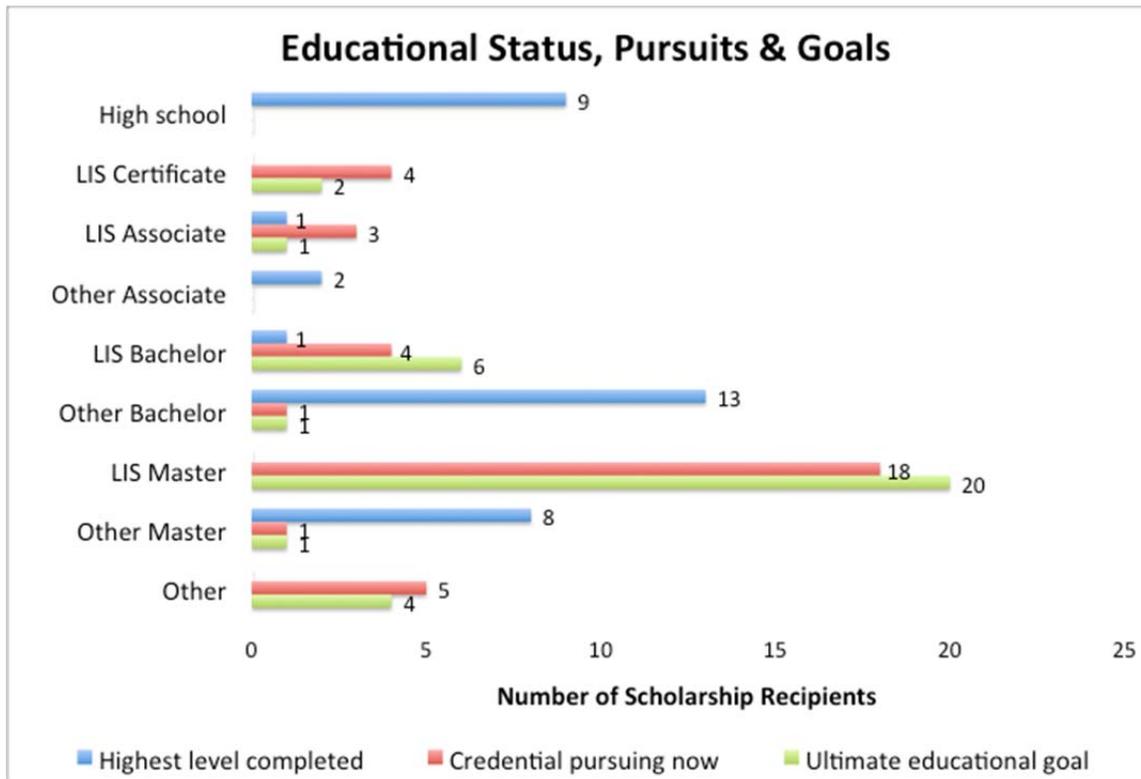
**Educational Status, Pursuits & Goals of Scholarship Recipients**

Scholarship recipients were asked to identify their current educational status, the degree they are pursuing, and their ultimate educational goal.

Most of these 36 prospective librarians came into the program with little or no library-related education: 11 are high school graduates, 13 have a bachelor’s degree in another field, and eight have a master’s degree in another field. None has a master’s degree in library and information science (LIS), and only one each has an LIS-related bachelor’s or associate’s degree.

Currently, 18 are pursuing an LIS master’s degree; five, an LIS bachelor’s degree; another five, an LIS certificate; and three, an LIS associate’s degree—a total of 31 of the 36.

Ultimately, 21 expect to attain an LIS master’s degree; seven, an LIS bachelor’s degree; two, an LIS certificate, and one, an LIS associate’s degree—again, a total of 31 of the 36.



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Submitted by: Keith Curry Lance, RSL Research Group

*I recently accepted [a college library director] position. ... [The college] will pay for me to obtain my Ph.D., so sometime in the next few years, after I settle into my position I will probably enroll in a Ph.D. from a Nebraska university.*

Tina Olson Walker

*I've wanted to go back to college for quite some time, and I knew that I wanted to be in education, but I couldn't really decide exactly what I wanted to teach. Our high school media arts specialist ... suggested that I look into [preparing to become] a media arts specialist.*

David Watchorn

**Experience Working or Volunteering in Libraries of Scholarship Recipients**

Regarding their experience in a library setting, scholarship recipients were asked if, currently or in the past, they had either worked or volunteered in a library. They were permitted to give multiple answers to this question.

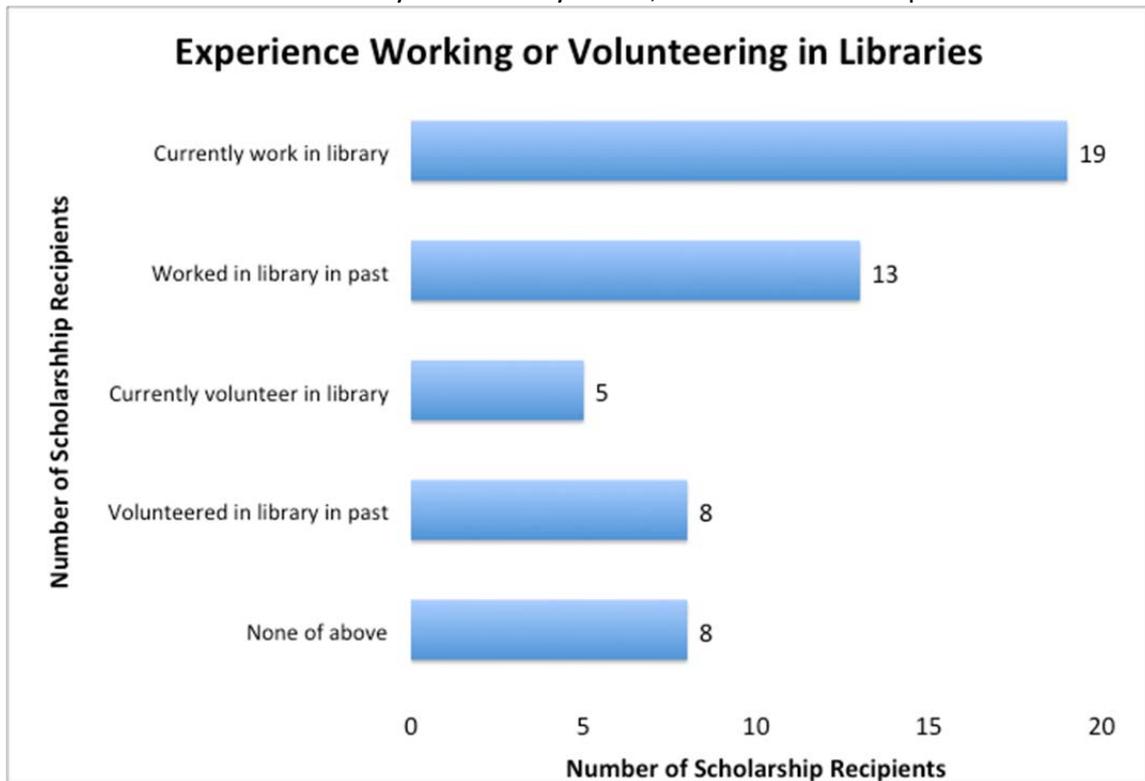
Of the 36 scholarship recipients:

- 21 currently work in a library,
- 13 worked in a library in the past,
- 8 volunteered in a library in the past, and
- 5 currently volunteer in a library.

Only eight reported no previous experience either working or volunteering in libraries.

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Submitted by: Keith Curry Lance, RSL Research Group



*In 2006, I was in the process of obtaining my Master's in Business Administration. My intention was to work in finance and banking. I obtained a position in my current library. It did not take me long to fall in love with librarianship and working with patrons.*

Tina Olson Walker

*Most of my exposure to the profession has been through our ... media arts specialist. I have known her for years, and I have helped out some at the local library. I am a custodian at the school, so I have helped out some there as well. ... She suggested that I look into a media arts specialist position, and that's when I realized after some research into the position that it was exactly what I wanted.*

David Watchorn

**Cultivating Rural Librarians’ 21<sup>st</sup> Century Skills**

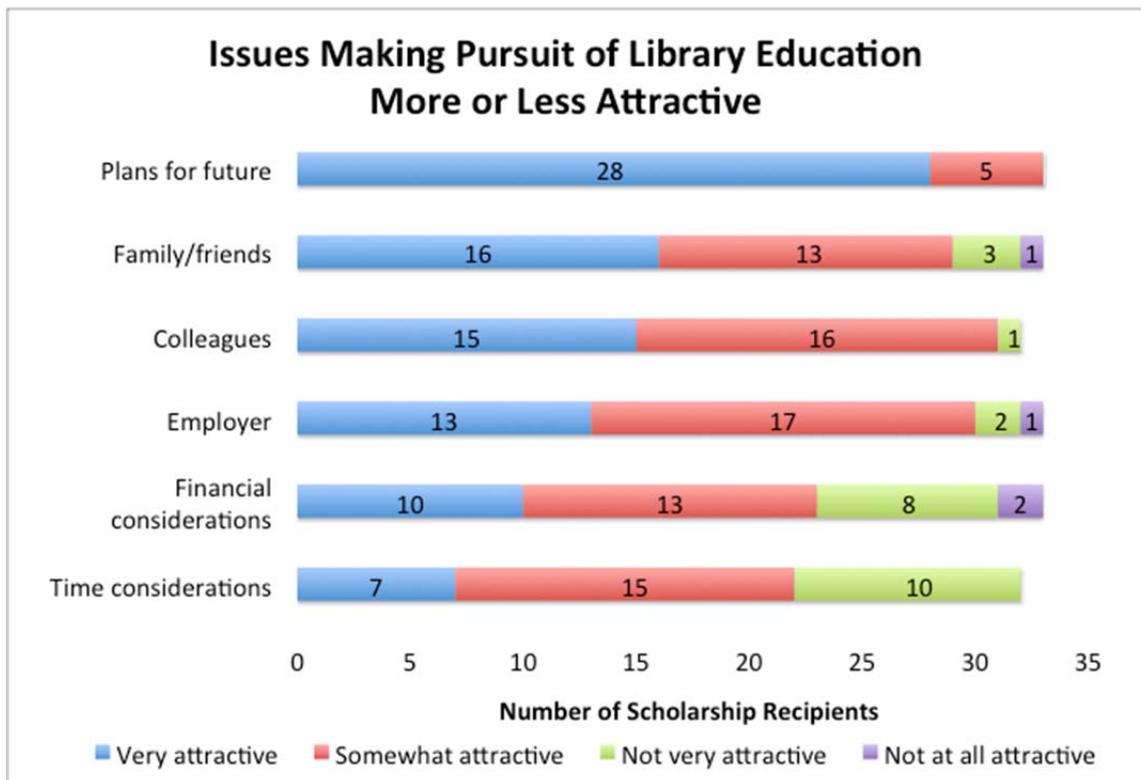
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**Issues Making Pursuit of Library Education More or Less Attractive to Scholarship Recipients**

Scholarship recipients were asked to rate the extent to which six factors make pursuing library education attractive to them: the attitudes and levels of support given by employers, colleagues, and family and friends; financial and time considerations; and their personal plans for the future.

Of the 34 respondents for most factors, all identified their plan for the future as a factor that makes library education very or somewhat attractive, with 29 responding very attractive. The universally high ratings of this factor imply an acknowledgement of the fact that pursuing a professional career in librarianship usually requires a master’s degree in LIS. Approximately half of the respondents credited the attitudes and support of family and friends (17) and colleagues (16) with encouraging their educational pursuits. Just under half (13) gave such credit to their employers. Conversely, about a third (10) identified financial considerations associated with pursuing library education as not very attractive or not attractive at all. Two-thirds expressed similarly negative feelings about time considerations.



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Submitted by: Keith Curry Lance, RSL Research Group

*During my schooling, my employers made some modifications to my work schedule so I could participate in classes only offered during working hours. With my family always being supportive, I kind of expected that. What I didn't expect was the overwhelming assistance I received from my co-workers and supervisors. They truly made a difference.*

Tina Olson Walker

**Issues That Make Working in a Library More or Less Attractive to Scholarship Recipients**

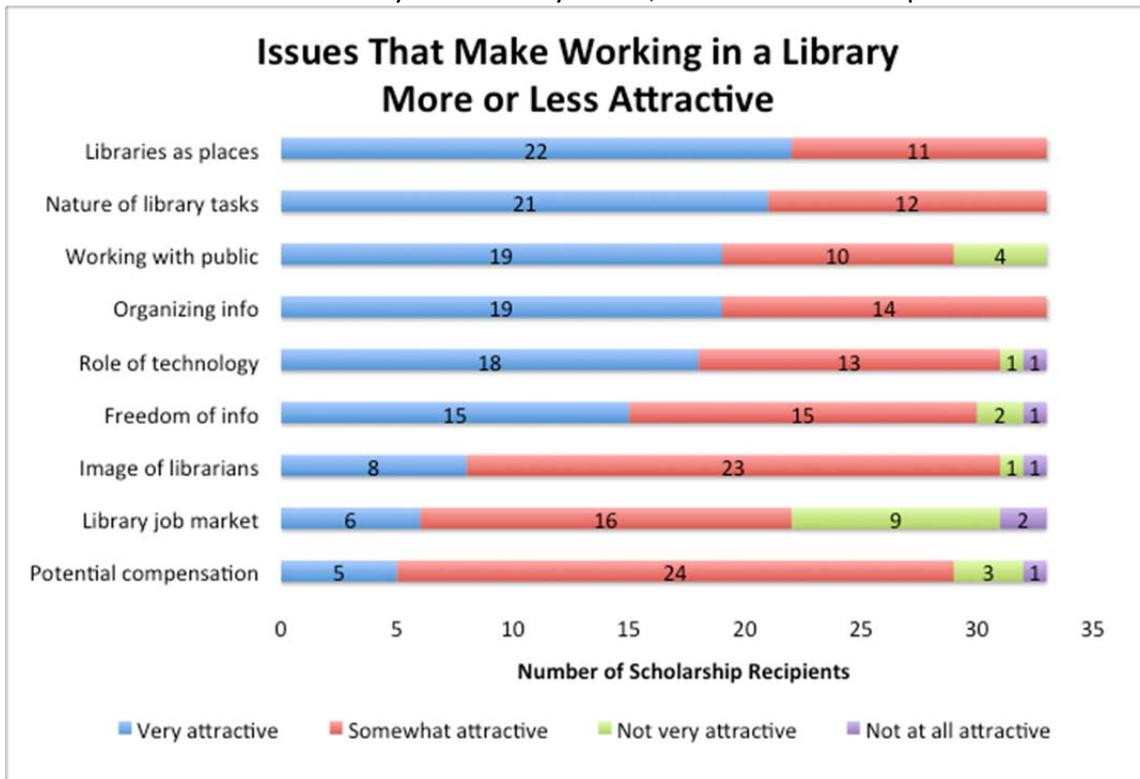
Scholarship recipients were asked to rate the extent to which nine factors make pursuing library work attractive to them. To some of those factors—libraries as places and the nature of library tasks—more positive reactions were expected, while to others—the image of librarians and potential compensation—more negative reactions were expected. Other issues included: working with the public, organizing information, the role of technology, and freedom of information (i.e., preventing censorship, guaranteeing privacy)

Of the 34 scholarship recipients identifying issues that make library work very attractive to them, solid majorities (20 to 23) identified libraries as places, the nature of library tasks, and working with the public as very attractive factors. The least positive responses went to the library job market (7) and potential compensation (5). Notably, however, if very and somewhat attractive responses are combined, at least 30 of 34 respondents express positive feelings about all of the issues, except for the library job market.

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*I truly loved [library] work, the patrons, and the atmosphere, in that order. I especially loved helping patrons with reference questions and using our online databases and e-resources. I knew within months, that this atmosphere was where I wanted to work for the rest of my life.*

Tina Olson Walker

*I love to read and I love to share my enthusiasm with others. [My idea job] would be a combination of the environment of working in a library, which I love being in, and working with kids to help them realize how enjoyable reading can be.*

David Watchorn

### Cultivating Rural Librarians' 21<sup>st</sup> Century Skills

#### Laura Bush 21<sup>st</sup> Century Librarian Program

Submitted by: Keith Curry Lance, RSL Research Group

#### Familiarity with 21<sup>st</sup> Century Learning & Information Skills of Scholarship Recipients

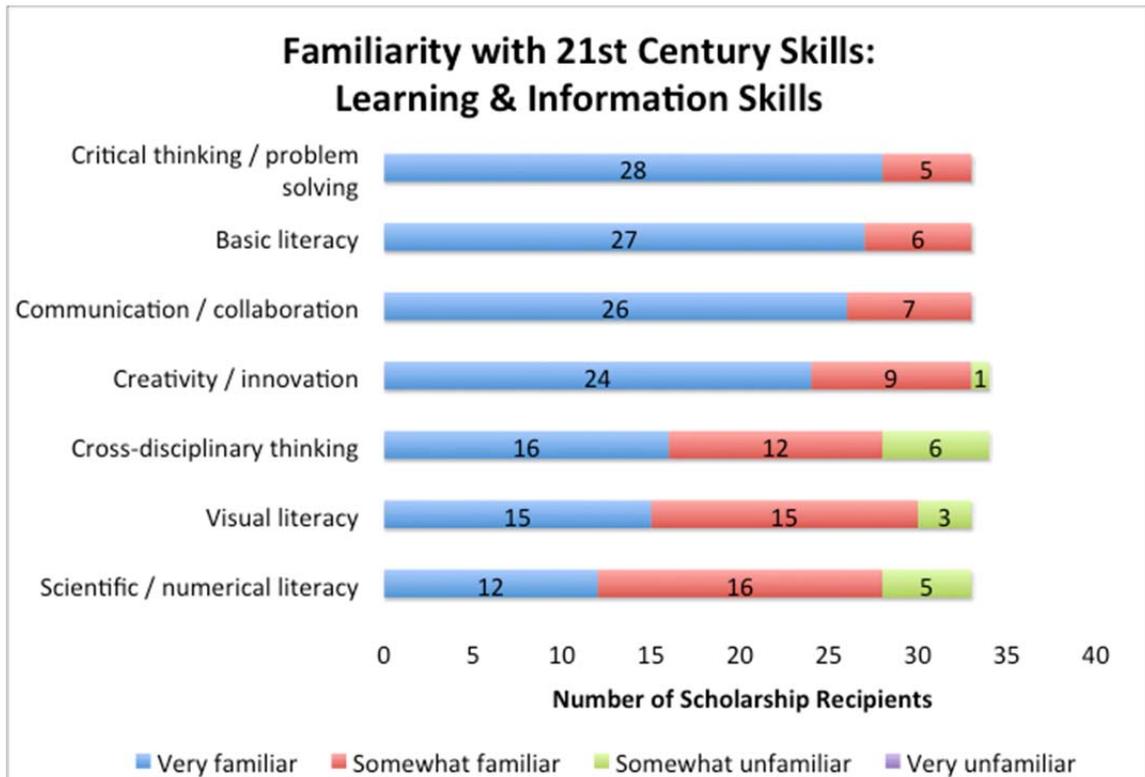
The Partnership for 21<sup>st</sup> Century Skills is a sufficiently diverse coalition of educators, librarians, non-profit organizations, and corporations that it was probably inevitable that the definition of “21<sup>st</sup> century skills” would be broad and inclusive. Some of the skills included in this framework are likely to be more familiar to some prospective librarians than others.

Three learning and information skills are very or somewhat familiar to all (and with a lone exception, all but one) of the current scholarship recipients:

- Basic literacy,
- Critical thinking and problem solving,
- Communication and collaboration, and
- Creativity and innovation.

Skills in this group identified by scholarship recipients as somewhat unfamiliar are:

- Cross-disciplinary thinking,
- Scientific and numerical literacy, and
- Visual literacy.



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Submitted by: Keith Curry Lance, RSL Research Group

*The ideas and concepts taught [in the Instructional Literacy and the Library Educator presentation] were reflective of what I am learning in my ... MLIS program ... reflective teaching, concept mapping, and student engagement.*

Tina Olson Walker

Librarians think they know their users because they speak to a select few, but there might be many that don't interact with staff. The personas [introduced in Who's Out There? User Personas and Libraries] are a really great way to get into these hypothetical heads, at least in as much as anyone could.

Jen Barnason

*Since I work in an academic library, I was interested to see exactly what [the Learning Commons UNK] was and how it was working. Basically, the idea is to put everything students could need for research and help in one place—in this case, the library. They were able to remodel an area of the library that the writing center then moved into. Now students were able to do their library research, use a computer, and get help with writing skills all in one place. The project has been very successful and they are looking at further expanding the services they offer.*

Debbie Aden

*[From NLA/NEMA keynoter Cassandra Barnett] I got the idea of having a celebrity reader from the high school visit he grade school each quarter. So many of our students are visible to the elementary students through athletics, dramatics, etc., and the elementary students really look up to them. What better advocates for reading than the elementary students' heroes? ... I emailed our digital design instructor who jumped on board and agreed to have his students make [READ] posters for our celebrity readers.*

Jennie Dugan Schneider

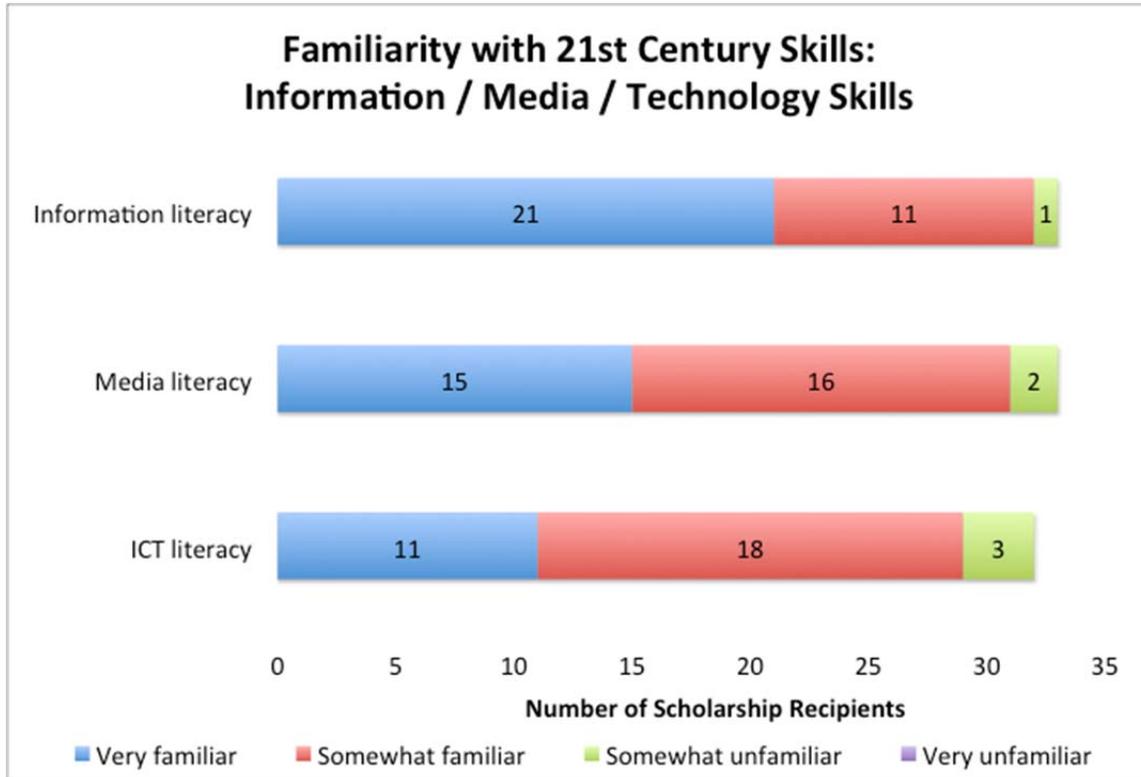
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Submitted by: Keith Curry Lance, RSL Research Group

**Familiarity with 21<sup>st</sup> Century Information / Media / Technology Skills of Scholarship Recipients**

The overwhelming majority of scholarship recipients identified all skills in the information, media, and technology skills group as very or somewhat familiar. This is little surprise, considering that this skillset is most closely related to librarianship.



*It's really important for me ... to keep up with and utilize popular technology with students. It's the world they're growing up in, after all.*

Chandra Kosmicki

*As always, I will need to keep current on technologies in the library. This will not only include library software and programs, but also things like Blackboard, Content Management Systems, email, YouTube, and other learning resources.*

Tina Olson Walker

*We need to focus on content—in whatever form—and service. ... Oliver Twist isn't a good book, it's a good story, a good read ... It is the content not the form that matters.*

Emily Kesten

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Submitted by: Keith Curry Lance, RSL Research Group

*I think [print-on-demand book machines] would be a great step for libraries. We have to keep up with technology or get passed by.*

David Watchorn

*I have been slow to take notice of what exactly these “square bar code thingies” are. [After the QR Code session] I could see libraries using these codes on display cases to provide supplementary information or direct links to the catalog fro the display topic. Codes would also be useful on “You are here” maps of the library, so a patron can scan the code and link to a library map that they can take with them on their phone or tablet.*

Brian Maass

*After listening to [the Google+ presentation] I really felt like the Hangouts would be a great way for classes of kids, along with their teachers, to begin working together off campus.*

Michaela Dobrovolny Braun

*My 5<sup>th</sup> and 6<sup>th</sup> grade library students are working on presentations about animals, and the Creative Commons website [I learned about at the Find It On the Web 2.0 session] will be a great place for them to find pictures that are not copyrighted.*

Jennie Dugan Schneider

*One thing that I will apply to my own situation [from Michael Sauers' Tech Talk] is to be involved in technology planning. Normally the computer apps teacher and our tech along with our principal are the ones who decide on what will be involved in our plan ... I have to be able to put my opinions out there, too. Otherwise, the SLMC will probably be forgotten or overlooked and the labs will be the main focus on the tech plan.*

Jennie Dugan Schneider

**Cultivating Rural Librarians’ 21<sup>st</sup> Century Skills**

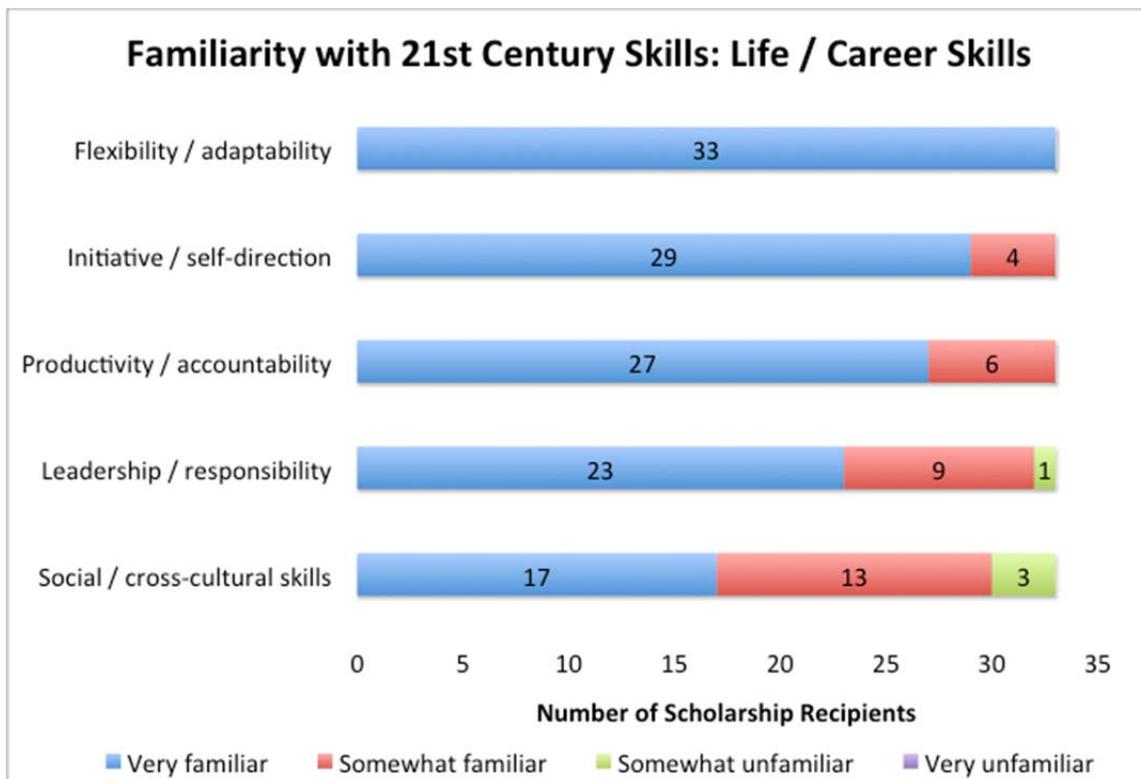
**Laura Bush 21<sup>st</sup> Century Librarian Program**

Submitted by: Keith Curry Lance, RSL Research Group

**Familiarity with 21<sup>st</sup> Century Life / Career Skills of Scholarship Recipients**

Scholarship recipients were also asked about their familiarity with a wide range of life and career skills.

Similarly to information, media, and technology skills—and quite likely owing to their previous work experience—the overwhelming majority of scholarship recipients identified most life and career skills as either very or somewhat familiar. The noteworthy exception is social and cross-cultural skills, with which three acknowledged being somewhat unfamiliar.



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Submitted by: Keith Curry Lance, RSL Research Group

*The Nebraska Library Leadership Institute ... gave me a greater awareness of leadership styles and practical skills that I could incorporate into my own leadership style. ... The eight mentors shared their varied library experiences with us. These were very informative because they showed the good, the bad, and the ugly of library life. Best of all, it showed viable solutions that the mentors used to rectify or ameliorate situations.*

Marguerite Miller

*[At the "Shortcuts to Greatness" pre-conference] I learned about ... leadership, vision ... and know[ing] the strategic value of your library.*

Donna Christiansen

*[At] the Digital Humanities presentation ... it was really interesting to see how people from so many different backgrounds can work together on projects. ... It made me understand some of the non-traditional opportunities available with a library science degree. It seems to be a very forward thinking way of looking at the future of our profession.*

David Watchorn

*I loved meeting library workers from all over Nebraska. We had a good mix of academic, rural, public, and school libraries in our group, so we were able to bring very different experiences to our activities and get a broader, yet more in-depth, view of Nebraska libraries.*

Emily Kesten

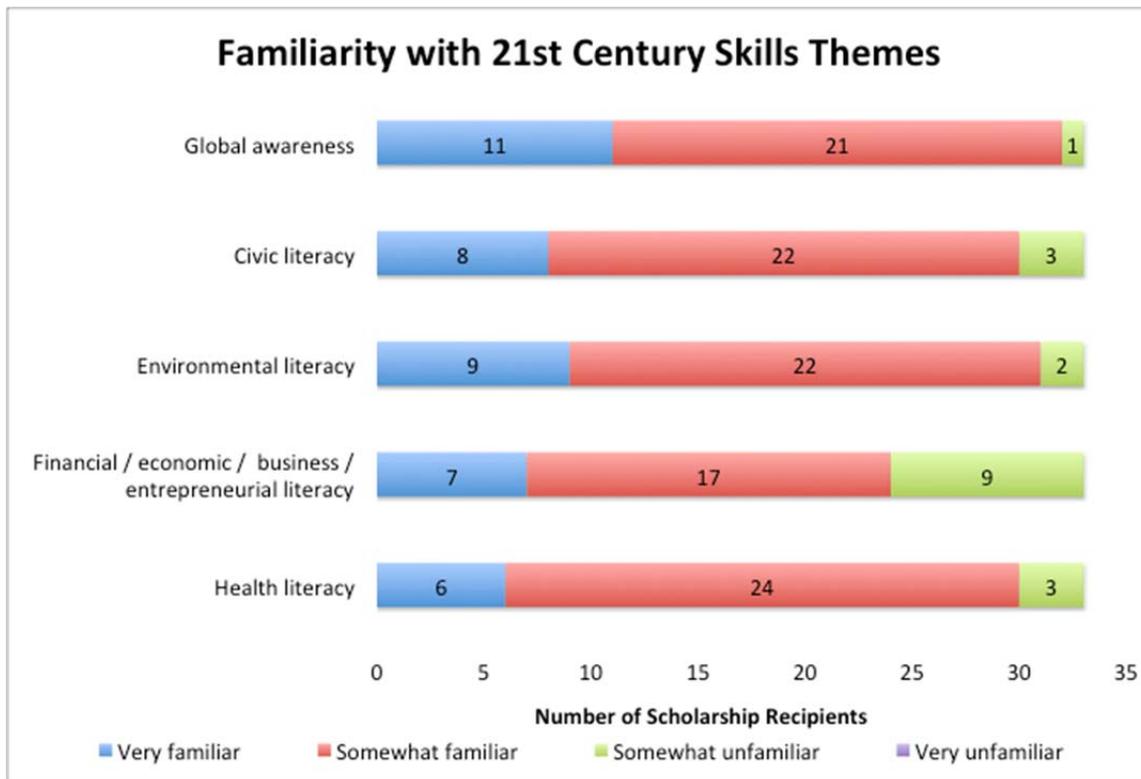
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Submitted by: Keith Curry Lance, RSL Research Group

**Familiarity with 21<sup>st</sup> Century Skills Themes of Scholarship Recipients**

The vast majority of scholarship recipients are also very or somewhat familiar with all of the 21<sup>st</sup> century skills themes: civic literacy, environmental literacy, global awareness, and health literacy. The lone exception is financial, economic, business and entrepreneurial literacy, to which more than a quarter (nine) acknowledged being somewhat unfamiliar.



*[From the Shortcuts to Greatness pre-conference, I learned that] Great libraries maintain connections with their communities and address community problems. They have a culture of generosity and belong to their patrons.*

Brian Maass

*I will be accumulating budget and finance experience at this new position, which is the real-world experience I lack. I have an MBA that prepared me for this, but actually doing this on the job, will be much different.*

Tina Olson Walker

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Submitted by: Keith Curry Lance, RSL Research Group

*The first thing I learned about [at Technology Planning Summer Camp] was E-Rate. ... Our library could get a discount of 60-70% for our phone service ... so we will be looking into doing E-Rate.*

Donna Christiansen

*The websites [introduced in Birds Do It, Bees Do It: Sexual Health Resources] are very helpful because they're for everybody ... teens, parents, and teachers [and are also available] in Spanish. These websites are beneficial for me so that I can look up things to help other people. But also they're helpful because if a teen or anybody is too embarrassed to ask anybody these questions, libraries can have these websites on bulletin boards or on flyers so they can get answers to their questions.*

Justine Goeden

*I learned how to find [sexual health] information for elderly adults, information specific to men or women, and even where teens could find answers to questions they would probably be too scared to ask.*

Naomi Solomon

**Internship Findings**

To assess the internship program, four surveys were administered:

- a baseline survey of student interns
- a follow-up survey of student interns
- a survey of their supervisors about their experience with the internship program
- a survey of their supervisors about their experiences with individual interns

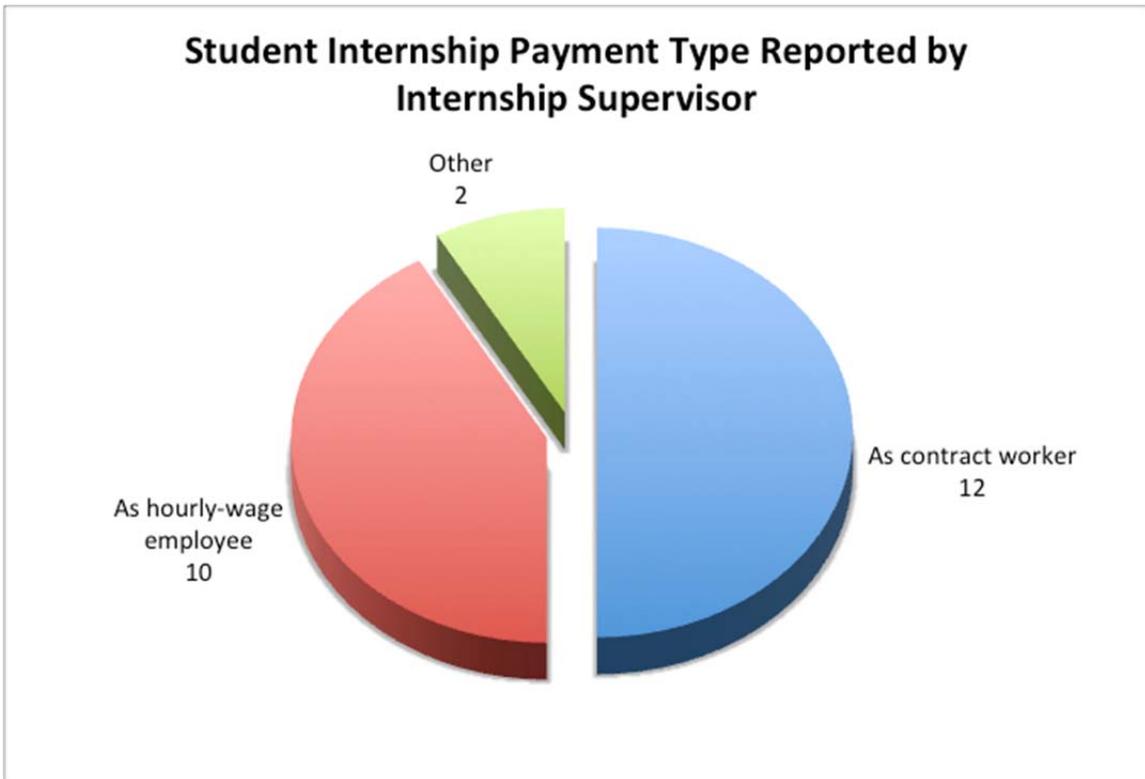
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**Internship Supervisor Findings**

There were 19 responses to the internship program survey from supervisors, and supervisors reported about 22 individual interns. Typically, a library only had one intern. On average, reporting supervisors indicate an individual intern earned \$828. These payments to interns were divided almost equally between hourly wages and contracts.

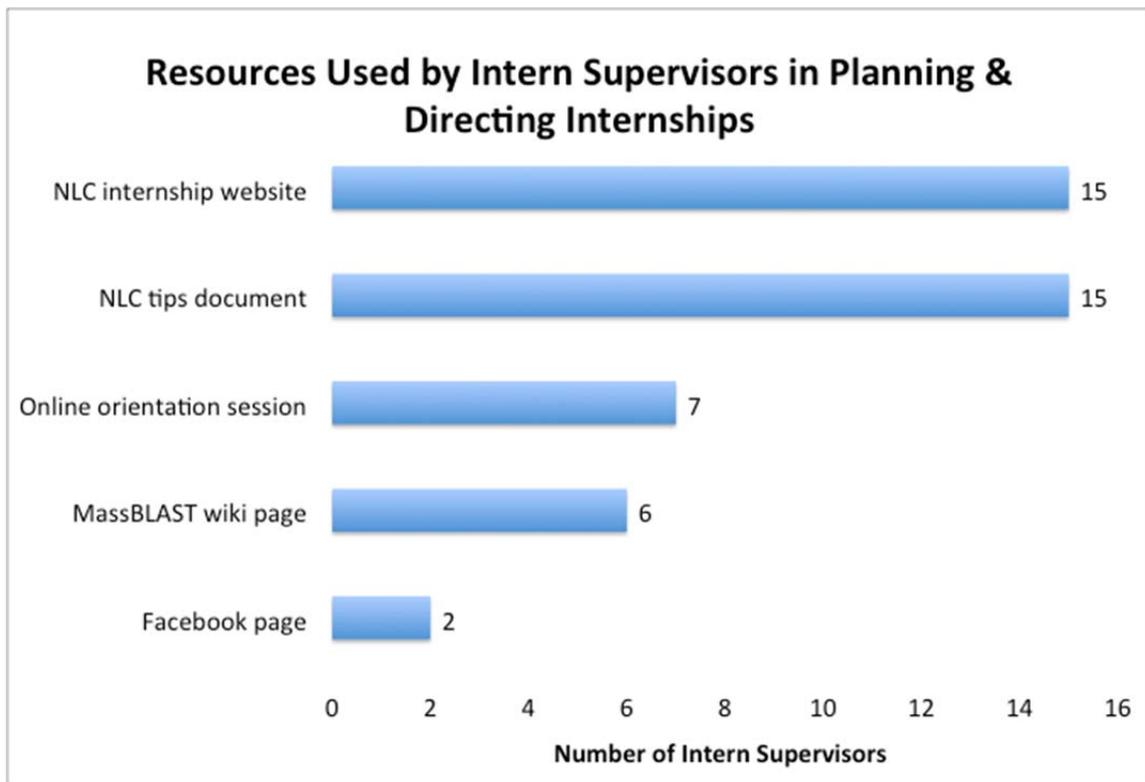


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**Use of Internship Resources**

In planning and directing internships at their libraries, supervisors reported far greater reliance on the Nebraska Library Commission's website and "tips" document than on more interactive resources—the online orientation session, the MassBLAST wiki page, and, least of all, the Facebook page, Nebraska Librarians Learning Together. (Based on anecdotal accounts, the low level of supervisor use of the project's Facebook page is most likely attributable to the fact that many, if not most, of these individuals are not Facebook users and resist joining Facebook solely for this purpose. Indeed, some scholarship recipients and interns felt similarly.)



*I think the Facebook page for interns was a great addition to the program.*

**Intern Orientation & Assignments**

Supervisors of student interns were also asked to identify areas in which they oriented their interns as well as areas in which the interns were assigned tasks.

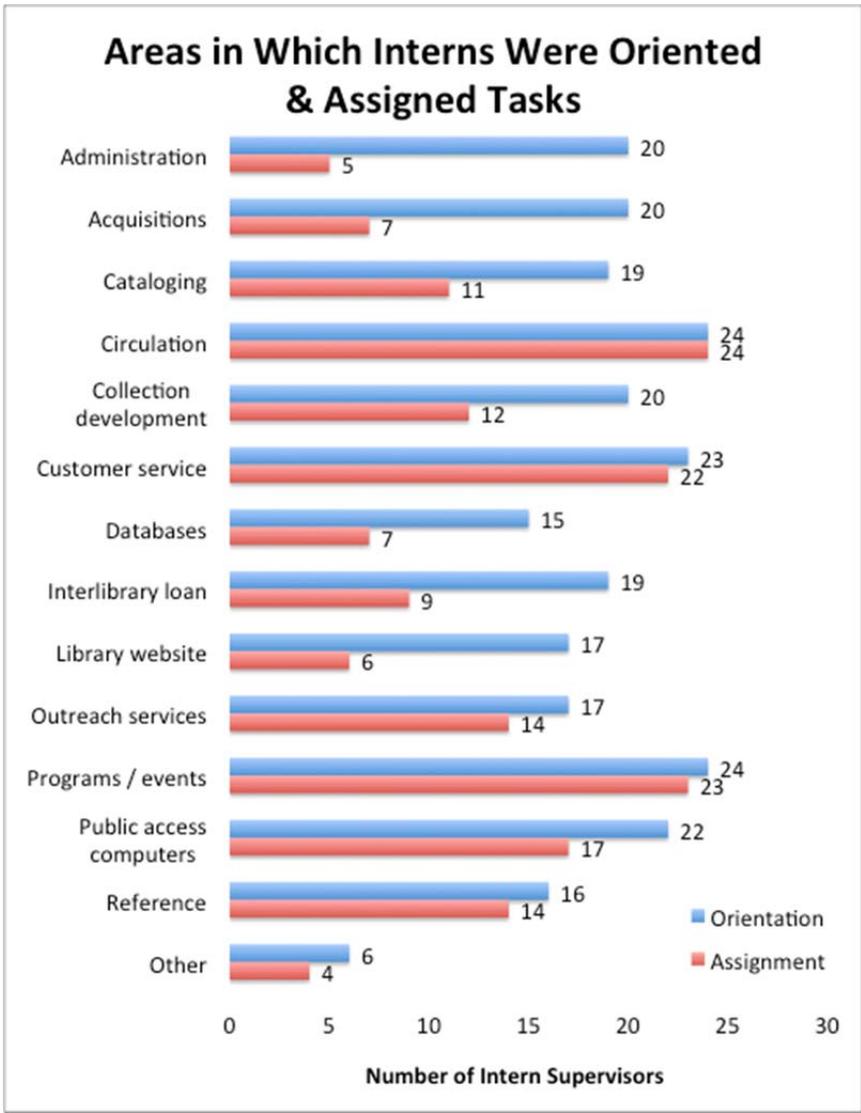
All or practically all intern supervisors both oriented and assigned tasks in the areas of circulation, programs/events, and customer service. Majorities oriented and assigned tasks in the areas of outreach services, public access computers, and

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reference. Areas in which large majorities of supervisors reported orienting interns—but, in which half or fewer of supervisors assigned tasks to interns— included administration, acquisitions, cataloging, and collection development. Areas in which smaller majorities of supervisors oriented interns, and in which half or fewer assigned tasks to interns, included interlibrary loan, the library’s website, outreach services, and reference.



*As part of the orientation process, the intern was exposed to the NebraskaAccess databases, eBooks, Overdrive and required to take an NCompass Live online training class.*

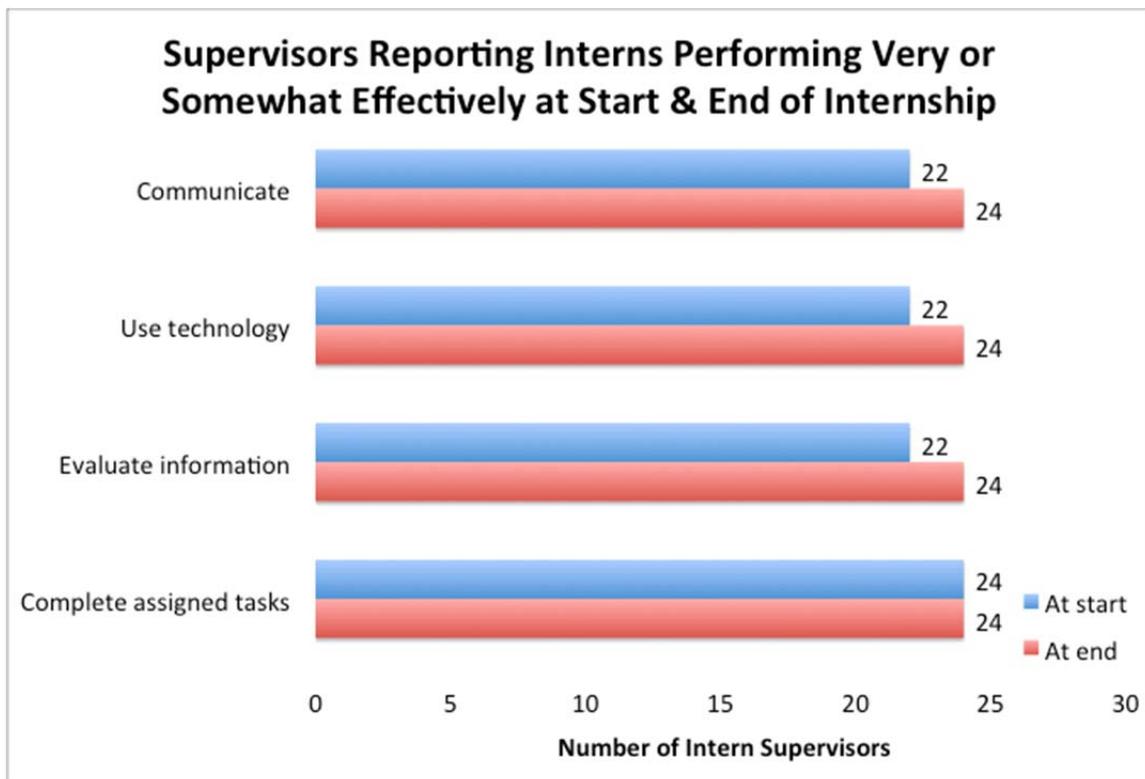
*[Our intern] received practical work experience ... and ... was surprised at how much she loved working in technical services.*

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**Intern Performance as Assessed by Supervisors**

Intern supervisors were asked to assess the performance of their student interns at the start and at the end of their internships. In four areas, their assessments indicate that the standards for obtaining an internship and/or the caliber of the individuals receiving internships were high. All supervisors assessed their interns as completing assigned tasks very or somewhat effectively at both intervals. All but two assessed their interns equally highly at the start of their internships on their demonstrated abilities to communicate, use technology, and evaluate information; and all supervisors assessed their interns highly in these four areas at the end of their internships.



*[Our intern] gained specific knowledge about all of the workings of a public library, received practical work experience, [and] improved her communication skills.*

*The student had a first-hand experience to view the role of libraries and librarians, [gaining] understanding [of] behind-the-scenes library operations [and] ...the role of technology in libraries.*

*It was fun getting to know the regular patrons ... Movies and audio books are very popular and computer use is in great demand.*

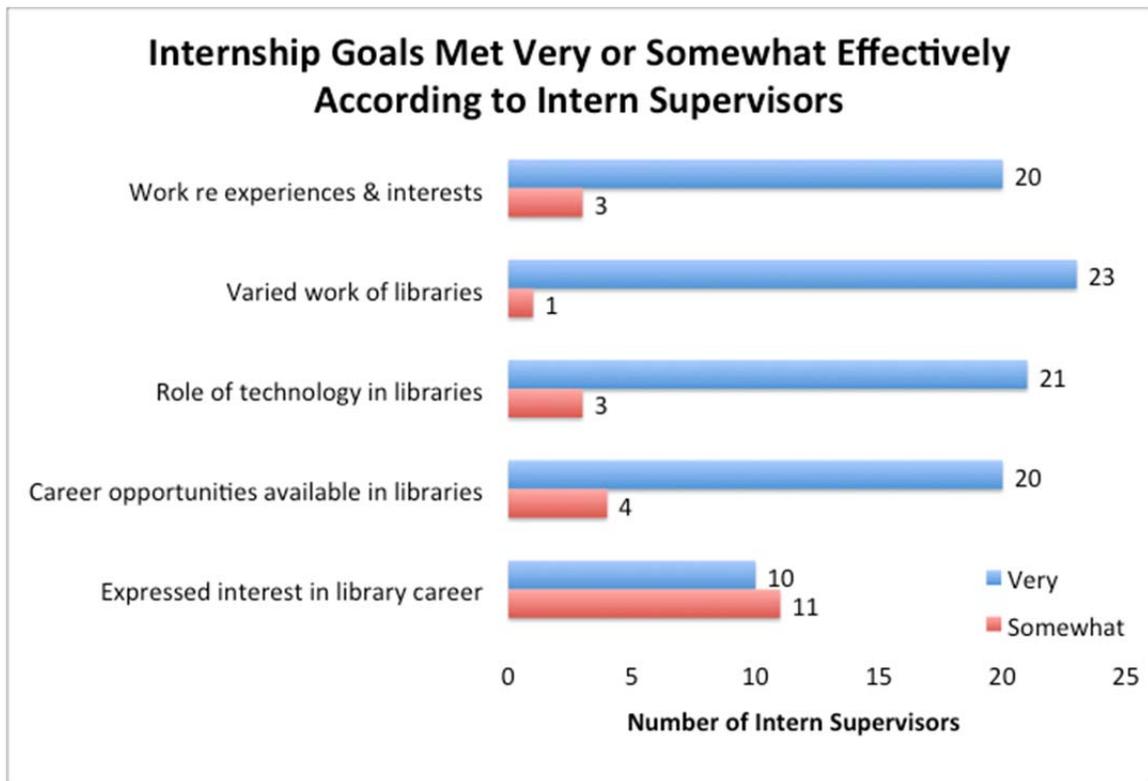
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**Attainment of Internship Goals According to Supervisors**

The overwhelming majority of intern supervisors assessed as very effective the internship program’s achievement of four goals: introducing interns to the varied work of libraries, the role of technology in libraries, work experiences associated with their personal interests, and career opportunities available in libraries. The few remaining supervisors all rated the program’s performance on these goals as somewhat effective. They responded very differently in assessing the program’s performance on the goal of eliciting expressions of interest in library careers from interns: the responding supervisors were divided almost half and half between very and somewhat effective assessments for this goal.



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Submitted by: Keith Curry Lance, RSL Research Group

*I have supervised two interns in the past two years. I have gained as much or more from the experience as our interns have. They both intend to work towards their MLS. I cannot say enough about what a great program this is for the interns and the libraries.*

*[One of our interns] was a true success story for our library and, I believe, for her. She is in the process of working towards becoming a media specialist changing from her current teaching position. She came in with no library experience but with an open and interested attitude about the profession. She was surprised at the variety of jobs staff perform and how much goes on behind the scenes in a library. I will be looking for that kind of interest and enthusiasm in future interns and utilize their personal skills for special projects.*

*I suggested the possibility of an internship since her career goal is to become a librarian. I had her work in all departments of our library so she would have a fully informed picture of what public librarian profession.*

*I suggested the possibility of an internship since her career goal is to become a librarian. I had her work in all departments of our library so she would have a fully informed picture of what public librarian profession.*

*I truly hope the internship program will continue far into the future. The two interns I have had both intend to continue their education in Nebraska and spend their professional lives in Nebraska. If this program can continue to bring people to the library profession and keep them in Nebraska, it's a complete win-win situation that will have long-term positive benefits for everyone.*

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Submitted by: Keith Curry Lance, RSL Research Group

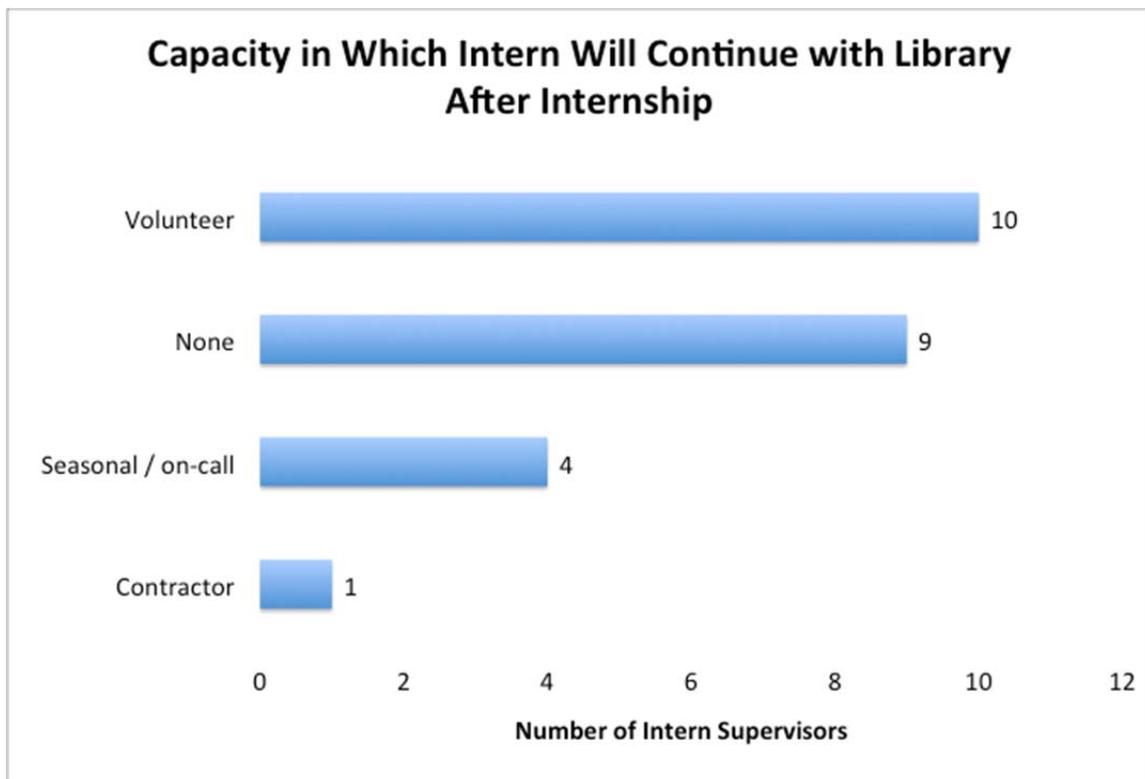
*When teens and young adults think of libraries, I sincerely doubt the words "cool," "hip," or "rad" come to mind. I think far too many people still envision old spinsters with buns on their heads. But when a young person joins the staff of a library for the summer as an intern, they learn all the exciting and challenging facets of the job. They realize that finding information isn't always as easy as a search on Google. They learn that the needs and wants of people in their community are as varied and unusual as the people themselves. Hopefully, by the end of the internship, the intern appreciates how complex, as well as how rewarding, library work can be. As for the library, it is always beneficial to bring in someone with a new set of eyes, from a younger demographic, with a different worldview. The contributions that an intern makes to the library cannot simply be counted by the number of reference questions they answer or by how many materials they check in and out. The questions they ask and the observations they make encourage us to question the "hows" and "whys" of what we do at the library. An intern may be the impetus for significant change and improvements in how the library provides service to its customers.*

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**Post-Internship Library Roles of Interns**

That the internship program plays a critical role in financing work experiences which introduce prospective librarians to the field is evident in the supervisors' responses when asked if and in what capacities interns are likely to continue working at their libraries after the internships conclude. Almost half indicated expecting their interns to continue working at their libraries as volunteers. Most of the rest did not expect their interns to continue working with them in any capacity. Only five supervisors reported expecting their interns to continue as seasonal or on-call workers or as contractors.



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**Intern Findings**

Student interns were surveyed both before and at the conclusion of their internships. Twenty-seven interns responded to the baseline survey, and 24, to the follow-up survey. Their responses to these surveys addressed a variety of issues including:

- the demographics of student interns
- their expectations of being exposed to selected library and management activities as part of a librarian's job
- the likelihood of their pursuing further library education and
- the likelihood of their pursuing a library position within the next five years

*I was just looking for a job of any sort at the library so I e-mailed the director. She said that they already filled their two page positions, but she was going to apply for the grant for the internship. I said I would be interested if she was able to get the grant. Once she had the grant she let me know.*

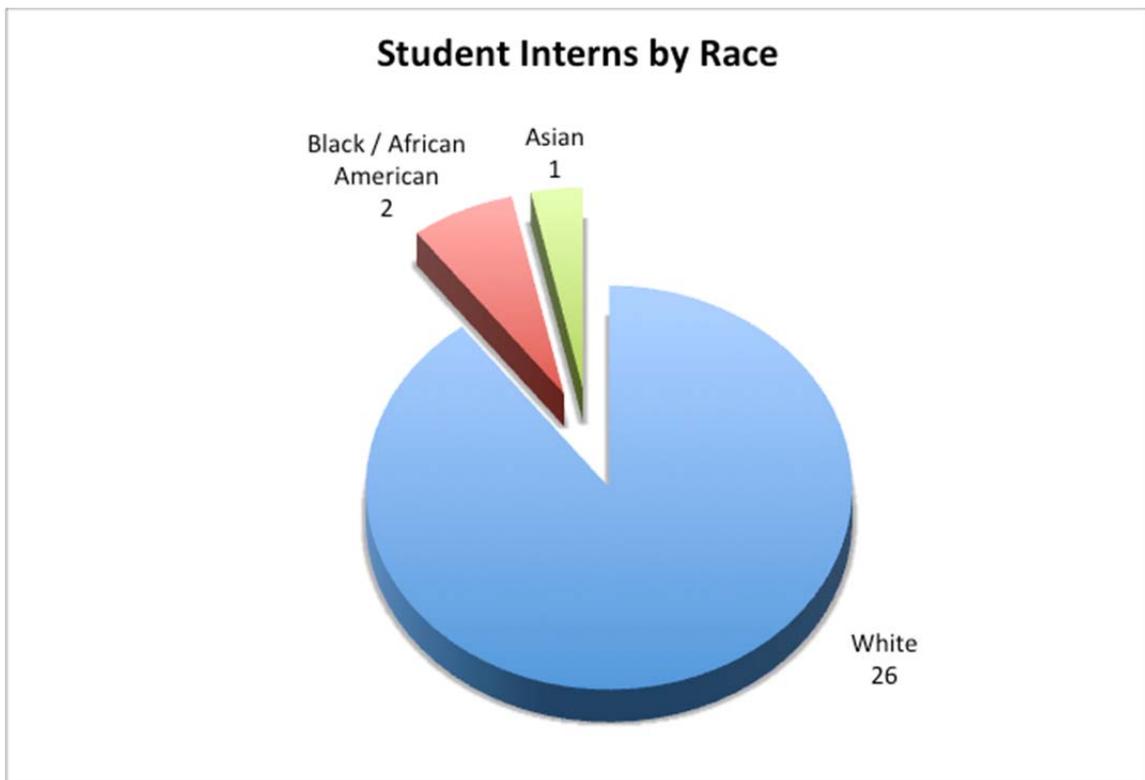
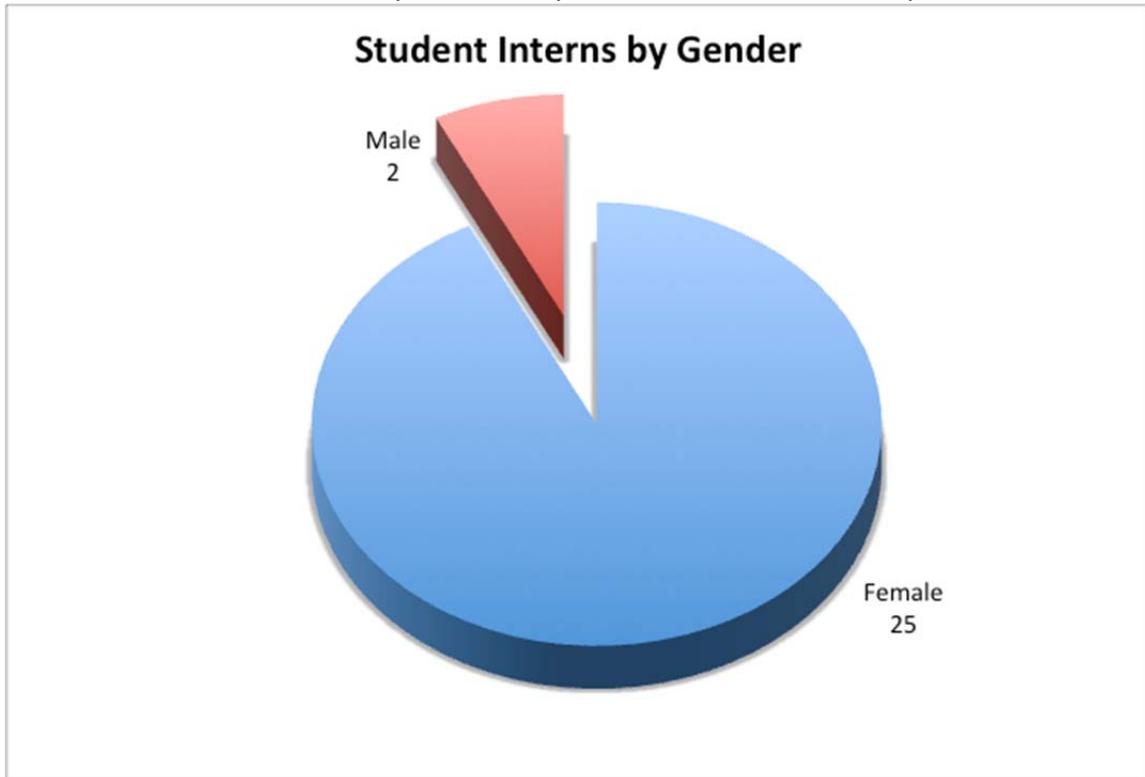
**Demographics of Student Interns**

In terms of gender and race/ethnicity, the demographics of the responding student interns were not surprising: 25 of 27 respondents to the gender question were female, and 26 of 29 respondents to the race question were White. None of the respondents identified themselves as being of Hispanic ethnicity.

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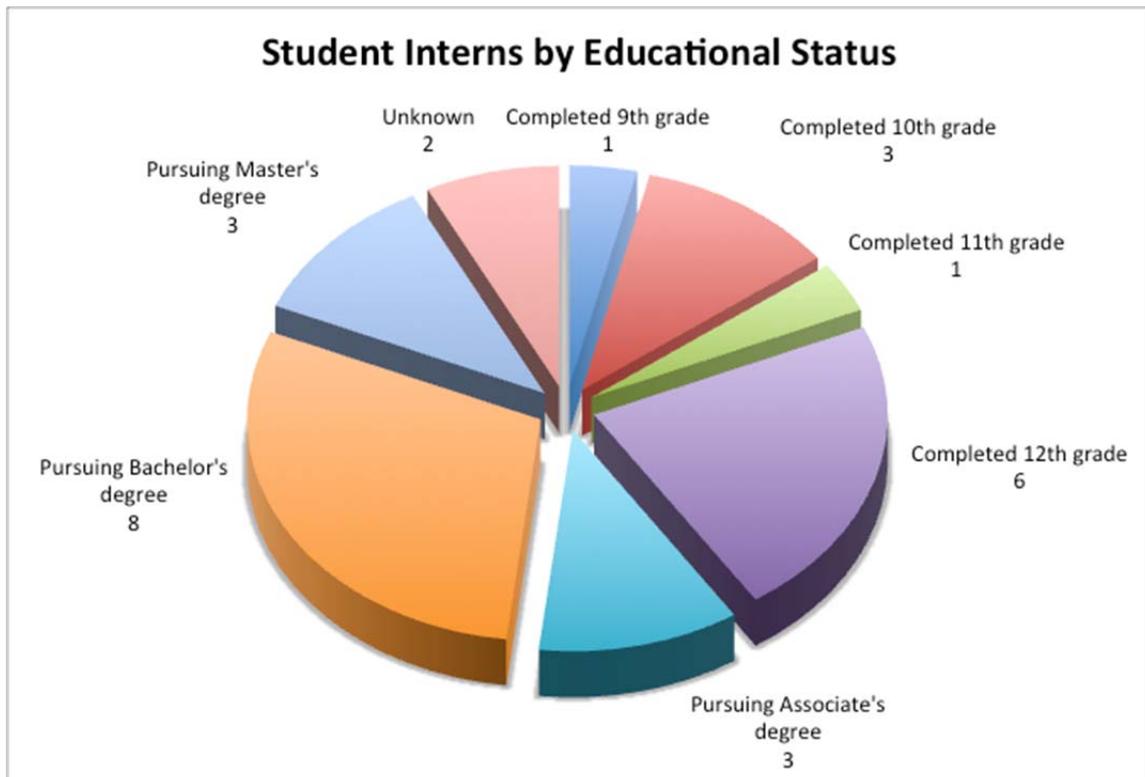
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By contrast, the educational status of responding interns was quite varied. Five out of 27 had not yet completed high school; and 14 (just over half) were pursuing postsecondary degrees (3 associate's, 8 bachelor's, and 3 master's). Only two declined to report their educational status.



*I am a sophomore in college and thinking about changing my major to Library Media Specialist. Can anyone tell me about their experiences in that area, what it takes to be able to do that, and what opportunities there are in that area?*

*Do it! It has been the best decision I have made in my professional life!*

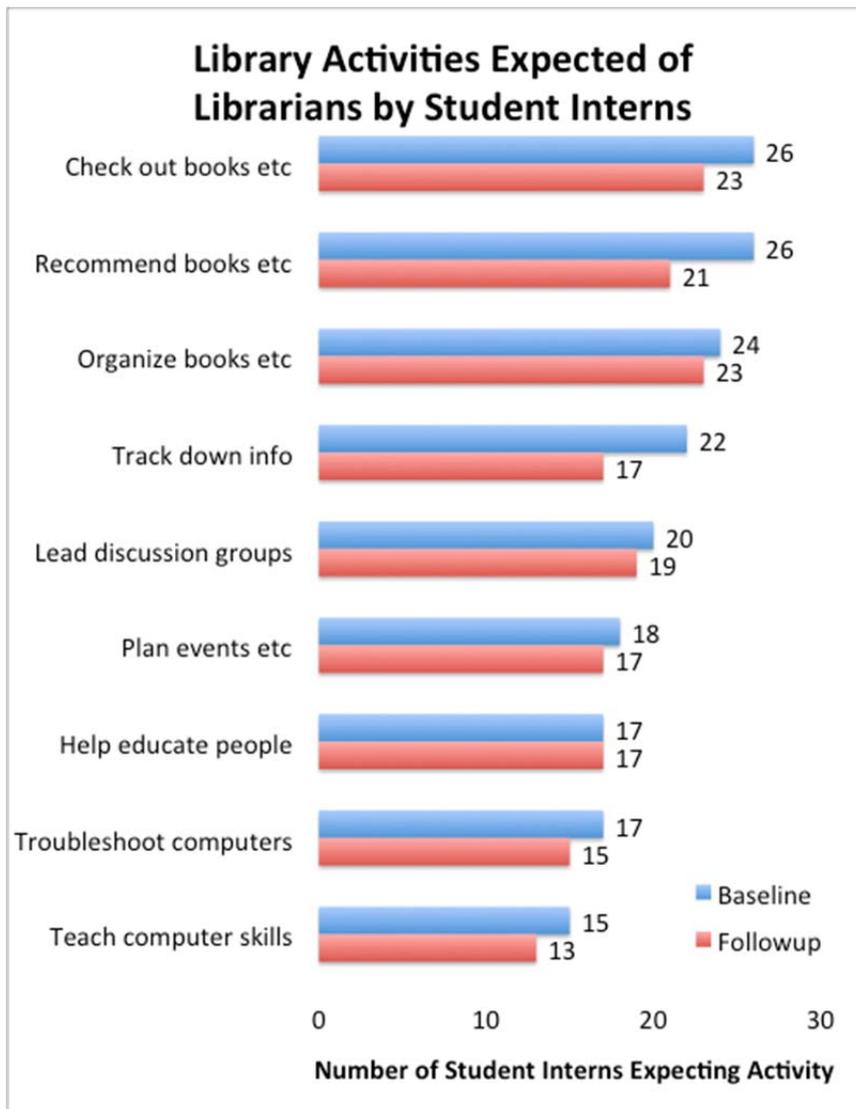
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**Expectations of Library Activities by Student Interns**

Allowing for the slightly higher response to the baseline survey than the follow-up survey, student interns did not evidence any dramatic changes in their expectations of library-specific activities they would encounter as part of a librarian’s job. The almost universally expected activities, predictably, were checking out, recommending, and organizing books and other library materials. Only about half of responding interns expected librarians to be involved in teaching computer skills or troubleshooting computers. Falling in the middle range of moderately strong expectations were leading discussion groups, planning events, and otherwise helping to educate people.



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*The internship has given me some practical hands-on experience in a lot of different areas. The director has had me do some cataloging, re-arrange some collections, develop a list of book purchases for middle school kids, develop Facebook, Youtube, and website projects, and ... train patrons on the use of the Nook and Overdrive. It has been a wonderfully educational experience.*

*I submitted a list of graphic novels to start a collection at the library. The library director and I discussed where to place them and decided to give them their own area where everyone can see them. The graphic novels that we've purchased should be of interest to a variety of age groups. We're starting with twenty of them, several of which are the first books in a series. It will be easy to add more to them if the kids show an interest.*

*I would like to learn what the children's librarian does, I am told it's not much different from being a teacher; but I would like to experience that for myself.*

*I thought I was only interested in working in a school library, but now I know differently. I loved working with the summer reading program and having the opportunity to help people of all ages. Public libraries rock!*

*Librarians need to be personable, creative, intelligent, and organized. I figured this out while checking in/out books and movies, recommending the newest books, figuring out computer difficulties, entering and deleting books, creating bulletin boards, organizing the Summer Reading Program, inter-loaning books and getting to know the people of my community. I was lucky to be able to spend my summer here.*

*Patrons ask for a much broader spectrum of information, services, and help than I expected. Librarians in this system perform many duties throughout the entire library, rather than just working in one area the entire day. There are also so many details of the job that I had never considered, or had taken for granted - from things as basic as picking up all the in-house-use library books to things as complicated as changing budgets.*

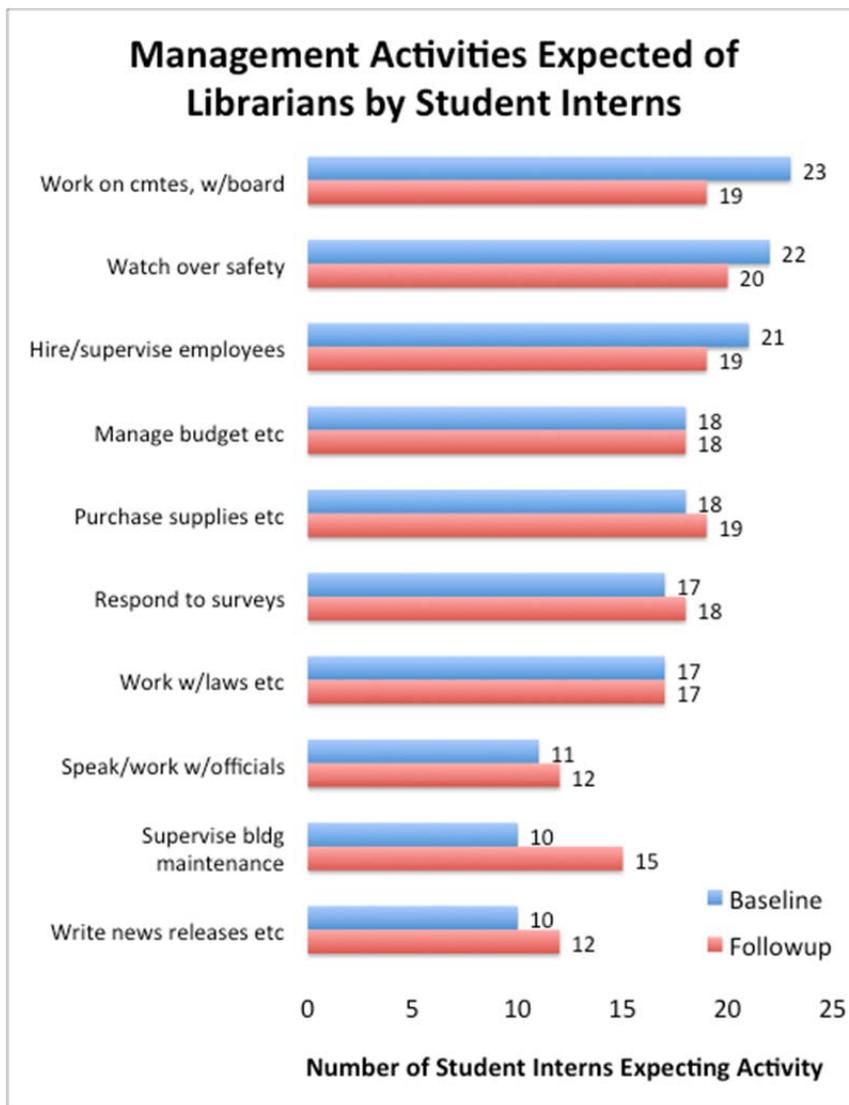
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**Expectations of Management Activities by Student Interns**

Some management activities were almost universally expected of librarians, both before and after internship experiences: working on committees and with boards, watching over the safety of library workers and users, and hiring and supervising employees. Majorities also expected librarians to manage budgets, purchase supplies, respond to surveys, and work with library-related laws. The least expected activities of librarians—though ones more expected after internships than before—were: writing news releases, supervising building maintenance, and speaking to and working with public officials.



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*I learned a great deal about the inner workings of the library system and all of its departments.*

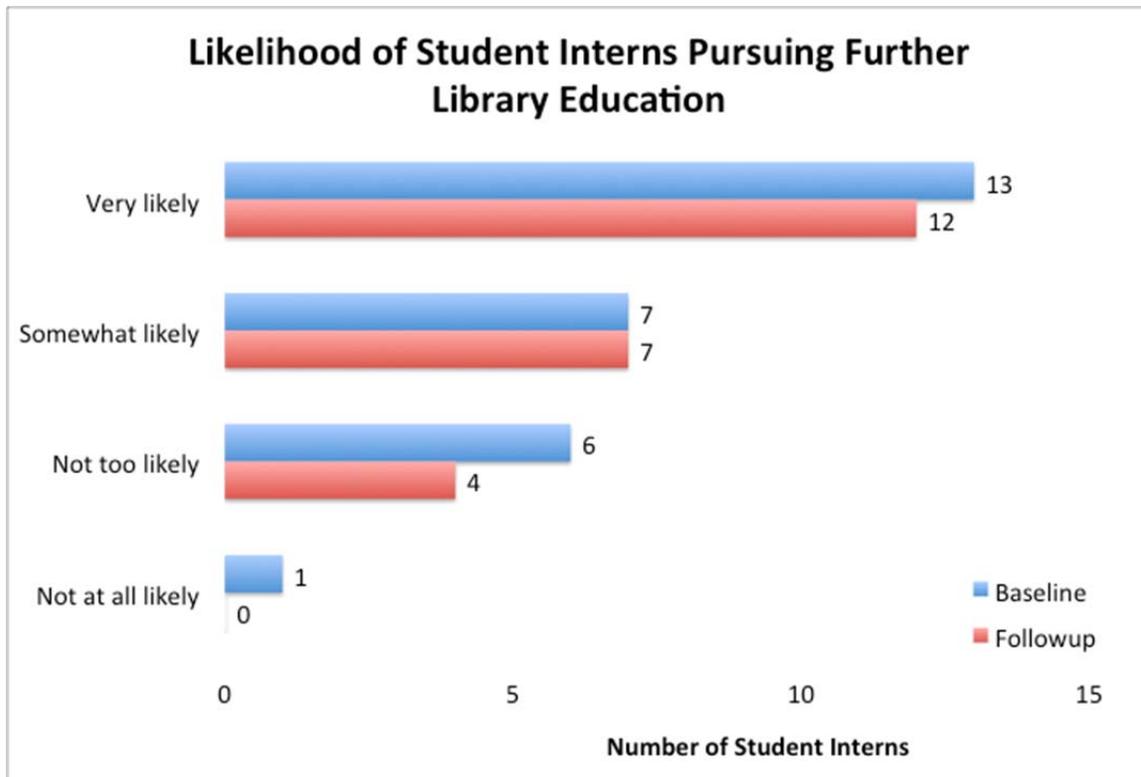
*Almost everything I learned about library work seemed to come as a surprise to me. For so many years I had been coming to the library and checking out books, but I had no idea of all the work that goes into keeping the library in such good shape.*

*I [am learning] how a city/community library is run versus a school library.*

*Interns [should] do a journal of [how they spend] their time. Not necessarily to give to anyone, but to have for themselves so they can remember what they did and how they felt about their tasks at the time. I was writing letters to a friend during the time, so it was essentially a journal.*

**Student Interns & Further Library Education**

Internship experiences appear to have changed the minds of at least a few student interns about the likelihood of their seeking further library education after concluding their internships. The number responding not too likely dropped from six to four, and not at all likely, from one to zero.



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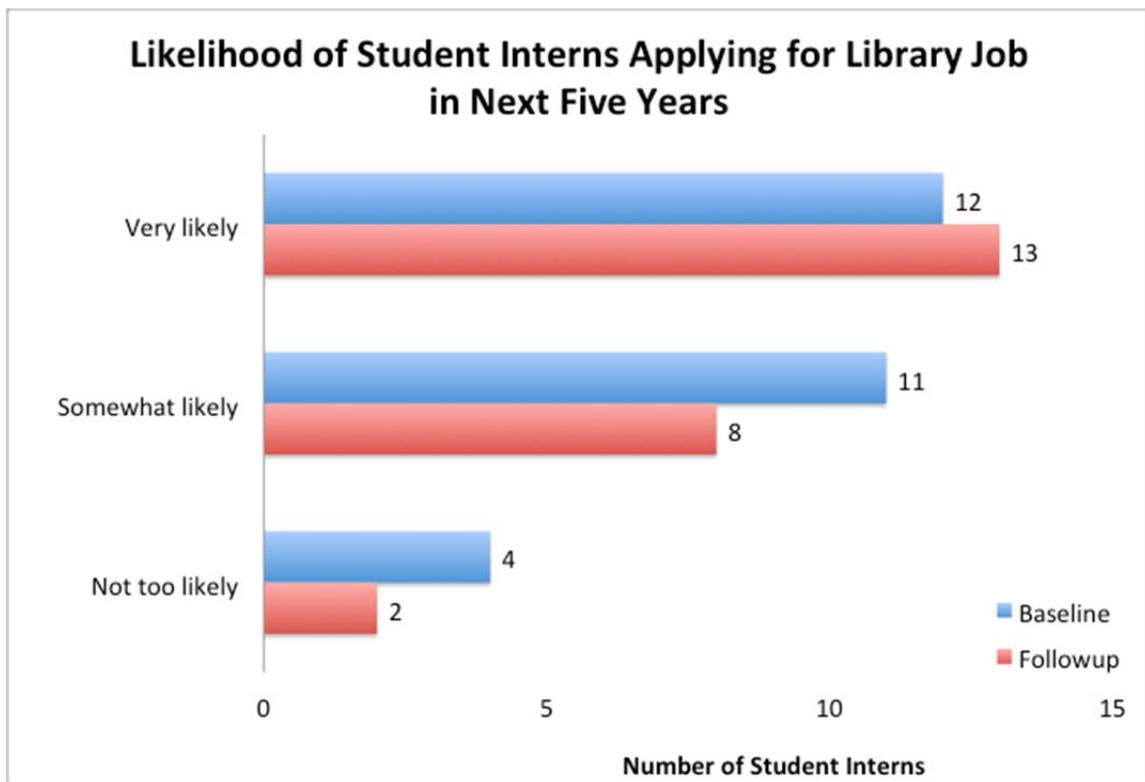
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*I'm currently working on finishing my associate's degree in LIS before I get an educational endorsement. I'm hoping to work as a media specialist in a school. I'm a non-traditional student; I have 2 kids in college and one in 6th grade. ☑ I'm currently working as a custodian/bus driver for the school system and have worked there for 11 years.*

*I [am learning] if it is the right position for me to work towards in my future.*

**Student Interns & Future Library Employment**

Interestingly, the positive impact of internships on student interns anticipating library employment within the next five years was notably stronger than their impact on educational expectations. Even with fewer respondents to the follow-up survey than the baseline survey, the very likely responses grew from 12 to 13, while somewhat likely responses went from 11 to 8 and not too likely responses from 4 to 2. Notably, none of the responding interns indicated that it is not at all likely they will pursue library work.



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*I know my experiences will be very valuable in the future, whether I pursue a degree in education, library science, or a combination of the two.*

**Conclusion**

On the basis of this first-year evaluation, the following conclusions and questions for consideration by project staff are offered.

**Scholarship Program**

In its first year, the scholarship program has recruited at least 34 students. While all are White and non-Hispanic, the first group of scholarship recipients includes 28 women and six men.

What can be done to attract more demographically diverse scholarship candidates?

The scholarship program is drawing recruits with divergent educational backgrounds and goals. This said, most scholarship recipients have either graduated from high school or have a bachelor’s degree, and their goal is to earn a master’s degree in library and information science.

What can be done to ensure that the scholarship program continues to attract candidates with diverse educational backgrounds and goals?

What scholarship recipients reveal of their prior connections with libraries indicates that most are employed currently in libraries, though some come to LIS education after serving as volunteers.

What can be done to ensure that the scholarship program continues to attract candidates from the ranks of current library employees and volunteers?

What can be done to expand the pool of scholarship candidates beyond the ranks of current library employees and volunteers? (Answers to this question might suggest ways to strengthen existing partnerships or to develop new ones.)

By far the factor making pursuit of LIS education most attractive to scholarship recipients is fulfilling their personal plans for the future. The majority also cite the support of employers, colleagues, family and friends as making LIS education at least somewhat attractive. Not surprisingly, the two factors making pursuit of LIS

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education least attractive are financial and time considerations. The scholarship program, of course, addresses the financial issue.

How can we emphasize in recruiting efforts financial and other types of support available to scholarship recipients?

A predictable list of factors makes working in a library most attractive to most scholarship recipients: libraries as places, the nature of library tasks, working with the public, organizing information, the role of technology, and the freedom of information. Factors that make library work least attractive include the image of librarians, the library job market, and the potential compensation of library jobs.

How can we emphasize in recruiting efforts those characteristics of library work that tend to make it more appealing to prospective scholarship recipients (i.e., personal plans for the future; support of employers, colleagues, family and friends)?

How can we address in recruiting efforts how prospective scholarship recipients can negotiate the issues that arise from less appealing conditions of library work (i.e., the image of librarians, the job market, potential compensation)?

A major focus of this project is developing the 21<sup>st</sup> Century learning skills of prospective librarians. Most scholarship recipients came into the program feeling familiar or somewhat familiar with most of the concepts involved in 21<sup>st</sup> Century learning skills. Of the learning and information skills, the ones with which scholarship recipients expressed least familiarity were cross-disciplinary thinking, visual literacy, and scientific/numerical literacy. Of the life and career skills, those with which they were least familiar include leadership and responsibility and social/cross-cultural skills. Of the 21<sup>st</sup> Century skills themes, the one least familiar with them was financial/economic/business/entrepreneurial literacy.

How can we ensure that year two and three educational opportunities for scholarship recipients address 21<sup>st</sup> Century learning skills with which year one scholarship recipients indicated less familiarity (i.e., cross-disciplinary thinking, visual literacy, and scientific/numerical literacy; leadership and responsibility and social/cross-cultural skills; financial/economic/business/ entrepreneurial literacy)?

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**Internship Program**

Survey responses and comments from both intern supervisors and student interns suggest a wide range of questions for consideration as project staff plan for years two and three.

**Intern Supervisors**

When intern supervisors were asked about which NLC resources they used in planning and directing their internships, notably, the more interactive options received lower reports of use. It might be worth exploring what leads intern supervisors to rely more on the NLC internship website and NLC “tips” document) than the online orientation session, MassBLAST wiki page, and Facebook page.

Are there obstacles to use of the interactive intern orientation options that can be overcome? If so, steps might be taken to increase participation in such offerings.

Otherwise, is there something about the more static resources that is more appealing? Is it the static nature of the resources or their content? If the latter, it might be advisable to develop more such resources?

When intern supervisors were asked in which areas they orient and assign tasks to interns, there were some areas in which interns were far more likely to be oriented than assigned tasks. These areas included administration, acquisitions, cataloging, collection development, databases, interlibrary loan, and the library website.

Do supervisors perceive that tasks in some areas of work require expertise that student interns either do not possess or for which they cannot be trained on-the-job.

Or are these areas where NLC might provide more guidance to intern supervisors in how to design internships that provide experience in these areas?

Notably, intern supervisors ranked as very or somewhat effective almost all interns both at the start and at the end of their internships. This suggests that the internship program is attracting a very high caliber of candidates.

What can be done to ensure that the internship program continues to attract candidates with good communication, technology, and evaluation skills as well as the initiative and diligence to complete their assigned tasks?

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Likewise, all intern supervisors rated the internship program as very or somewhat effective at achieving its targeted goals—introducing interns to library work consistent with their experiences and interests, the varied work of libraries, the role of technology in libraries, and the career opportunities available in libraries as well as eliciting expressions of interest in library careers.

What can be done to ensure that the internship program continues to fulfill its targeted goals?

What can be done to increase the perceived effectiveness of the internship program at eliciting expressions of interest in library careers from student interns? Might it be possible that some supervisors under-estimate such interest, because student interns either were not given opportunities to express it, or because interns were not asked explicitly about this issue? (Related questions: Is it possible to ask explicitly without “leading the witness?” If not, what other options might there be besides merely creating opportunities for interns to express the idea?)

When asked about opportunities for student interns to continue working at their libraries after the internships concluded, most supervisors indicated few paid employment opportunities, though almost half anticipated volunteer placements.

What can NLC, NLA, and other library organizations in the state do to increase the number of paid and/or volunteer opportunities for post-internship work in libraries?

Are there existing resources of which intern supervisors and their student interns may be yet unaware?

**Student Interns**

Like scholarship recipients, student interns in year one tended to be White, non-Hispanic females.

What can be done to attract more demographically diverse internship candidates?

When asked how surprised they would be to see certain library-specific activities in a librarian's job description, half or more of year-one interns indicated teaching computer skills, troubleshooting computers, helping to educate people in the community, and planning and managing events.

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What can be done by the internship program itself and by intern supervisors to give student interns more exposure to these types of activities?

When asked how surprised they would be to see certain management-related activities in a librarian's job description, half or more of year-one interns indicated writing news releases and reports, supervising building maintenance, and speaking to and working with public officials.

How can the internship program provide more encouragement to intern supervisors and equip them better to involve student interns in activities in these areas of library management?

When year-one student interns themselves were asked about the likelihood of their pursuing further library education or applying for library jobs in the next five years, large majorities indicated it was very or somewhat likely they would do so.

How can the internship program and intern supervisors provide more active encouragement of consideration of library education and work by interns?

How can the program and the supervisors more actively elicit expressions of interest in further library education and library jobs from interns?

Overall, survey responses and comments, key informant interview responses, and Facebook group participation indicate that the NLC Cultivating Rural Librarians' 21<sup>st</sup> Century Skills project made a very strong start in its first year. If current efforts are sustained, and some of the questions posed in the last few pages of this evaluation report are addressed, years two and three should be equally successful.

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**Key Informant Interview Responses**

Karen (intern supervisor):

1. How did Emily come to be your intern?

**Emily contacted me late in the winter to inquire if we would have a summer position open as she wished to apply. We did not have a position open so I suggested the possibility of an internship since her career goal is to become a librarian.**

How did she come to be assigned to her particular project?

**I had Emily work in all departments of our library so she would have a fully informed picture of what public librarian profession. She did have a young adult collection development project that was all hers.**

Was the project simply something that needed doing, or was it matched to her skills and experience?

**This project was something that needed doing and I felt she had the skills (and reading background) to do it. Emily is extremely bright, well-read, and capable.**

2. What do you believe she gained most from the experience of her project? Confidence? Specific knowledge? Improved communication skills? Experience? Or something else?

**I believe Emily's internship experience truly confirmed her desire to work towards her MLS. She gained specific knowledge about all of the workings of a public library, received practical work experience, improved her communication skills, and (I believe) was surprised at how much she loved working in technical services/book processing.**

3. What surprised you most about her performance as an intern?

**I have known Emily since she was a toddler. She has always been rather shy and reserved so I was surprised at how well she interacted with the public, especially the children, and how much she enjoyed it.**

4. If she works for you again, how would you like to make better use of her skills and experience?

**Having complete confidence in her abilities and work ethic, I would not hesitate to assign to her some complex technical tasks and involve her more with the planning, preparation, and presentation of our youth programming.**

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5. Do you have any suggestions for how NLC can improve the internship program for interns, their supervisors, or their libraries?

**I have supervised two interns in the past two years. I have gained as much or more from the experience as our interns have. They both intend to work towards their MLS. I cannot say enough about what a great program this is for the interns and the libraries.**

And, by all means, share anything else you may have to offer about the NLC internship program. NLC welcomes your input.

**I truly hope the internship program will continue far into the future. The two interns I have had both intend to continue their education in Nebraska and spend their professional lives in Nebraska. If this program can continue to bring people to the library profession and keep them in Nebraska, it's a complete win-win situation that will have long-term positive benefits for everyone.**

Emily (student intern):

My answers:

1. I believe that I was just looking for a job of any sort at the library so I e-mailed Karen Drevo. She said that they already filled their two page positions, but she was going to apply for the grant for the internship. I said that I would be interested in that if she was able to get the grant. Once she knew that she had gotten the grant she let me know and we continued to work out all the details from there.

2. When talking about my project I'm assuming that you are talking about when I worked at weeding the Young Adult books. As I went through all of the books in the Young Adult collection I had to check how often and how recently the book had been checked out. After looking at that information I had to determine whether or not it was worth it to keep the book.

The project scared me at first. I was afraid that I would end up wanting to get rid of a book that someone wanted or something to that effect. I learned that as a librarian sometimes you just have to use your best judgment. There isn't always a lot of contact with those who read the books so you don't know if they are going to appreciate a move that you make or get upset with you. Almost everything that I learned about library work seemed to come as a surprise to me. For so many years I had been coming to the library and checking out books, but I had no idea of all the work that goes into keeping the library in such good shape.

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3. I probably became aware of the technology more in the general experience of working at the library, since in my project the technology that I used was very basic. It doesn't seem as necessary for a librarian to be as hands-on as it probably was ten years ago.

4. My dream job? I'm definitely a small town kid, so I think that my dream job would be to work behind the scenes at a small library, working at processing the books and getting them ready to go out on the shelves.

*KCL NOTE: Processing books is her DREAM job? What a bone-crusher! Certainly not much justification for pursuing library education very far. The general sense I get of this person is that she is from a rather sheltered background and has some major insecurities—at least enough to extinguish any seeds of ambition. A shame. I'd bet she's got a lot more going for her than she thinks.*

5. One thing I would suggest is perhaps suggesting that the interns do some sort of a journal of their time. Not necessarily to give to anyone, but to have for themselves so that they can remember what they did and how they felt about their tasks at the time. I was writing letters to a friend during the time, so it was essentially a journal, but I don't have them with me, and I sort of regret that. I don't think it would need to be a requirement, just a suggestion.

*KCL NOTE: An idea worth considering. As you'll see from comments elsewhere, there was a LOT of negative reaction to the Facebook page. People who don't want to be on Facebook felt forced onto it, and they aren't happy about it. (And I'd bet they aren't doing much there.) If you want this sort of thing to happen online, I'd suggest a separate blog, not based in Facebook. Or, as she suggests, it might just be something people do for themselves and not share online or otherwise.*

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Submitted by: Keith Curry Lance, RSL Research Group

Chip (scholarship recipient and student intern):

Keith,

First of all, thank you for allowing me to give you feedback on the programs. I am more than happy to do so.

In answer to your first question, most of my exposure to the profession has been through our local library head, Beth Foulks. She is also the media arts specialist for the Ponca/Jackson public school district. I have known her for years, and I have helped out some at the local library. I am a custodian at the school, so I have helped out some there as well. I've wanted to go back to college for quite some time, and I knew that I wanted to be in education, but I couldn't really decide exactly what I wanted to teach. All this time, I was checking out books and reading from the public library and the high school library and speaking with Beth. She suggested that I look into a media arts specialist position, and that's when I realized after some research into the position that it was exactly what I wanted.

As for your second question, I love to read and I love to share my enthusiasm of it with others. It would be a combination of the environment of working in a library, which I love being in, and working with kids to help them realize how enjoyable reading can be.

My dream job in 5 years? I guess I would really like to be working as a media arts specialist in either Ponca NE, where I live, or in the Sioux City area, which isn't far away. I think Beth Foulks will be ready to retire in a few years, so I would love to have her job in Ponca.

In 10 years? I would love to be working for UNL in their library. I've been there a bunch of times and I just love the library there.

The internship grant has given me some practical hands-on experience in a lot of different areas. Beth has had me do some cataloging, re-arrange some collections, develop a list of book purchases for middle school kids, develop Facebook, Youtube, and website projects, and we've even done some landscaping outside the library. I've also trained patrons on the use of the Nook and Overdrive. It has been a wonderfully educational experience.

*KCL NOTE: Comprehensive list of activities—most more of 'intern' that 'orderly' type.*

The program you have is phenomenal. I don't know if I would change anything. The only thing that might be worth adding is for the possible purchase of an e-reader by scholarship recipients. E-readers are going to be such an important part of the future of libraries that it would seem pertinent to allow for the purchase of one. (I have a Nook and a Nook Color)

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Tina (scholarship recipient):

**1. What about your past volunteer and current work experiences in libraries helped to interest you in pursuing a degree and a career in LIS? Was it the nature of the work, the environment, the people, or some combination of those aspects?**

In 2006, I was in the process of obtaining my Master's in Business Administration. My intention was to work in finance and banking. I obtained a position in my current library. It did not take me long to fall in love with librarianship and working with patrons. I truly loved the work, the patrons, and the atmosphere, in that order. I especially loved helping patrons with Reference questions and using our online databases and e-resources. I knew within months, that this atmosphere was where I wanted to work for the rest of my life.

In December 2010, I graduated with my MBA and enrolled in the Missouri-Columbia Library Science program to obtain my MLIS. I will graduate this December. If I had not gotten the position at the UNK library, I would not be where I am today.

**2. You indicate getting support from your employer, colleagues, and family and friends. What's the nature of that support? Is it strictly 'moral support' or are receiving specific kinds of support while a student? If the latter, which of those are most critical to your continued success as a student?**

My family was supportive morally and by allowing time to complete my homework and projects.

My colleagues at work (which are also my friends), provided me with library information, work experience knowledge, support to get me through those long semesters and comprehensive exams, support in writing papers, assistance with homework, as well as references and advice for obtaining a new position.

Also during my schooling, my employers made some modifications to my work schedule so I could participate in classes only offered during working hours. With my family always being supportive, I kind of expected that. What I didn't expect, was the overwhelming assistance I received from my co-workers and supervisors. They truly made a difference.

**3. You indicate an interest in pursuing a PhD in LIS. What is your long-term career objective? To teach in an LIS program, to direct an academic library, or something else?**

I recently (last Friday), accepted the position of Library Director of the Learning Resource Center at the Mid-Plains Community College. My goal for the next 5 years was to try to become a Director. I have met that goal in my first appointment. I found out that Mid-Plains will pay for me to obtain my Ph.D., so sometime in the next few years, after I settle into my position I will probably enroll in a Ph.D. from a Nebraska university.

**Cultivating Rural Librarians' 21<sup>st</sup> Century Skills****Laura Bush 21<sup>st</sup> Century Librarian Program**

Submitted by: Keith Curry Lance, RSL Research Group

My long-term goal at this point, is to become a Director of a large academic library. This long-term plan is over the next 10 years.

**4. What do you feel the need to learn most about in order to be prepared to pursue your plans?**

I will be accumulating budget and finance experience at this new position, which is the real-world experience I lack. I have an MBA that prepared me for this, but actually doing this on the job, will be much different.

As always, I will need to keep current on technologies in the library. This will not only include library software and programs, but also things like Blackboard, Content Management Systems, email, YouTube, and other learning resources.

**5. How is the scholarship program itself going for you? Have you any suggestions for how NLC can improve it for students or work better with academic programs? While there seems to be general satisfaction among recipients, there is always room for improvement, and NLC welcomes your input.**

I could not have been more pleased with the support of the scholarship program. Of course the tuition coverage was the most important assistance. However, my iPad (that was purchased with the stipend monies) has been a god-send.

I normally have to lug around my laptop to conferences and work, and this became an issue for me. I had several surgeries on my cervical spine, as a result of a prior work injury, and this made carrying my laptop around very difficult. Now, I can take my iPad everywhere, and still accomplish all the things I had done with my laptop: emails, taking notes, logging on to Blackboard and Missouri databases, performing research, editing papers, and posting on the NLC scholarship Facebook page.

And of course, the stipend monies that paid for my attendance at the LITA National Forum in St. Louis were astonishing. I would not have been able to attend this conference if it were not for the scholarship stipend. I was able to not only enjoy the conference and all the presentations, but also be present for my committee meeting. I am serving on the National Forum 2012 Planning Committee and it was very useful to be able to be present for the meeting.

As far as suggestions for improvement, I would only say I would suggest finding another avenue for sharing training information and other scholarship related information. Facebook seemed to be confusing and quite a turn-off for many people. And since many people are moving from Facebook to either Google+ or nothing, this may not be an option next year. I heard many people grumble about having to create an account on a social media site. They did not want to share their personal information and thought they should not be forced to give that to Facebook.

**Nebraska Library Commission  
2010-2013 IMLS Laura Bush 21st Century Librarian Program**

## Scholarship Information

### Application Calendar/Deadlines

**NOTE:** Due to the fantastic response to the Nebraska Library Commission’s Librarians for the 21st Century master’s-level scholarships, we cannot accept additional master’s-level scholarship applications until after **March 1, 2012**. Students who wish to apply for scholarships for a Master of Arts or Science Degree in Library and Information Science (MLS/MLIS), Master of Arts or Science Degree in Education (MEd) with a School Library Media endorsement, or Graduate-level School Library Media Endorsement should submit all application materials by **June 1, 2012**. Master’s-level scholarship application forms will be available after **March 1, 2012**.

<b>SCHOLARSHIPS</b>		
<b>Application deadline</b>	<b>Postmarked items deadline</b>	<b>Notification of award</b>
March 18, 2011	March 10, 2011	April 8, 2011
June 1, 2011	May 23, 2011	July 1, 2011
November 1, 2011	October 21, 2011	December 1, 2011
March 1, 2012	February 18, 2012	April 2, 2012
June 1, 2012	May 22, 2012	July 2, 2012
November 1, 2012	October 22, 2012	December 3, 2012
March 1, 2013	February 19, 2013	April 1, 2013
June 3, 2013	May 24, 2013	July 1, 2013

*The applicant must successfully submit the completed online scholarship application no later than 4:59 p.m., Central Time, on the appropriate deadline date. Letters of recommendation submitted by mail or courier and all transcripts (as required) must be postmarked or date-stamped by the date indicated in the table above.*

<b>STIPENDS</b>	
<b>Application deadline</b>	<b>Notification of award</b>
First day of the month beginning July 1, 2011 and ending August 1, 2013	Last day of the month beginning June 31, 2011 and ending August 31, 2013

*Applications for stipends submitted by mail, e-mail, or fax must be postmarked or date-stamped by the date indicated above.*

## **Eligibility**

Applicant must:

- Be a resident of the state of Nebraska. A resident is a person who is domiciled in this state, even if absent for a period of time, or who has maintained a permanent place of abode and spent over six months in Nebraska.
- Be a U.S. citizen, permanent resident, refugee, or asylee.
- Be enrolled in a certificate or degree program with a concentration in library and information science or school library media at an accredited college or university.
- Provide/authorize release of proof of course/program enrollment and educational records from the educational institution to the Nebraska Library Commission.
- Agree to the terms and conditions of the scholarship.

Students are eligible to apply for two consecutive scholarships at each level. Scholarship recipients may not apply for stipends until they have submitted a signed letter of acceptance of the scholarship.

## **Scholarship Program Description**

### **Overview**

Nebraska residents who are pursuing an education in library science may receive support from the Nebraska Library Commission through scholarships, stipends, and value-added learning experiences.

Scholarships may be used for tuition (for coursework contributing toward a certificate or degree), course-required materials, and school-assessed fees at the following levels:

- Library and Information Science Professional Certificate,  
<http://www.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipLISCert.asp>
- Associate of Arts or Science Degree in Library and Information Science,  
<http://www.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipAA.asp>
- Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media,  
<http://www.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipBSBA.asp>
- Master of Arts or Science Degree in Library and Information Science,  
<http://www.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipMLIS.asp> (NOTE: No Masters-level applications accepted until June 1, 2012)
- Master of Education in School Library Media,  
<http://www.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipMEd.asp> (NOTE: No Masters-level applications accepted until June 1, 2012)
- Graduate-level School Library Media Endorsement,  
<http://www.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipMEdCert.asp> (NOTE: No Masters-level applications accepted until June 1, 2012)

## Requirements of the Program

The scholarship recipient will:

- Sign letter of acceptance of scholarship.
- Provide/authorize release of proof of course/program enrollment and educational records from the educational institution to Nebraska Library Commission.
- Provide a Notification of Enrollment form for each academic term.
- Provide a course plan.
- Expend scholarship and stipend funds within two (2) years of award, or by October 31, 2013, whichever comes first. Requests for reimbursement (for scholarship and stipend funds) must be received by September 30, 2013.
- Miss no more than one academic term (excluding summer terms) for the duration of the scholarship.
- Maintain a minimum 2.5 GPA and offer proof.
- Participate in at least three enhanced learning sessions offered through the scholarship program and disseminate information about the experience.
- Join the Nebraska Library Commission Facebook support network and actively participate.
- Maintain an active e-mail account and be responsible for information sent to it.
- Notify the Nebraska Library Commission in the event of a change of contact information—mailing address, telephone number(s), and/or e-mail address.
- Be available for follow-up interviews and surveys for the purposes of scholarship program evaluation.
- After obtaining a degree or certificate, maintain or seek employment in a Nebraska public, school, institutional, tribal, or special library in a library position, and, if hired or currently employed in a library setting, work for at least 12 months.

The Nebraska Library Commission will:

- Request proof of enrollment from schools for recipients.
- Remit payment of scholarship funds directly to the school or reimburse the student for qualifying expenses.
- Provide additional training opportunities in 21st century skills for value-added experiences.
- Provide networking opportunities.
- Coordinate mentors to accompany students to conferences.
- Recruit students from diverse backgrounds, new to the field of Library Science, and/or living/working in rural areas of Nebraska.
- Maintain confidential files.
- Evaluate the program and disseminate results.
- Comply with all grant expectations set forth by the Institute of Museum and Library Services.

### **Stipend Description**

These stipends are payments for use toward pre-approved, scholarship-related expenses above tuition, fees, and course-related materials:

- Laptop computers (one per scholarship recipient, regardless of number of scholarships received by the recipient);
- Student-level association dues in the Nebraska Library Association, or Nebraska Educational Media Association, or a regional or national library-related professional organization; and
- Attendance (travel, lodging, meals, and registration expenses) at one library-related national or regional conference.

The Nebraska Library Commission will award stipends to scholarship recipients based on the justification for and availability of funding.

Scholarship recipients may not apply for stipends until they have submitted a signed letter of acceptance of the scholarship. An application must be completed for each item requested.

### **Value-added Learning Experiences Description**

Value-added learning experiences—such as consultation, training, and social networking—will be offered by the Nebraska Library Commission to ensure that scholarship recipients build 21st century learning and technology skills that can be transferred to library customers.

Each scholarship recipient will participate in at least three pre-approved online or face-to-face training sessions and will report on his or her experiences.

Scholarship recipients will be invited to attend a two-day, all-expenses-paid training seminar in 21st century skills in 2012.

### **Award Information**

<b>SCHOLARSHIPS</b>	
<b>Education Level</b>	<b>Award Amount</b>
Library and Information Science Professional Certificate	\$2,000-\$3,500*
Associate of Arts or Science Degree in Library and Information Science	\$2,000-\$3,500*
Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media	\$2,000-\$3,500*
Master of Arts or Science Degree in Library and Information Science	Up to \$2,500*
Master of Arts or Science Degree in Education with Library Media Endorsement	Up to \$2,500*
Graduate-level School Library Media Endorsement	Up to \$2,500*

\*This award amount will be determined by tuition and class materials costs actually incurred.

**STIPENDS** of up to \$2,000 (including funds for laptop computer + association dues + conference attendance) may be awarded per scholarship recipient.

### **Application Review**

Applications will be reviewed by a committee composed of Nebraska Library Commission staff.

Basis of award:

- Completion of background information
- Résumé
- Letter of purpose
- Letters of recommendation
- Official transcripts (as required)
- Track record as previous Nebraska Library Commission scholarship recipient
- Agreement to terms and conditions of the scholarship
- Submission of all application materials by the deadlines

### **Award Administration**

The Nebraska Library Commission will administer the funds.

For each academic period, the student will provide information on course enrollment; the Nebraska Library Commission will verify enrollment with the school and disburse funds directly to the school. If a school will not allow the student to charge course-required materials to their student account, the student may request direct reimbursement. Payment to the school for tuition, course-required materials (as allowed), and fees will depend on the billing cycle of the school. Requests for reimbursement (for scholarship and stipend funds) must be received by September 30, 2013. Expense reimbursement requests will meet State policies.

### **Apply for Scholarship**

The application, which must be completed online, is available at the following levels:

- Library and Information Science Professional Certificate,  
<http://www.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipLISCert.asp>
- Associate of Arts or Science Degree in Library and Information Science,  
<http://www.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipAA.asp>
- Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media,  
<http://www.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipBSBA.asp>
- Master of Arts or Science Degree in Library and Information Science,  
<http://www.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipMLIS.asp> (NOTE: No Masters-level applications accepted until June 1, 2012)

- Master of Arts or Science Degree in Education with Library Media Endorsement, <http://www.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipMEd.asp> (NOTE: No Masters-level applications accepted until June 1, 2012)
- Graduate-level School Library Media Endorsement, <http://www.nlc.state.ne.us/NowHiring/Scholarships/ScholarshipMEdCert.asp> (NOTE: No Masters-level applications accepted until June 1, 2012)

To apply for a scholarship at a particular degree/certificate level, submit the materials listed below:

1) **Background Information**

2) **Résumé**

Submit your résumé (no longer than two [2] pages) outlining your work experience, paid or volunteer (include job titles, dates and a short description of duties); educational background; and knowledge and skills. If there are significant blocks of time when you weren't in the workforce or going to school, please indicate what you were doing during those times. The résumé must be uploaded online at the time of application. Documents created through a word processing program and scanned documents are examples of acceptable formats. Electronic file extensions include .doc, .docx, .rtf, .wpd, .wps, .pdf, .htm, .tif. Contact the Nebraska Library Commission in advance with any questions regarding file formats.

3) **Letter of Purpose**

Submit a letter (addressed to the Scholarship Committee, no longer than two [2] pages) outlining the studies you plan to undertake, your motivation for pursuing an education/career in library science, how you will use what you learn in your degree program, and what you plan to get out of this scholarship program's enrichment opportunities. The letter must be uploaded online at the time of application. Documents created through a word processing program and scanned documents are examples of acceptable formats. Electronic file extensions include .doc, .docx, .rtf, .wpd, .wps, .pdf, .htm, .tif. Contact the Nebraska Library Commission in advance with any questions regarding file formats.

4) **Letters of Recommendation**

Request three (3) individuals to each write a letter (addressed to the Scholarship Committee) in support of your academic and professional pursuits. A reference may come from a professor, principal, librarian, community leader, employer, etc., who is familiar with your professional qualifications and ability to complete a degree/certificate program. Letters may be submitted in any of three (3) ways:

- a. The applicant uploads a scanned copy of an original, signed letter from a reference via the online application. The letter must be uploaded online at the time of application. Documents created through a word processing program

and scanned documents are examples of acceptable formats. Electronic file extensions include .doc, .docx, .rtf, .wpd, .wps, .pdf, .htm, .tif. Contact the Nebraska Library Commission in advance with any questions regarding file formats.

- b. The applicant sends an original, signed letter from a reference directly to the Nebraska Library Commission. The letter must be must be postmarked or date-stamped by the date as indicated above in the Application Calendar/Deadlines table.
- c. The reference sends an original, signed letter directly to the Nebraska Library Commission. We recommend that you provide each reference with a pre-addressed, stamped envelope. The letter must be must be postmarked or date-stamped by the date as indicated above in the Application Calendar/Deadlines table.

If submitting paper copies of letters, send them to:  
 21st Century Librarian Scholarship Committee  
 Nebraska Library Commission  
 1200 N Street, Ste. 120  
 Lincoln, NE 68508-2023

#### 5) **Official transcripts**

Official transcripts will be accepted via e-mail ([nlc.nowhiringatyourlibrary@nebraska.gov](mailto:nlc.nowhiringatyourlibrary@nebraska.gov)), or U.S. Mail/courier (addressed to: 21st Century Librarians Scholarship Committee; Nebraska Library Commission; 1200 N Street, Ste. 120; Lincoln, NE 68508-2023), provided they are postmarked or date-stamped by the date as indicated above in the Application Calendar/Deadlines table and are sent from the college/university.

<b>If you are applying for a scholarship at this level...</b>	<b>...then send the following transcripts:</b>
Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media	College coursework taken within the last five (5) years
Master of Arts or Science Degree in Library and Information Science	All bachelor's- and master's-level coursework
Master of Arts or Science Degree in Education with Library Media Endorsement	All bachelor's- and master's-level coursework
Graduate-level School Library Media Endorsement	All bachelor's- and master's-level coursework
Library and Information Science Professional Certificate <b>OR</b> Associate of Arts or Science Degree in Library and Information Science	Transcripts are <b>NOT</b> required at these levels

- 6) **Application Agreement**
- 7) **Electronic Signature**
- 8) **Statistical Survey** (optional)

Only complete applications will be reviewed. All applications are confidential. Information will not be shared with any other organizations or individuals except as required by state or federal laws. All application materials will be kept on file at the Nebraska Library Commission.

The applicant must successfully submit the completed online application no later than 4:59 p.m., Central Time, on the appropriate deadline date.

The applicant will receive a confirmation e-mail after the online application is successfully submitted. A printable copy of the completed application will be available after the application is submitted.

### **Questions?**

For inquiries regarding the nature of the grant program and application, contact:

- Kathryn Brockmeier, Grant Program Manager, [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov), 402-471-4002 or 800-307-2665
- Mary Jo Ryan, Grant Project Director, [maryjo.ryan@nebraska.gov](mailto:maryjo.ryan@nebraska.gov), 402-471-3434 or 800-307-2665

For technical support while completing the application online, contact:

- Janet Greser, Computer Help Desk Support, [janet.greser@nebraska.gov](mailto:janet.greser@nebraska.gov), 402-471-2010 or 800-307-2665
- Vern Buis, Computer Services Director, [vern.buis@nebraska.gov](mailto:vern.buis@nebraska.gov), 402-471-4030 or 800-307-2665

Applications and guidelines are available at [www.nlc.state.ne.us/NowHiring/Scholarships.asp](http://www.nlc.state.ne.us/NowHiring/Scholarships.asp).

### **Sponsors**

As Nebraska's state library agency, the **Nebraska Library Commission** is an advocate for the library and information needs of all Nebraskans. The mission of the Library Commission is statewide promotion, development, and coordination of library and information services—“bringing together people and information.” Visit <http://www.nlc.state.ne.us/> for more information.

The **Institute of Museum and Library Services** is the primary source of federal support for the nation's 123,000 libraries and 17,500 museums. The Institute's mission is to create strong libraries and museums that connect people to information and ideas. The Institute works at the

national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance learning and innovation; and support professional development. To learn more about the Institute, please visit <http://www.ims.gov/>.

**Nebraska Library Commission  
IMLS Laura Bush 21st Century Librarian Program**

**2011 Internship Grant Information**

**Application Process – Please Read First**

Application Calendar/Deadlines

**Application Deadline:** February 28, 2011. *The library must successfully submit the completed online application no later than 4:59 p.m., Central Time.*

**Earliest Announcement of Grant Award:** March 31, 2011

Grant Program Description

**Overview**

The grant awards are stipends that may be used as the library sees fit, with the approval of the grant review committee. For example, a library may provide one 100-hour internship during the summer months that might last eight weeks, or two 50-hour internships during the school year that might last ten weeks, depending on the needs of the library and the scheduling needs and qualifications of the internship candidates. Library grantees will recruit, select, and hire their interns. Usually, interns are hired as contract workers and paid on a stipend rather than an hourly wage, but the terms of employment are determined by the library's governing body.

The hours spent at the library will be planned to introduce the student to the scope and value of the diverse programs and activities throughout the library. One staff person should be identified to work closely with each student intern and accept responsibility for ensuring a rich learning experience. This staff person will also be responsible for meeting the reporting requirements of this grant. Under general supervision, the student intern will perform a range of day-to-day tasks in the library to gain general knowledge of library work, as well as work on specific programs and activities. Past participants have checked out books and other materials to library customers, assisted library personnel with summer reading programs and story hours, attended trainings, developed displays, weeded, produced flyers and brochures, reviewed policies and budgets, worked on library Websites, created Facebook pages, and written newspaper and newsletter articles.

The intern's supervisor will work with the student to determine how supervision will be conducted and what projects will be completed, using the schedule and curriculum guidelines provided by the Nebraska Library Commission.

**Requirements of the Program**

The library will:

- Assign an intern supervisor.
- Direct the selection process of their interns.

- Work with the student to determine how supervision will be conducted and what projects will be completed, using the schedule and curriculum guidelines provided.
- Introduce the intern to all aspects of library work.
- Orient the intern to library-related educational and career opportunities.
- Direct the intern to complete baseline and post-internship evaluations.
- Submit a post-internship evaluation detailing the projects, experience, results, and implications of the project.
- Be available for follow-up interviews and surveys by the Nebraska Library Commission for the purposes of internship grant program evaluation.

The intern will:

- Complete project(s) demonstrating varying levels of responsibility appropriate to the intern's ability to perform.
- Complete baseline and post-internship evaluations, reporting experiences with their work assignments.

The Nebraska Library Commission will:

- Remit grant funds directly to the library.
- Increase awareness about the library profession and the opportunities for employment in Nebraska libraries.
- Assist potential interns and interested libraries to connect.
- Provide additional training opportunities in 21st century skills for value-added experiences.
- Maintain confidential files.
- Evaluate the program and disseminate results.
- Comply with all grant expectations set forth by IMLS.

Guidance from the Nebraska Library Commission is provided following the Simmons College MassBLAST high school internship program administration model. Resources are provided as a guideline to create a schedule of activities. Various resources are available at the MassBLAST "Design an Internship" wiki page ([http://libfs2.simmons.edu/massblast/wiki/index.php/Design\\_an\\_Internship](http://libfs2.simmons.edu/massblast/wiki/index.php/Design_an_Internship)).

## **Goals & Outcomes**

This program encourages and supports the following five goals:

- High school and college students get involved in real library work that takes advantage of their experience and interests.
- The internship introduces promising high school and college students to the varied and exciting work of Nebraska libraries.
- The internship functions as a recruitment tool, helping the participant view the library as a viable career opportunity.
- The internship provides students with an enlightened view of the roles of libraries and librarians, an understanding of behind-the-scenes library operations, and insights into the role of technology in libraries.

- Libraries receive financial assistance to provide stipends to students who often help expand a program or complete a project and bring in fresh ideas.

This program encourages and supports the following two outcomes:

- Interns will report positive experiences with their work assignments and increased interest in library careers.
- Library staff will report positive experiences with the internship program.

In addition, evidence will be sought to show that communities benefit from the internship grant experience.

### Award Information

Grants range from \$500 to \$1,000. No matching funds are required. The grant awards are stipends that may be used as the library sees fit, with the approval of the grant review committee. The internship must be completed on or before March 1, 2012.

### Eligibility

Accredited Nebraska public libraries

([http://www.nlc.state.ne.us/libdev/accreditation/accred\\_dates.asp](http://www.nlc.state.ne.us/libdev/accreditation/accred_dates.asp)) may apply. The applicant may partner with other types of libraries to provide a variety of work settings.

In addition to meeting the eligibility requirement, the applicant must:

- Submit the application online.
- Complete the internship on or before March 1, 2012.
- Assign a supervisor who will:
  - Direct student to complete Intern Baseline and Post-Internship Assessments and submit completed forms in a timely manner,
  - Track student's hours and activities, and
  - Complete and submit Supervisor Post-Internship Assessment in a timely manner.
- Credit the Institute of Museum and Library Services, the Nebraska Library Commission, and the Nebraska Library Association in all publicity about the project.

### Application Review

Applications will be reviewed by a committee composed of representatives of the Nebraska Library Commission, the IMLS grant team, and the Nebraska Library Association.

Preference will be given to proposals that include:

- a schedule of activities,
- an orientation to all library service functions, and
- commitment to meeting grant expectations.

Partnership projects (for example, accredited public library/school library media center) are encouraged. Libraries that have never applied for or received an internship grant are strongly

encouraged to apply. An attempt will be made to award grants to libraries from all areas of the state.

### Award Administration

The earliest announcement of grant award will be made March 31, 2011, by the Nebraska Library Commission. The grant award is a stipend that may be used as the library sees fit, with the approval of the grant review committee. An award letter will be mailed out to the library and a Letter of Agreement must be signed and returned to the Nebraska Library Commission. By signing the Letter of Agreement, the awardee certifies that it is an accredited Nebraska public library and will comply with the expectations of the grant.

### **Application Process – Apply for Grant**

The application, which must be completed online, is available at <http://www.nlc.state.ne.us/NowHiring/InternshipApp.asp>.

An electronic signature from both the Library Director and the Library Board President are required.

The library must successfully submit the completed online application no later than 4:59 p.m., Central Time, Monday, February 28, 2011.

A printable copy of the completed application will be available after the application is submitted. A copy will also be sent to the Library Director's e-mail address provided.

### Application Tips

Type narrative responses in a word processing program, then copy and paste the text into the text boxes. This allows for spell-checking and proof-reading. Paragraphs are not recognized. Use multiple spaces instead to set off a new block of text. Avoid special formatting, such as underlining, bold, italics, bullets, and special characters. Consider having someone review and proof the text. If you like, you may request a Nebraska Library Commission staff to review the application content in advance of submission.

### **Questions?**

For inquiries regarding the nature of the grant program and application, please contact Kathryn Brockmeier, Grant Program Manager, [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov), 402-471-4002 or 800-307-2665. For technical support while completing the application online, please contact Janet Greser, Computer Help Desk Support, [janet.greser@nebraska.gov](mailto:janet.greser@nebraska.gov), 402-471-2010 or 800-307-2665; or Vern Buis, Computer Services Director, [vern.buis@nebraska.gov](mailto:vern.buis@nebraska.gov), 402-471-4030 or 800-307-2665.

Application and guidelines are available at [www.nlc.state.ne.us/NowHiring/Internships.asp](http://www.nlc.state.ne.us/NowHiring/Internships.asp).

## Partners and Sponsors



As Nebraska’s state library agency, the Nebraska Library Commission is an advocate for the library and information needs of all Nebraskans. The mission of the Library Commission is statewide promotion, development, and coordination of library and information services—“bringing together people and information.” Visit <http://www.nlc.state.ne.us/> for more information.

###

The Institute of Museum and Library Services is the primary source of federal support for the nation’s 123,000 libraries and 17,500 museums. The Institute’s mission is to create strong libraries and museums that connect people to information and ideas. The Institute works at the national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance learning and innovation; and support professional development. To learn more about the Institute, please visit <http://www.ims.gov/>.

###

The Nebraska Library Association is the cornerstone of the Nebraska library community. They advocate for their members, enrich their professional lives, advance the lifelong learning of all Nebraskans, and promote all library interests in Nebraska. For more information, please visit <http://nebraskalibraries.org/>.

## APPLICATION - 2011 Internship Grant Program

*The library must successfully submit the completed application by no later than 4:59 p.m., Central Time, Monday, February 28, 2011.*

You will lose all information entered if you navigate away from this page before submitting your application. For technical support in completing this online application, call Janet at 402-471-2010 or Vern at 402-471-4030, or 800-307-2665, M - F, 8 am - 5 pm CST.

### A. ORGANIZATIONAL INFORMATION

<b>Applicant organization</b>	<input type="text"/>
<b>Mailing address</b>	<input type="text"/>
<b>City, State, ZIP</b>	<input type="text"/>
<b>Library Director name</b>	<input type="text"/>
<b>Library Director e-mail address</b>	<input type="text"/>
<b>Library Director phone number</b>	<input type="text"/>
<b>Intern Supervisor name</b>	<input type="text"/>
<b>Intern Supervisor e-mail</b>	<input type="text"/>
<b>Student intern name, if known, or plans for recruitment</b>	<input type="text"/>

**B. APPLICATION NARRATIVE**

**Amount requested** (Range: \$500 - \$1,000):

**Background:**

Describe the reason your library wants to participate in the internship grant program. State the underlying need or opportunity.

*This text box has no character/word limit.*

**Schedule of Activities:**

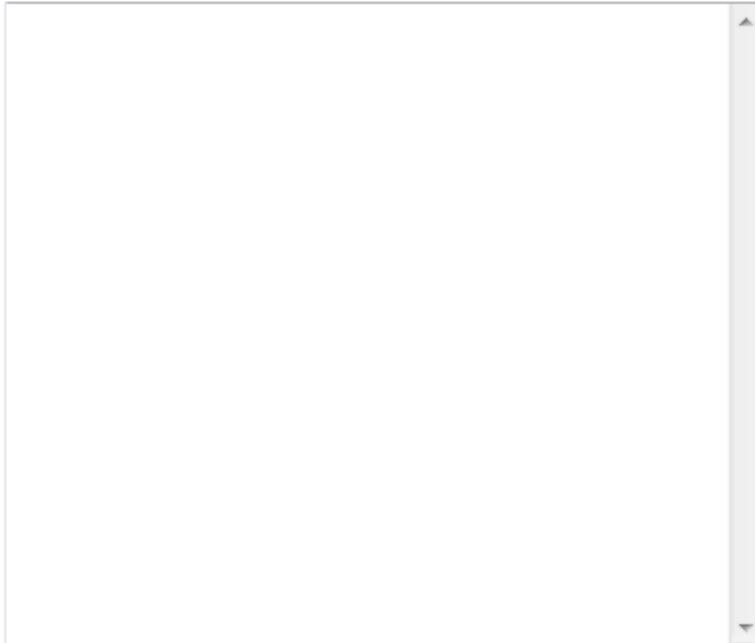
Briefly describe the projects and activities with which the student intern will be involved, including the student's role in the projects. If available, please include a general orientation plan. Include a timeline, if available.

*This text box has no character/word limit.*

**Effect:**

Describe the anticipated benefits of this internship to the student, the library, and the community.

*This text box has no character/word limit.*

**C. APPLICATION AGREEMENT**

I have read and understand the following conditions of the Student Internship Grant: *(Check each box)*

- Grant recipient is an accredited Nebraska public library.
- Internship will be completed on or before March 1, 2012.
- Supervisor will direct student to complete Intern Baseline and Post-Internship Assessments and submit completed forms in a timely manner.
- Supervisor will track student's hours and activities.
- Supervisor will complete and submit Supervisor Post-Internship Assessment in a timely manner.
- Grant recipient will credit the Institute of Museum and Library Services, the Nebraska Library Commission, and the Nebraska Library Association in all publicity about the project.

By marking this check-box, I certify that all information in this application is accurate to the best of my knowledge.

**D. SIGNATURES**

*Marking this check-box and entering your name and the date act as your electronic signature.*

**Library Director name**

**Date (Month/Day/Year)**

*Marking this check-box and entering your name and the date act as your electronic signature.*

**Library Board President name**

**Date (Month/Day/Year)**

**E. SUBMIT APPLICATION**

**Make sure all fields are complete before you submit this application.**

*Once you press Submit, a printable copy of this completed application will be sent to the Library Director's e-mail address provided above.*

April 14, 2011

«director», Director  
«org»  
«address»  
«city»

Hello, «director\_fname»,

On behalf of the Nebraska Library Commission and the Nebraska Library Association, I am happy to inform you that the «org» has been awarded a 21st Century Librarian Internship Grant in the amount of \$«amount\_awarded» from the Nebraska Library Commission.

**Please sign and return the enclosed Agreement and Request for Payment as soon as possible** in order to begin your payment process. Keep the copy of the Agreement and make a copy of the completed and signed Request for Payment for your records.

Please remember and also inform your intern Supervisor of the following expectations of the award:

- Internship must be completed on or before March 1, 2012.
- Upon request, Supervisor will inform the Nebraska Library Commission of estimated start and end dates of the internship.
- Supervisor will track student's hours and activities.
- The following forms must be submitted within 30 days of completion of internship. Failure to submit this paperwork on time may jeopardize future internship grant awards to your library.
  - Intern Baseline Assessment, to be completed by intern at start of internship.
  - Intern Post-Internship Assessment, to be completed by intern at completion of internship.
  - Final Report, to be completed by Supervisor at completion of internship.
- The library will credit the Institute of Museum and Library Services, the Nebraska Library Commission, and the Nebraska Library Association in all publicity about the project.

These instructions and the required forms will soon be available on the Nebraska Library Commission Website at <http://www.nlc.state.ne.us/NowHiring/Internships.asp#compliance>. A full award packet, which includes details about required paperwork and project activities, will be e-mailed to the internship Supervisor within the next week. Please direct the Supervisor to read this packet carefully and let us know if you have any questions about our requirements.

To ensure that the Nebraska Library Commission and Nebraska Library Association has accurate information concerning your grant, you must submit any changes regarding your application in writing to be approved in advance by the Nebraska Library Commission and Nebraska Library Association. Written notification is also required if you cancel the project. In addition, we request that the intern Supervisor maintain timely e-mail correspondence with the Nebraska Library Commission and the Nebraska Library Association regarding internship grant matters.

Questions? As always, call or e-mail us – we're here to help. Your contact is: Kathryn Brockmeier, Nebraska Library Commission, (402) 471-4002, (800) 307-2665, [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov). Our very best wishes for a successful internship.

Best regards,

Mary Jo Ryan  
Communications Coordinator  
(402) 471-3434, (800) 307-2665  
[maryjo.ryan@nebraska.gov](mailto:maryjo.ryan@nebraska.gov)

Enclosures

## Nebraska Library Commission 21st Century Librarian Internship

### Tips for a Successful Internship Program Experience

Congratulations! The Nebraska Library Commission is pleased to award your library this 21st Century Librarian internship grant and we hope you will take advantage of all it has to offer. This program is not just about providing you with funds to hire an intern. It's about helping you enhance your intern's library work experience and helping your intern view librarianship as a viable career opportunity.

Listed below are the major components of the internship program and the paperwork mentioned in your award letter that needs to be processed for this program to go smoothly.

#### **Complete the required paperwork**

- Once the intern has been hired...
  - Inform us of the start date and estimated end date of the internship.
- At the start of the internship...
  - Direct intern to complete and sign the survey completion consent form, available at <http://www.nlc.state.ne.us/NowHiring/Internship/SurveyConsent.pdf> (fillable, savable, and printable) and <http://www.nlc.state.ne.us/NowHiring/Internship/SurveyConsent.doc> (savable and printable).
  - Direct intern to complete the online baseline survey. (<https://www.surveymonkey.com/s/M66YKL3>)
- During the internship...
  - Track intern's hours and activities.
- At the end of the internship...
  - Direct intern to complete the online post-internship survey.
  - Complete the online Final Report.

#### **This program encourages and supports the following five goals:**

- Interns get involved in real library work that takes advantage of their experience and interests.
- The program introduces promising interns to the varied and exciting work of Nebraska libraries.
- The internship functions as a recruitment tool, helping the participant view the library as a viable career opportunity.
- The internship provides participants with an enlightened view of the roles of libraries and librarians, an understanding of behind-the-scenes library operations, and insights into the role of technology in libraries.
- Libraries receive financial assistance to provide stipends to interns who often help expand a program or complete a project and bring in fresh ideas.

#### **Plan your schedule of activities**

- Work with the intern to determine how supervision will be conducted and what projects will be completed
- Orient the intern to all aspects of library work
- Various resources are provided as a guideline to create a schedule of activities. Visit the Simmons College MassBLAST "Design an Internship" wiki page for details ([http://libfs2.simmons.edu/massblast/wiki/index.php/Design\\_an\\_Internship](http://libfs2.simmons.edu/massblast/wiki/index.php/Design_an_Internship)).

- Ideas for professional-level activities include:
  - Using an NLC-provided database to answer a reference question
  - Sharing information about a library service by posting to library’s Facebook page, composing an entry on library’s blog or Twitter, making a flyer or poster, writing a short library newsletter article, or similar task
  - Critiquing a website visited to answer a reference question
- ❑ **Follow the intern’s progress**
  - Consider keeping a scrapbook or diary
  - Save copies of the intern’s written works and other projects
  - Take pictures of the intern in action
- ❑ **Get involved on our Facebook page**
  - We encourage both you and your intern to actively participate on the Nebraska Librarians Learning Together Facebook page, available at <http://www.facebook.com/NebraskaLibrarians>. Share your thoughts and activities.
- ❑ **Stay in touch**
  - From time to time, we’ll request feedback from you about various aspects of the internship program. We appreciate your timely response to our e-mail inquiries.

## Questions?

We look forward to working with you! Please contact us with any questions you may have:

Kathryn Brockmeier, Grant Program Manager  
IMLS Laura Bush 21st Century Librarian Program  
Nebraska Library Commission  
1200 N Street, Ste. 120  
Lincoln, NE 68508  
402-471-4002, 800-307-2665 (NE only)  
[kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov)



Nebraska  
Library Commission



*Instructions to supervisor: To be administered at start of internship and completed by intern. Submit within 30 days of end of internship to: Kathryn Brockmeier; Nebraska Library Commission; 1200 N Street, Ste. 120; Lincoln, NE 68508-2023. Provide a copy of the signed form to a parent or guardian if the intern is under the age of 18.*

**Nebraska Library Commission & Nebraska Library Association  
21st Century Librarian Internship  
2010–2011 Internship Reporting Consent Form**

By signing below you acknowledge that you have read and understand that:

- You have volunteered to be a part of baseline and follow-up surveys as part of the Nebraska Library Commission and Nebraska Library Association 21st Century Librarian Internship Grant program.
- You may choose to stop the surveys at any time.
- Your refusal to participate will not lead to any negative consequences.
- If under age 18, you have received a copy of this information to show a parent or guardian.

If you agree, all of your survey responses will be confidential. When the findings from the survey are shared, you will not be identified by name. Your confidential information will be very helpful for the 21st Century Librarian Internship team, and they want to thank you in advance for your help.

**Name (print)** \_\_\_\_\_

**Library** \_\_\_\_\_

**Signed** \_\_\_\_\_

**Date** \_\_\_\_\_

**Intern Baseline Survey**  
Screen capture from Survey Monkey instrument



# Nebraska Library Commission

## Student Internship Baseline Survey

### Background Information

1. Applicant Organization / Library

2. Contact Person / Supervisor

3. Internship start date

MM DD YYYY  
Start date       /  /

4. Intern Name (first name and last initial only)

5. Age

6. Education (Mark one.)

- Completed 9th grade
- Completed 10th grade
- Completed 11th grade
- Completed 12th grade
- Pursuing Associate's degree
- Pursuing Bachelor's degree
- Pursuing Master's degree

Other (please specify)

**7. Gender (Mark one.)**

- Female
- Male

**8. Race (Mark all that apply.)**

- White
- Black/African American
- American Indian / Alaskan Native
- Asian
- Native Hawaiian / Other Pacific Islander

Other (please specify)

**9. Ethnicity (Mark one.)**

- Hispanic
- Non-Hispanic

Next

**Perceptions, Plans & Expectations**

10. How surprised would you be to see each of the following activities listed in a librarian's job description? (Mark one for each line.)

	Very surprised	Somewhat surprised	Not surprised
Check out books, movies, music, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help to educate people in the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hire / supervise employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Install programs / troubleshoot computer problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lead discussion groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Manage budget / keep statistics / handle bills & payroll	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organize books, movies, music, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Plan events / perform / hire & schedule speakers & performers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Purchase supplies, equipment & furniture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recommend books, movies, music, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respond to surveys / submit official reports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Speak before & work with high-ranking officials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervise building maintenance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teach computer skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Track down information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Watch over safety of people in building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work on committees / with a board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work with laws, regulations & policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Write news releases / speak on radio or TV	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Knowing what you know now, how likely is it that you will pursue further education in the library field? (Mark one.)

- Very likely
- Somewhat likely
- Not too likely
- Not at all likely

12. Knowing what you know now, how likely is it that you will apply for a library job within the next five years? (Mark one.)

- Very likely
- Somewhat likely
- Not too likely
- Not at all likely

13. What do you expect to learn about the job of a librarian?

For more information about library jobs in Nebraska, visit <http://nowhiringatyourlibrary.nebraska.gov/>

**Intern Follow-up Survey**  
Screen capture from Survey Monkey instrument



# Nebraska Library Commission

## Student Internship Followup Survey

### Background Information

1. Library Name

2. Supervisor

3. Internship end date

MM DD YYYY  
End date       /  /

4. Intern Name (first name and last initial only)

5. Age

6. Education (Mark one.)

- Completed 9th grade
- Completed 10th grade
- Completed 11th grade
- Completed 12th grade
- Pursuing Associate's degree
- Pursuing Bachelor's degree
- Pursuing Master's degree

Other (please specify)

**7. Gender (Mark one.)**

- Female
- Male

**8. Race (Mark all that apply.)**

- White
- Black/African American
- American Indian / Alaskan Native
- Asian
- Native Hawaiian / Other Pacific Islander

Other (please specify)

**9. Ethnicity (Mark one.)**

- Hispanic
- Non-Hispanic

Next

**Perceptions, Plans & Expectations**

10. After your internship experience, how surprised would you be to see each of the following activities listed in a librarian's job description? (Mark one for each line.)

	Very surprised	Somewhat surprised	Not surprised
Check out books, movies, music, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help to educate people in the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hire / supervise employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Install programs / troubleshoot computer problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lead discussion groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Manage budget / keep statistics / handle bills & payroll	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organize books, movies, music, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Plan events / perform / hire & schedule speakers & performers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Purchase supplies, equipment & furniture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recommend books, movies, music, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respond to surveys / submit official reports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Speak before & work with high-ranking officials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervise building maintenance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teach computer skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Track down information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Watch over safety of people in building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Work on committees / with a board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work with laws, regulations & policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Write news releases / speak on radio or TV	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Based on your internship experience, how likely is it that you will pursue further education in the library field? (Mark one.)

- Very likely
- Somewhat likely
- Not too likely
- Not at all likely

12. Based on your internship experience, how likely is it that you will apply for a library job within the next five years? (Mark one.)

- Very likely
- Somewhat likely
- Not too likely
- Not at all likely

13. What did you learn about the job of a librarian from your internship experience?

For more information about library jobs in Nebraska, visit <http://nowhiringatyourlibrary.nebraska.gov/>



## Supervisor Post-internship Report about the Intern

Screen capture from Survey Monkey instrument



# Nebraska Library Commission

### Internship Supervisor Reporting Form - About the Intern

#### About the Intern

Please complete this survey for each intern you supervised.

**1. Intern Name (first name and last initial)**

**2. Intern Supervisor Name**

**3. Internship Dates**

MM DD YYYY

Start date  /  /

End date  /  /

**4. Total number of hours of this individual's internship**

Hours

**5. Amount paid to this intern**

\$

**6. How did the intern receive payment?**

- As contract worker
- As hourly-wage earner

Other (please specify)

Next

This Intern's Experience with Your Library

1. In which of the following areas did you provide an orientation to the intern? (Mark all that apply)

- Administration
- Acquisitions
- Cataloging
- Circulation
- Collection development
- Customer service
- Databases
- Interlibrary loan
- Library website
- Outreach services
- Programs/events
- Public access computers
- Reference

Other (please specify)

2. In which of the following areas did you assign tasks to the intern? (Mark all that apply)

- Administration
- Acquisitions
- Cataloging
- Circulation
- Collection development
- Customer service
- Databases
- Interlibrary loan
- Library website
- Outreach services
- Programs/events
- Public access computers
- Reference

Other (please specify)

3. Please describe one or more instances in which this intern contributed to expanding a program or completing a special project and how it benefitted the intern and/or the library/community:

**4. At the START of the internship, how effectively did this intern ...?:**

	Very effectively	Somewhat effectively	Not very effectively	Not at all effectively
Communicate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluate information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complete assigned tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**5. At the END of the internship, how effectively could this intern ...?:**

	Very effectively	Somewhat effectively	Not very effectively	Not at all effectively
Communicate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluate information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complete assigned tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**6. How effectively were the following goals met with this internship experience?**

	Very effectively	Somewhat effectively	Not very effectively	Not at all effectively
Intern experienced library work that took advantage of his or her experiences and interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intern was introduced to varied work of libraries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intern learned about the role of technology in libraries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intern learned about career opportunities available in libraries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intern expressed interest in library career opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**7. In what capacity, if any, will this intern continue at your library after the internship? (Mark all that apply.)**

- Intern will continue as volunteer
- Intern will continue as contractor for specific projects
- Intern will continue as seasonal or on-call employee
- Intern will continue as year-round, part-time employee
- Intern will continue as year-round, full-time employee
- Intern will not continue working at this library

Other (please specify)

**8. Please provide any comments, suggestions, or recommendations for the internship program based on your experience supervising this intern.**

**9. Would you like more information to help this intern learn about library careers and educational opportunities?**

- Yes, please send me more information
- No, not at this time

Thank you for your response. For more information, visit  
<http://nowhiringatyourlibrary.nebraska.gov>

Prev

Done

# Supervisor Post-internship Report about the Internship Program

## Screen capture from Survey Monkey instrument

### Internship Supervisor Reporting Form - About the Internship Program

#### Background Information

DIRECTIONS: Complete one survey per grant received, regardless of number of interns involved. survey once.

**1. Library Name**

**2. Internship Supervisor**

**3. Total number of interns you supervised**

Total number of interns

Next

#### About Your Library's Experience with Internship(s)

**1. Which of the following resources did you use in planning and directing your internship(s)?**

- MassBLAST "Design an Internship" wiki page ([http://libfs2.simmons.edu/massblast/wiki/index.php/Design\\_an\\_Internship](http://libfs2.simmons.edu/massblast/wiki/index.php/Design_an_Internship))
- Nebraska Library Commission Internship Grant Website (<http://nlc1.nlc.state.ne.us/nowhiring/internships.asp>)
- NLC "Tips for a Successful Internship Program Experience" document
- GoToMeeting online orientation session (held Apr. 28, 2011)
- Facebook page "Nebraska Librarians Learning Together" (<http://www.facebook.com/NebraskaLibrarians>)

Other (please specify)

**2. Overall, how did your library and/or community benefit from having interns? Your story is helpful to the Nebraska Library Association and the Nebraska Library Commission. We can use it to promote the internship grant program, and stories like yours strengthen our cause when applying for future funding for internship grants.**

**3. Please provide any comments, suggestions, or recommendations for the NLC/NLA internship program based on your experience as an intern supervisor.**

Prev

Done

## Notes of thanks for receipt of scholarships, stipends, and internships Nov. 1, 2010 – Oct. 31, 2011

Scholarship recipient Facebook comments to NLC post; May 2, 2011



### Nebraska Librarians Learning Together

Scholarship recipients: the stipend information has been posted.

#### Now hiring @ your library - 21st Century Librarian Scholarships - Stipends

[www.nlc.state.ne.us](http://www.nlc.state.ne.us)

Congratulations! The Nebraska Library Commission is pleased to offer you a 21st Century Librarian stipend in addition to your scholarship. This program is not just about paying for your tuition, fees, and books. It's about enhancing your educational experience and helping prepare you for a

544 Impressions · 0.74% Feedback

Like · Comment · Share · May 2 at 5:08pm ·

Tanya Kimble Hirsch likes this.



**Tanya Kimble Hirsch** Thank you so much for these opportunities!  
May 2 at 7:07pm · [Like](#)



**Chip Watchorn** Thanks a lot!  
May 3 at 6:43pm · [Like](#)



**Lara Elizabeth** Thank you soo much for this opportunity! I really appreciate it!  
May 3 at 8:31pm · [Like](#)

Stipend recipient Facebook post; October 1, 2011



### Tina J Olson Walker

Sitting in St. Louis at the LITA convention thanks to 21st century scholarship. Thank you NLC! lean ring slot and now listening to Karen Coyle speak.

Unlike · Comment · Get MyPad · October 1 at 9:18am via MyPad for iPad ·

You and Naomi Solomon like this.



**Tina J Olson Walker** Learning a lot and now listening to Karen Coyle speak.  
October 1 at 9:34am · [Like](#)



**Tracy Barton Tibbels** I liked "lean ring slot". =D So glad you spoke at the NLA/NEMA Conference!  
October 7 at 10:40pm · [Like](#)

Stipend recipient Facebook post; October 14, 2011



### Delilah Gillming

Hi,  
My name is Delilah Gillming. I currently work very part time for Meridian Library System and I'm taking working towards my Associates Degree in Library and Information Services through CCC. I didn't get a chance to go to NLA/NEMA Conference this year as I planned but hope to go next year. Thanks to 21st Century Library grant I get to go to PLA in March in Philadelphia.

Unlike · Comment · 15 hours ago ·

Note from intern; August 30, 2011

 August 30, 2011  
Kathryn Brockmeier,  
I would like to thank the  
Nebraska Library Commission and  
the Institute of Museum and Library  
Services for providing the funding  
for the library internship program.  
I really enjoyed working at the  
Norfolk Public Library this summer.  
My time there affirmed that I  
want to become a librarian.  
  
Thanks again,  
Emily Hekemann

E-mail from intern supervisor; September 9, 2011

invitation. Sorry- we have had so much fun with our interns and it has been an exceptionally positive experience and hope the interns have felt the same. Thanks to the committee for this great opportunity. Evy

E-mail from scholarship recipient; September 26, 2011

Thank you so much for everything! I'm really enjoying all the networking (esp. via facebook) that this scholarship opportunity has provided thus far!

E-mail from scholarship recipient who was a panelist at NLC's NLA/NEMA conference session; October 22, 2011

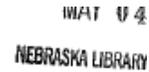
P. S. I really appreciated the session you held that we spoke at. The feedback from the audience was very encouraging!

E-mail from scholarship recipient who attended the NLA/NEMA conference session; October 31, 2011

I attended the 2011 NLA/NEMA Conference at the Cornhusker Hotel in Lincoln--and the tremendously interesting preconference at the state capitol. Wonderful, all of it! That includes the NLC booth and getting to visit with so many staff during the sessions and exhibit times.

Your support is really appreciated.

Note from scholarship recipient; May 4, 2011



NLC,

I would like to take this opportunity to sincerely thank all those involved in the selection committee for awarding me a scholarship. I'm sure that you get a lot of applications and I am really grateful for being one of those selected.

I'm sure I mentioned some of this in my application, but as this is a more personal note, I'd like to do it again. I am not a traditional student. I am happily married and have been for 22 years. I have 3 kids, one in middle school, one in high school, and one in the first year of college. I went to college unsuccessfully right out of high school, I guess I just wasn't ready for it. When I started looking at going back, I found out there really aren't very many scholarships for non-traditional students, so when I was notified that I had received this scholarship, I was ecstatic. I couldn't even talk when I called my wife to tell her about it!

I just wanted you to know that receiving this scholarship was truly one of the happiest moments of my life. I will continue to do my best with the academics. Thank you so much.

Note from scholarship recipient; April 18, 2011

I just wanted to write you a quick note to thank you for choosing me as a scholarship recipient. Your kindness will help me achieve my goals. I really appreciate it!

E-mail from scholarship recipient; June 29, 2011

Thank you so much to everyone involved in the IMLS Laura Bush 21st Century Librarian Program for awarding me a scholarship. Thank you, thank you, thank you! This will all be an enormous help.

E-mail from scholarship recipient; August 9, 2011

Thanks Kathryn, just wanted to be sure everything was on track. This has been such a blessing with my endorsement, and I just want to say thank you again for the opportunity.

Note from scholarship recipient; June 21, 2011

Dear 21<sup>st</sup> Century Librarian  
Scholarship Committee,  
Thank you for helping  
me further my education.  
Also thank you for taking  
the time to read all of the  
applications and choosing me.  
I will work hard to make  
you proud.

E-mail from scholarship recipient; August 17, 2011

I am very appreciative of this opportunity, because I would have had to postpone finishing my degree without this financial assistance.

E-mail from scholarship recipient registered for upcoming eReader training; October 30, 2011

I would like to register for the December 1st training in Bellevue. I almost didn't realize how important it was to learn these tools/resources (and quickly!) until I started this position as a library aide, where almost every third question is about eReaders. Thank you and the rest of NLC so much for providing this opportunity. I feel very lucky!



**Nebraska  
Library Commission**



***IMLS Laura Bush 21st Century Librarian Program  
Cultivating Rural Librarians' 21<sup>st</sup> Century Skills***

**Summary, Year 1**

November 1, 2010 – October 31, 2011

**SCHOLARSHIPS AWARDED**

Level	Number awarded	Total amount awarded
Library and Information Services (LIS, formerly LTA) Professional Certificate	3	\$10,500
Associate of Arts or Science Degree in Library and Information Services (LIS, formerly LTA)	4	\$14,000
Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media	5	\$17,500
<b>PREPROFESSIONAL-LEVEL TOTAL</b>	<b>12</b>	<b>\$42,000</b>
Master of Arts or Science Degree in Library and Information Science (MLS/MLIS)	14	\$35,000
Master of Arts or Science degree in Education (MEd) with a School Library Media Endorsement	4	\$10,000
Graduate-level School Library Media Endorsement	4	\$10,000
<b>MASTER'S-LEVEL TOTAL</b>	<b>22</b>	<b>\$55,000</b>
<b>YEAR 1 TOTAL</b>	<b>34</b>	<b>\$97,000</b>

**STIPENDS AWARDED**

Type	Number awarded	Total amount awarded
Laptop	26	\$18,200.00
Association dues	8	\$340.00
Conference	3	\$4,167.85
<b>YEAR 1 TOTAL</b>	<b>37</b>	<b>\$22,707.85</b>

**ENHANCED LEARNING OPPORTUNITIES**

<b>Method</b>	<b>Topic</b>	<b>Number of project-related participants</b>
<b>NLC-hosted online webinars (live and recorded) and learning modules</b>	NCompass Live sessions including Tech Talk with Michael Sauers; Nebraska Learns 2.0 (a version of 23 Things)	<b>17</b>
<b>NLC-hosted or sponsored face-to-face training</b>	Nebraska Library Leadership Institute, Introduction to eBooks and eReaders workshop, Technology Planning Summer Camp, Nebraska Libraries on the Web WordPress training	<b>10</b>
<b>Other online trainings (live and recorded)</b>	Mostly selected from the Free Webinars listing on <a href="http://nlc.nebraska.gov/CE/webinars.aspx">http://nlc.nebraska.gov/CE/webinars.aspx</a>	<b>6</b>
<b>Conferences</b>	Nebraska Library Association/Nebraska Educational Media Association Conference, OverDrive's Digipalooza, Library and Information Technology Association National Forum, American Association of School Librarians National Conference	<b>13</b>
<b>Online social networking</b>	Nebraska Librarians Learning Together: <a href="http://www.facebook.com/NebraskaLibrarians">www.facebook.com/NebraskaLibrarians</a>	<b>157 fans</b>

**INTERNSHIP GRANTS AWARDED**

<b>Funder</b>	<b>Number of libraries</b>	<b>Number of grants</b>	<b>Number of interns</b>	<b>Amount</b>
Nebraska Library Commission	13	13	18	\$12,750
Nebraska Library Association (used as match)	5	10	10	\$10,000
<b>YEAR 1 TOTAL</b>	<b>18</b>	<b>23</b>	<b>28</b>	<b>\$22,750</b>

## Marketing and Recruitment Efforts, Year 1 Timeline, activities, and deliverables

Table 1. Announcements

Date	Content	Details
7/27/2010	IMLS grant news release	Attachment 1
11/17/2010	Facebook post about receipt of IMLS grant	Attachment 2
11/18/2010	Announcement of informational webinar on Facebook	Attachment 2
12/22/2010	Announcement of informational webinar on Facebook	Attachment 2
1/12/2011	Facebook post about internship grants	Attachment 2
1/20/2011	Blog post about internship grant availability	Attachment 3
1/21/2011	Internship grant program announcement on NLC website	Attachment 4
1/24/2011	E-mail blast of internship grant availability to statewide listserv	Attachment 5
2/11/2011	Scholarship announcement on NLC website	Attachment 4
2/11/2011	Facebook post about scholarship availability	Attachment 2
4/12/2011	News release of internship grant awards	Attachment 1
4/12/2011	Blog post of internship grant awards	Attachment 3
4/18/2011	Scholarship announcement blog post	Attachment 3
4/19/2011	Facebook post about scholarship availability	Attachment 2
8/11/2011	E-mail blast of Facebook page	Attachment 5
8/16/2011	Scholarship awards blog post	Attachment 3
8/16/2011	News release of scholarship awards	Attachment 1
9/7/2011	E-mail blast of scholarship availability to statewide listserv	Attachment 5
9/9/2011	Facebook post about scholarship availability	Attachment 2
9/21/2011	E-mail blast of Facebook page	Attachment 5

Table 2. Distribution of materials

Date	Content	Details
2/25/2011	Bring Us Your Best rack card – Legislative Day	Attachment 6
4/14/2011	Recruitment packet to Hispanic students at Dawson County career fair – <i>recruiting for diversity effort</i>	Attachments 6, 7, 9
5/27/2011	Bring Us Your Best rack card – NLC Commissioners meeting	Attachment 6
6/11/2011	Bring Us Your Best rack card – Lincoln City Libraries board meeting	Attachment 6
7/15/2011	Bring Us Your Best rack card – State Advisory Council on Libraries	Attachment 6
7/29/2011	Bring Us Your Best rack card – Panhandle Library System annual meeting	Attachment 6
7/30/2011	Bring Us Your Best rack card – Norfolk Literary Festival	Attachment 6
8/1/2011	Bring Us Your Best rack card – Technology Planning Summer Camp	Attachment 6
8/18/2011	Educational opportunities flyer, Now Hiring main page flyer, scholarship web page flyer – BTOP Technology Planning Camp	Attachments 11, 12, 13
8/23/2011	Bring Us Your Best rack card – Mid-Plains Community College advising office	Attachment 6
8/31/2011	Bring Us Your Best rack card – Plum Creek Literacy Festival	Attachment 6

<b>Date</b>	<b>Content</b>	<b>Details</b>
9/8/2011	Postcards – Child Services Retreat	Attachment 7
9/15/2011	Postcards – World Day on the Mall	Attachment 7
9/23/2011	Recruitment packet to current associate's-level scholarship recipients for them to share with a fellow student or friend	Attachments 10, 11, 12, 13
9/27/2011	Announcement of scholarships to current LIS students at Central Community College	Attachments 13, 14
9/28/2011	Recruitment packet to NE librarians with bachelor's or master's degree for them to share with coworker or friend	Attachments 10, 11, 12, 13
9/28/2011	Recruitment packet to NE library directors with high school or 2-year college degree	Attachments 13, 14
10/2/2011	Could this be you? Flyer – Hispanic youth career day, Grand Island <i>recruiting for diversity effort</i>	Attachment 8
10/6/2011 – 10/7/2011	Could this be you? Flyer, rack card, scholarship web page flyer, Facebook page promotional flyer – Nebraska Library Association/Nebraska Educational Media Association annual conference exhibit booth, Lincoln	Attachments 6, 8, 13, 15
10/7/2011	Could this be you? Flyer, rack card, scholarship web page flyer, Facebook page promotional flyer – Nebraska Library Association/Nebraska Educational Media Association annual conference informational session, Lincoln	Attachments 6, 8, 13, 15
10/7/2011	Facebook page promotional flyer, scholarship web page flyer – orientation coffee for Central Community College students at Nebraska Library Association/Nebraska Educational Media Association annual conference, Lincoln	Attachments 13, 15
10/17/2011	Could this be you? flyer, rack card, educational opportunities flyer, Facebook page promotional flyer, scholarship web page flyer – Youth Leadership Diversity Workshop, Grand Island – <i>recruiting for diversity effort</i>	Attachments 6, 8, 13, 15
10/20/2011	Could this be you? flyer, rack card, educational opportunities flyer, Facebook page promotional flyer – Future Educators Association conference, University of Nebraska Omaha – <i>recruiting for diversity effort</i>	Attachments 6, 8, 13, 15

Table 3. Exhibits at career events

<b>Date</b>	<b>Content</b>	<b>Details</b>
10/17/2011	Youth Leadership Diversity Workshop, Grand Island – <i>recruiting for diversity effort</i>	125 middle school and high school students from central Nebraska
10/20/2011	Future Educators Association conference, University of Nebraska Omaha – <i>recruiting for diversity effort</i>	250 high school juniors and seniors

The exhibit booth included the Now Hiring at your library<sup>®</sup> banner, a projected PowerPoint slide show, brochures, flyers, and rack cards.

Table 4. Exhibits at library and educational events

Date	Content	Details
10/6/2011 – 10/7/2011	Nebraska Library Association/Nebraska Educational Media Association annual conference	600 Nebraska librarians, library board members, library students

The exhibit booth included the Now Hiring at your library<sup>®</sup> banner, a projected PowerPoint slide show, brochures, flyers, and rack cards.

Table 5. Presentations

Date	Content	Details
11/9/2010	State Advisory Council on Libraries presentation and input session	In-person session, 13 council members, 8 NLC staff
12/22/2010	NCompass Live session: Scholarship and Internship Grant Opportunities through New IMLS Grant Program <a href="http://www.nlc.state.ne.us/scripts/calendar/eventshow.asp?ProgID=10237">http://www.nlc.state.ne.us/scripts/calendar/eventshow.asp?ProgID=10237</a>	Live webinar, recorded and available for viewing at a later date
1/12/2011	NCompass Live session: Internships: A Good Fit for Your Library? <a href="http://www.nlc.state.ne.us/scripts/calendar/eventshow.asp?ProgID=10280">http://www.nlc.state.ne.us/scripts/calendar/eventshow.asp?ProgID=10280</a>	Live webinar, recorded and available for viewing at a later date
3/11/2011	State Advisory Council on Libraries presentation	In-person session, 16 council members, 6 guests, 4 Commissioners, 2 NLC staff
10/7/2011	“Cultivating Nebraska Librarians” session, Nebraska Library Association/Nebraska Educational Media Association annual conference. Testimonials by scholarship students, interns, and intern supervisors; tour of Nebraska Librarians Learning Together Facebook page	In-person session, 23 attendees
10/12/2011	NCompass Live session: The Nebraska Library Commission: Supporting Education for Librarians <a href="http://www.nlc.state.ne.us/scripts/calendar/eventshow.asp?ProgID=10864">http://www.nlc.state.ne.us/scripts/calendar/eventshow.asp?ProgID=10864</a>	Live webinar, recorded and available for viewing at a later date

**Cultivating Rural Librarians' 21<sup>st</sup> Century Skills**

**Laura Bush 21<sup>st</sup> Century Librarian Program**

Submitted by: Keith Curry Lance, RSL Research Group

**Intern Supervisor Comments from the About the Intern Survey**

I think the Facebook page for interns was a great addition to the program. I was also pleased with how you incorporated the interns into the NEMA conference. [Our intern's] contributions were valuable for him and others.

[Our intern] was always so enthusiastic about coming to the library, and so ambitious we had to find things for her to do. If you can find a volunteer who is already enthusiastic you will have better end results with an internship like this. Then you will with someone who is only interested in a paycheck. They will invest themselves in the position and in turn get more out of it.

This intern was proficient in her work, and always performed to the best of her ability but perhaps not enthusiastically. She was not as deeply committed to the purpose of libraries as our other intern. If she had been offered an internship at another establishment I believe she would have preferred it. I believe this internship may have solidified her career path in another direction, but I think she will be a future advocate of libraries.

I thought it was a great opportunity for the library and the young adult.

This year we used some of the grant funds to cover the mileage costs to Kearney for the website design class. We now feel we cheated this intern by giving her fewer hours than we gave the previous interns. She was exceptional and we believe she deserved the \$10 per hour even if our assistant director doesn't make that much and I don't make much more as the director. So if we have this opportunity again, the library will be picking up any mileage expenses incurred. Each year we have felt we got the best top student for the job and feel the community and library has benefited greatly from the internship experience. Everything about the program has been a positive impact as far as the intern program.

I would like to see a scale of improvement [including] a step between somewhat and very. I would like as mentioned for the Interns to meet or learn about a wide variety of related careers that an education in library science might lead to. In relation to #9 and my previous comment--our intern is very interested in writing and publishing---I would certainly like to make more information available to her, but also to have some available about the related fields.

Excellent program. Every student needs to have access to this type of experience. You can only learn so much in the classroom.

**Cultivating Rural Librarians' 21<sup>st</sup> Century Skills****Laura Bush 21<sup>st</sup> Century Librarian Program**

Submitted by: Keith Curry Lance, RSL Research Group

This is a great program and we are so thankful to the NLC for doing this program. I am extremely appreciative of the financial support given to the Internship Program by the Nebraska Library Commission and the Nebraska Library Association. The \$1,000 stipend is a tremendous draw for young people, and it helps the library to contract with intelligent, curious, creative, and highly motivated individuals. Generally speaking, high school and college-aged people are typically eligible only for shelving jobs at the library -- which are not terribly glamorous, fun, or challenging. The Internship Program allows young people to experience the full range of work performed at the library, and hopefully it gets them excited about freedom of information, advances in technology, and changing service priorities and delivery methods. I think the Internship Program is great for the intern, but it may be even more beneficial to long-term staff at the library. Working with the intern reminds us why we went into the library field in the first place, and it makes us think about how much libraries have changed and continue to change. Sometimes we get so caught up in the day-to-day struggles, we lose sight of the "big picture." Interns help us to remember why we are really here -- to meet the information needs of our community, in every transaction, with every customer.

I think this is an outstanding program. Our intern wants to pursue her MLS after she completes her undergraduate work in history and English at UNL. Working for us this summer gave [her] valuable exposure to the workings of a public library that will help her determine the type of librarianship she would like to pursue as a career.

Wonderful experience.

I found it very beneficial to include her interests and passions into the program. I did have them write down the things that they were most interested in doing and tried to include them in the time they were with us as well as introducing new library skills.

Our library has had three interns through this program. [One] was a true success story for our library and, I believe, for her. She is in the process of working towards becoming a media specialist changing from her current teaching position. She came in with no library experience but with an open and interested attitude about the profession. She was surprised at the variety of jobs staff perform and how much goes on behind the scenes in a library. I will be looking for that kind of interest and enthusiasm in future interns and utilize their personal skills for special projects.

Even though both interns were instructed on the same areas in the library, they each had their own favorite area and that worked great for us this summer.

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**Laura Bush 21<sup>st</sup> Century Librarian Program**

Submitted by: Keith Curry Lance, RSL Research Group

[She] grasped new assignments very [quickly] and was able to finish with little or no help. She was very interested in almost all aspects of the library. She was a perfect intern.

I liked being able to tailor the internship to [the individual's] interest -- youth services. We got [her] involved in as many youth programs, events, and outreach events as we could manage. We also had her help staff the library book at Jazz in June so she could be exposed to the "adult" side of programming/outreach as well. Having someone truly interested in libraries who was so self-motivated made this a truly enjoyable experience. [She] had expressed an interest in staying on with us as an aide/shelver during grad school, but unfortunately her schedule did not allow this.

This was a fabulous experience for me, and I believe for [our intern], too. She is starting her last semester as an undergraduate, and her maturity may have helped make this a really positive experience for us.

It was a very positive experience and I am so thankful we got to be a part of it.

**Cultivating Rural Librarians' 21<sup>st</sup> Century Skills****Laura Bush 21<sup>st</sup> Century Librarian Program****Intern Supervisor Comments from the About the Internship Program Survey**

**Overall, how did your library and/or community benefit from having interns? Your story is helpful to the Nebraska Library Association and the Nebraska Library Commission. We can use it to promote the internship grant program, and stories like yours strengthen our cause when applying for future funding for internship grants.**

I am very pleased with the results of this year's internship. [Our intern] was an enthusiastic and capable worker. He completed many tasks and provided insight to others. His Nook Book Discussion group with young boys (mostly) was a success. The youth section of the library benefited from a "make-over" in weeding, relabeling, and rearranging. It looks much more inviting and easier to navigate now. [He] also started a graphic novel section for youth. Chip's work is also seen in the library landscaping. He worked alongside others to improve the library exterior foliage. Friends of the Library and also the Board of Trustees were pleased to have Chip attend several of their meetings. I am quite sure [he] will stay involved with the library as he is able.

The library of course benefited from this program by gaining extra set of hands but also by allowing interns "on the inside," they become better advocates for the library because they know the work. As staff worked with each intern, and patrons saw them working here, they developed a broader opinion of what can be expected from area teens, and a mutual respect evolved. The intern began to see the profession of a librarian in depth. And, as the interns became familiar with their jobs, and assisted patrons; they began to see patrons as people. Not just a white noise of adults and children, but fellow community members improving the quality of their daily life, which provided the interns an opportunity to reach out to fellow community members.

It is wonderful to have a functioning procedure handbook. Since [our intern] completed his handbook, we received an Experienced Works worker. [He] uses the handbook regularly to check if he is right. The handbook works like a charm. I may be moving in the near future and I wanted more than anything to make sure the library was in good shape for the next librarian. This grant and Jed have allowed me to breath a sigh of relief and know that this project was competently and completely finished.

The ... Public Library and community benefited greatly from the internship experience. The 2011 intern attended a WordPress training in Kearney with the supervisor. One of her assigned tasks was to redesign the library antiquated website. From this training experience and using some information from the old site, she was able to have the new website online within a couple of weeks. People have commented on how they like the new website for ease of use and classy design. They also have commented they like the blogs informing them of the new materials, events and community news posted. She also had some suggestions on rearranging some of the materials for ease of use for the customers and then completed this task after approval. For her public relations tasks, she not only served at the circulation desk but completed several news articles for publishing in local newspaper and Facebook and assisted patrons with technology questions and computer tasks. Other tasks completed included shelving books, unloading and refilling the bookmobile for the school year, assisted with processing new materials, withdrawal of books from the collection, processed interlibrary loan materials, assisted with summer readers and activities, solving computer issues, and repaired books. As part of the orientation process, the intern was exposed to the NebraskaAccess databases, eBooks, Overdrive and required to take an NCompass Live online training class. The summer school break is an especially busy time in the library with increased use of library materials and computers and visitors stopping in. The intern grant program greatly helped the library adequately meet the needs of the people during this time. The intern benefited from the opportunity to develop a website using a new software she was interested in trying, to

**Cultivating Rural Librarians' 21<sup>st</sup> Century Skills****Laura Bush 21<sup>st</sup> Century Librarian Program**

further develop her journalism skills, to work with people of all ages, to get a first-hand view of the library profession as a viable possible career opportunity. The student had a first-hand experience to view the role of libraries and librarians, understanding the behind-the-scenes library operations, and an understanding of the role of technology in libraries.

Our library is extremely busy during the summer, so this was a fantastic opportunity for our intern, as well as for the library staff. In addition to many other activities this summer, our intern assisted with many summer events that were attended by children and families in our community. I was very impressed that she wasn't intimidated by the 500+ attendees at some of our events! She was a huge help to staff and was very visible to the community.

Our intern was a great help with the children's programs for the summer. We were able to have a couple of additional programs that we would not have had if we did not have the additional help. We did a make and take weekend for families and a "get to know your library" event that taught the kids how to use the library and what it has to offer. I planned this event to combine teaching the public and the intern in a fun interactive way. It was a lot of fun. The intern also helped with the summer reading program. She was such a great help to the library and community.

[Our intern] was great at communicating with all of our customers. She has a vibrant personality that invites interaction without intimidation. Being a library customer and Teen volunteer before going to college, Emily has strong roots to the library. She loves to share library stories and experiences with anyone. This summer Emily was particularly helpful at outreach events, summer reading programming and with planning our after summer reading party for our middle-school volunteers.

Our intern connected with the community in several different ways: at outreach events such as Jazz in June, in the library, and at summer reading events. She promoted the library from her point of view- a young adult. She was able to connect with young adults and children almost immediately and promoted the library fabulously. Her enthusiasm was infectious and we could see [our library] through fresh eyes.

Anytime you bring a new person into your library or your community, they bring new ideas and life experiences to your community. This allows us to continue growing, changing and involving into a library that meets the needs of everyone in the community. For the student it gives them the opportunity to experience situations and find answers to questions that never arise in the classroom.

Our intern was a valuable asset this summer during our renovation. She planned and implemented a short Summer Reading Program, The SRP is always looked forward to by our youth. The \$1,000 stipend is a tremendous help with our limited budget.

The internship program at Anderson Branch Library was extremely helpful -- both to customers and to staff. The intern gained the skills and knowledge needed to work at the public service desk. The intern provided reference assistance, readers advisory, computer training, and circulation help to customers. This one-on-one work benefitted the intern and the customers. In addition, the intern's work freed up time for permanent Anderson Branch Library staff members to work on other important and necessary tasks away from the public service desk, such as planning and implementing programs for youth, providing outreach in the community, dealing with personnel issues, and resolving issues with the newly implemented ILS from KOHA.

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Our library and community benefit by giving professional experience to a young woman that hopes to earn her MLS and return to this community to work (we want/need our young professionals to come home), our staff enjoys sharing their professional expertise and pride in their chosen profession, and we all benefit from the projects (that we never seemed to find the time to do!) that were completed by our intern in the area of collection development in our young adult collection. It is good for our customers to see an intern in our library so they realize this is a profession requiring certain skills and an advanced level of education.

We had a fabulous experience with our interns this summer. They brought to our library new ideas and enthusiasm. [Our] Q125 celebration was this year and we planned our summer reading program to honor and remember the past 125 years. Our interns worked well with each other and gave a personal touch when interacting with the children. It was a wonderful experience for all that were involved.

The library gained an enthusiastic "new employee" ready for the challenges and excitement of the summer reading program. Our intern was eager to participate in every part of library work while welcoming every patron she came in contact with.

We automated our library this summer. It took us a little over three months. Without the interns, the automation process would have taken 3 times as long. They were excellent at putting books into the computer (with a bar coder) and affixing labels. One intern is getting her degree in library science so she helped me with the books that were old and didn't have bar codes. The teenage interns helped with summer reading. One came in the morning for 15 story hours, the other came in the afternoon to help with programs for the older children. All of the interns checked books in and out when needed and gave me some ideas about what teens are reading so I could order some new books. The community enjoyed seeing the interns-the children especially enjoyed working with them. Our library definitely was updated and the interns helped make it possible.

We had two wonderful interns. They were never afraid to dig into a project we had assigned them. The children in the community absolutely loved the Summer Story Hour activities the interns had planned for them-they made edible fish bowls for one session! The interns helped library patrons load their mp3 players, set up Facebook pages for them-the library now has a Facebook page also-and any other questions about computers they were able to.

[Our intern] was another "staff" member who interacted with our teens, children, parents, and youth volunteers this summer. Cara developed relationships with some of the volunteers she saw regularly and was very helpful in supervising teen programming so that the events were well managed and successful.

[Our intern] has worked at the library in a limited capacity for several years. It was beneficial to us that she already knew the ropes and therefore could jump right in with more extensive tasks with little training. Her assistance with Summer Reading was immeasurable! There is no way we could have handled 178 kids without her. She is already well respected in the community and represented herself well when asked to write articles for the newspaper, lend her voice to radio one-on-one time, and was a young and fresh face at budget hearings, trustee, foundation and county supervisor meetings.

Our library benefited in many ways. Our intern was extremely helpful and eager to learn so many things. Any task we put in front of her she conquered and did it successfully. She was very helpful by scanning Board meeting minutes not only for our library but the Village Board as well. Our patrons enjoyed the fresh new face in the library as well. She brought a new perspective to our summer

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story hour also! It was absolutely fantastic to receive this grant and our intern. Thank you so much for providing the opportunity!!

Even though I work in a large library system, I am a solo librarian. Having the intern made it possible to work on a variety of activities that had been set aside for lack of time -- such as the blog. It was wonderful to get ideas for displays, as well as the help in getting them up. And the intern's fresh view of the wide variety of library activities we explored or sampled allowed me a new perspective on what I've been doing for 30 years. In addition, I was preparing a paper for an international conference, and having the intern here provided me with the opportunity to get it done before I got on the plane.

**Please provide any comments, suggestions, or recommendations for the NLC/NLA internship program based on your experience as an intern supervisor.**

I think this is a great program that benefits interns, libraries and communities. I am so thankful to have benefited from the program several times.

Facebook is sometimes a very personal extension and access should be suggested, not required.

I was very grateful for the program. The project served the student as well as the staff of the Neligh Public Library.

We have no recommendations for improvements as our experience with the intern program has been nothing but fantastic not only for the community but also for the library and how it is viewed by the community as an important asset.

Where our library is in a small town, I think it would have benefitted the intern had we the funding to take her to a larger library in one of the cities to show her the different types of job opportunities. Because of us being small, one person pretty much does it all and that can be a little overwhelming for someone considering a position in a library. In the larger cities, even the size of Kearney for instance we would have been able to show her the different types of libraries on visits to them in a day trip as well as the organization of a full team of employees.

I think it would be nice if possible to have an organized visit to the Library Commission. Interns could have a better understanding of the importance of the NLC in providing resources and opportunities throughout the entire state. It would also be nice if during this visit they could hear from (a) representatives of undergrad and grad programs, so they know better the current options for education and careers open to them using this type of degree.

Thank you for the opportunity.

Enjoyed hosting an intern that was attending library school. They bring a lot of knowledge and have very interesting questions.

I hope the NLC/NLA will continue to sponsor this program. For smaller communities this is a wonderful way to help with finances and can open eyes to the world of libraries.

When teens and young adults think of libraries, I sincerely doubt the words "cool," "hip," or "rad" come to mind. I think far too many people still envision old spinsters with buns on their heads. But

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when a young person joins the staff of a library for the summer as an intern, they learn all the exciting and challenging facets of the job. They realize that finding information isn't always as easy as a search on Google. They learn that the needs and wants of people in their community are as varied and unusual as the people themselves. Hopefully, by the end of the internship, the intern appreciates how complex, as well as how rewarding, library work can be. As for the library, it is always beneficial to bring in someone with a new set of eyes, from a younger demographic, with a different worldview. The contributions that an intern makes to the library cannot simply be counted by the number of reference questions they answer or by how many materials they check in and out. The questions they ask and the observations they make encourage us to question the "hows" and "whys" of what we do at the library. An intern may be the impetus for significant change and improvements in how the library provides service to its customers.

It would be interesting to have some kind of follow-up with these interns 4-5 years down the road to see how much their internship influenced the path of their education/choice of profession. This is a wonderful program for the libraries and the interns.

This is a great program and it was well put together. The Tips for Success helped identify what goals and activities that we should be introducing to our interns. I always knew that if I had a question I could call someone at the commission. Thank you so much!

Thank you for going online with surveys and paperwork for the internship.

The internship program is just one of many great opportunities the NLC has made available for Nebraska libraries.

It would be helpful to have one page with links to all the various forms that need to be filled out. This might be available and I just wasn't aware of it because I was not the main contact for Lincoln City Libraries.

I enjoyed being able to pass on my knowledge (as little as it may be due to being still a "newby") to our intern. I also thoroughly enjoyed hearing her perspectives and the different ways she would do things. I think the NLC/NLA did a great job by not having this experience be too much. What I mean by that is, they didn't require too much or too little for that matter from either the supervisor or the intern themselves.

It was a fabulous program. We had many wonderful people apply for the internships; the younger ones would have fit the program better if half internships could have been offered (due to summer trips abroad or leadership camps and the like). However, I was thrilled with my intern.

## Internship Grant Program Press Coverage, Year 1

Grand Island *Independent*, April 15, 2011

<http://theindependent.com/articles/2011/04/24/news/local/13225445.txt>



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### **\$22,750 in internship grants awarded to Nebraska public libraries**

Published: Friday, April 15, 2011 8:48 AM CDT

ORD -- The Ord Township Library is one of 18 libraries across the state to receive a 21st Century Librarian internship grant.

The Nebraska Library Commission and the Nebraska Library Association recently awarded the grants totaling \$22,750 to support public library interns.

"The internships are a great opportunity for students to work in libraries, contributing needed help and sharing skills for a variety of summer and year-round library projects. Benefits abound for all involved -- for the interns, for the libraries, and for the people served by the participating libraries," said Nebraska Library Commission Director Rod Wagner. "The Nebraska Library Commission appreciates the renewal of federal and foundation support for the internship grants."

Funding for the project is provided through a Nebraska charitable foundation that wishes to remain anonymous and through a Laura Bush 21st Century Librarian Program grant from the federal Institute of Museum and Library Services.

Student interns will learn about library work as they shadow and assist with day-to-day library operations and implement special projects. Interns will lead youth summer reading program activities, conduct training sessions to teach senior citizens to use technology, facilitate book discussion activities, help develop and update library website and Facebook pages, create young adult library programs and spaces, help design library parade floats, work on publicity materials for library programs, sort and preserve archival materials, and assist in a host of other activities.

Beatrice *Daily Sun*; April 18, 2011

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BHS SENIOR KAYLEE ELDER TO ASSIST LIBRARY STAFF

## Library receives internship grant

By Scott Koperski/Daily Sun staff writer | Posted: Monday, April 18, 2011 6:00 am | (0) Comments

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The Beatrice Public Library was one of 18 libraries in the state selected for an internship grant program.

The grant from the Nebraska Library Commission and the Nebraska Library Association will provide Beatrice with \$1,000 to hire an additional intern, which the library would otherwise not be able to afford.

The new intern will be Beatrice High School senior Kaylee Elder.

Librarian Carolyn Baker said Elder, who is new to the area, will be an asset to the library.

"She had just been here a few days when she came in to introduce herself," Baker said. "She had done voluntary work previously and she had letters from two different librarians recommending her. We had a whole big list of volunteers, so I couldn't hire her before this internship grant."

Baker said Elder will spend her time as a library intern shelving books, working the front desk and helping with the library's summer reading program.

Elder is the sixth student currently working at the library, a job Baker said is not for everyone.

"Some kids like it and some kids don't," Baker said. "Some enjoy putting things in order and are more introverted people who like quiet down time while some realize they're better suited for the outdoors."

The grant provides a total of \$22,750 to be distributed among the libraries.

Nebraska Library Commission Director Rod Wagner said in a press release that library internships have a positive influence on the student workers.

"The internships are a great opportunity for students to work in libraries, contributing needed help and sharing skills for a variety of summer and year-round library projects," Wagner said. "The Nebraska Library Commission appreciates the renewal of Federal and foundation support for the internship grants."

Omaha World-Herald; April 23, 2011  
<http://www.omaha.com/article/20110423/NEWS02/704239961/0>

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Published Saturday April 23, 2011

# Library internship grants

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The Nebraska Library Commission and the Nebraska Library Association recently awarded 21st Century Librarian internship grants totaling \$22,750 to 18 Nebraska public libraries.

These internship grants will support public library interns, who will contribute to the scope and value of the diverse programs and activities in Nebraska’s public libraries.

Funding is provided through an anonymous Nebraska charitable foundation and through a Laura Bush 21st Century Librarian Program grant from the federal Institute of Museum and Library Services.

Student interns will learn about library work as they shadow and assist with day-to-day library operations and implement special projects. Interns will lead youth summer reading program activities, conduct training sessions to teach senior citizens to use technology, facilitate book discussion activities, help develop and update library Website and Facebook pages, create young adult library programs and spaces, help design library parade floats, work on publicity materials for library programs, sort and preserve archival materials, and assist in other activities.

These Nebraska libraries received internship grant funding: Arapahoe Public Library, Bartley Public Library, Rock County Public Library in Bassett, Beatrice Public Library, Blair Public Library, Elgin Public Library, Howells Public Library, Lincoln City Libraries, Meadow Grove Public Library, Neligh Public Library, Norfolk Public Library, Ord Township Library, Sump Memorial Library in Papillion, Ponca Carnegie Library, Lied Randolph Public Library in Randolph, Schuyler Public Library, South Sioux City Public Library and Wayne Public Library.

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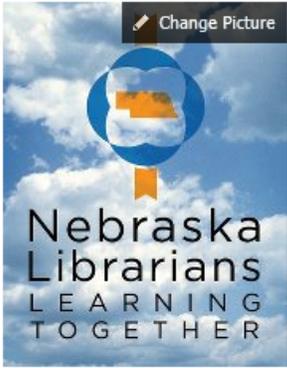
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## Nebraska Librarians Learning Together Facebook Page Forum Posts and Comments

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### Screen capture of training announcements

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+ New topic

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## Screen capture #1 of training opportunity post and comments

### NCompass Live: Birds Do It, Bees Do It: Sexual Health Resources

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### NCompass Live: Birds Do It, Bees Do It: Sexual Health Resources (Pre-approved training session) Edit

Nebraska Librarians Learning Together 3 months ago Like

This session is a recorded webinar.

Description: This Spotlight! on National Library of Medicine Resources, was presented by Siobhan Champ-Blackwell. This presentation offers reliable resources on sexual health, tips on handling the reference interview, and includes sections on resources for teens, GLBT community members, adults, and older adults.

Follow this link to participate:  
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=10749>

Instructions for reporting: If you participate in this training, add your feedback about the session--what you learned and how you can apply it--to this topic's thread (to do so, click on the "reply" button). Then send an e-mail to Kathryn Brockmeier, [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov), to notify her that you participated and posted your feedback.

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**Nebraska Library Association****Nebrask****Nebraska Learns 2.0****Nebraska Library Commission****Bell Elementary School Library****@ your library**[Add to My Page's Favorites](#)[Remove from My Page's Favorites](#)[Get Updates via SMS](#)[Get Updates via RSS](#)[Unlike](#)[Share](#)*Justine Goeden* 2 months ago

This presentation is filled with web sites that librarians and really anybody can find information about sexual health and GLBT. These web sites are very helpful because they're for everybody - they are for the teens, the parents and the teachers. The web sites were also helpful in a way that they can also be seen in Spanish. Some of these websites were Medline Plus, Teenshealth.org, Go Ask Alice, and GLBTNearMe.org and many more. These websites are beneficial for me so that I can look up things to help other people. But also they're helpful because if a teen or anybody is too embarrassed to ask anybody these questions, libraries can have these websites on bulletin boards or on flyers so they can get answers to their questions. Now that I know of these websites, I will be able to look up questions people ask me but also they'll help ME from time to time.

[Edit](#) | [Delete](#) | [Ban](#)*Naomi Solomon* 2 months ago

I watched this webinar live to learn about how to help with patron questions that seem a bit more sensitive than most. The guiding around Medline Plus and many other online resources Ms. Champ-Blackwell showed were very useful. I am very thankful that she showed us how to access the Spanish resources, and that gay youth and teens were not the only ones focused on in this webinar. I learned how to find info for elderly adults, info specific to men or women, and even where teens could find answers to questions they would probably be too scared to ask. This is a wonderful presentation for anyone who wants to be more cautious when helping with these type of reference questions. Thanks!

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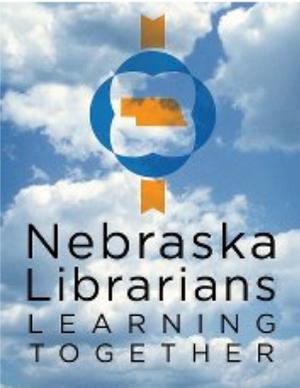
## Screen capture #2 of training opportunity post and comments

### NCompass Live: Google+

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### NCompass Live: Google+ (Pre-approved training opportunity)

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Nebraska Librarians Learning Together

3 months ago

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<http://www.nlc.state.ne.us/scripts/calendar/eventshow.asp?ProgID=10700>

**Description:** Archived program from Michael Sauers. In this episode, MS takes a tour of Google+, the latest Google attempt at creating a social network.

**Instructions for reporting:** If you participate in this training, add your feedback about the session (what you learned and how you can apply it) to this topic's thread. Then send an e-mail to Kathryn Brockmeier, [kathryn.brockmeier@nebraska.gov](mailto:kathryn.brockmeier@nebraska.gov), to notify her that you participated and posted your feedback.

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Jen Barnason

3 months ago

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I've been on google+ for awhile now though I'm not a particularly active user. I did learn some neat things about it from the session, namely that circle names aren't shared but that a notification is sent to people you group.

I also enjoyed the discussion about the use of real names. I am in the camp that disagrees with the policy for a variety of reasons, but that's neither here nor there. I had no idea google+ was so proactive about shutting down accounts, especially since I've used a fake name since the inception of my profile in early July. I must be flying under their radar. I think the information and the fact that the recorded session is available will be useful to me in my work at SELS because we field a lot of tech questions from librarians in smaller libraries. It will be nice to have a solid resource to point them toward.



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*Justine Goeden* 2 months ago



I personally didn't even know about Google+, the next social network. I learned that it's invitation only which is really nice. They kept repeating that you shouldn't try to compare it to like Facebook or Twitter because it's obviously going to be different. The major difference about Google+ to any other social network is the circles. You put all your friends and acquaintances into circles and you can only allow some circles to see certain things. Google+ will help me in the future by allowing me to help people in another way. People from work or just anybody who knows me that needs to ask me a question or needs advice would be able to try to get a hold of me this way.

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*Michael Sauers* 2 months ago



Justine,  
As of yesterday Google+ is now open to everyone. Invites are no longer necessary.

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*Michaela Dobrovoly Braun* 2 months ago



Hi, I just watched the video, and learned alot. I use Facebook frequently, so I think it would be hard to not compare the similarities and differences. But, there are some really good options in Google+ that Facebook doesn't have. For instance, the circles allow for intentional sharing, and I like that. I think it is a great way to start using it as a class tool. Teachers could create class circles and then begin conversations, and even tutorial help, for classes around Google+, especially now that it is public. In addition, I LOVE the "hang out" option. Not only for our purposes..to somehow get connected with people around the world in such an interesting way. After listening to this, I really felt like the hangouts would be a great way for classes of kids, along with their teachers, to begin working together off campus. Similar to blogs, but better because it's interactive, and video based.

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*Michael Sauers* 2 months ago



My how things become dated quickly. Just this week, besides no longer requiring invites, there were a whole bunch of other changes to Google+. Most of them are detailed @ <http://www.reelseo.com/google-plus-open/>

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*Michaela Dobrovolny Braun* 2 months ago



Is there an age minimum, as with Facebook? I think this would make a great tool for some classroom discussions, considering the circles, but wondered about the age as a barrier.

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*Michael Sauers* 2 months ago



Technically all Google products needing an account have a minimum age requirement of 13.

Edit | Delete | Ban



*Michaela Dobrovolny Braun* 2 months ago



That's what I would have guessed. Well, it won't work for my middle school project, but could be used by HS teachers.

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## E-Reader Training Goals and Topics

### Goals for students:

- To learn basics of e-reader devices through hands-on practice
- To gain knowledge of troubleshooting approaches
- To gain confidence in tackling new technologies and figuring out new apps

### Minimum topics to cover in class

- Discuss overall common features of e-reader devices—storytelling
- Discuss resources for help/tips in learning about individual devices and finding solutions for issues
- Discuss common problems and solutions in using devices
  - Work with Susan on this
- Discuss basic steps for first-time users of OverDrive; talk about commonalities with other services—Susan will do this part of the training session
- Hands-on practice—set up four laptops to each work with one device; students can double or triple up and rotate between laptops
  - Create “cheat” sheets for turning on and off, finding files, etc.
  - Provide practice exercises such as:
    - Turning device on and off
    - Looking through menus/files/settings/books
    - Opening, paging through, closing, returning, deleting books
    - Checking out books in OverDrive—if Internet connection will be a problem, also pre-load books on each laptop
    - Transferring book from Adobe Digital Editions to device
    - Searching for solution to common issue with each particular device
    - Other ideas—talk with Susan
    - Even if OverDrive doesn’t currently work with a device, it doesn’t mean that we ignore the fact that people will ask librarians for help in getting their Amazon books
- Limit the time that instructors spend in lecture, focus on storytelling and scenarios and spend more time on practice.

**Evaluation**  
**Introduction to eBooks and eReaders**  
**10/13/2011 – Lincoln**

**NAME:** \_\_\_\_\_

**Current NLC scholarship student?** Y / N

Complete *PRIOR* to the training

**1. How comfortable do you feel in using the following devices to download and read books and other reading material?**

	Complete <i>PRIOR</i> to the training					
	Very comfortable	Comfortable	Somewhat comfortable	Not very comfortable	Not at all comfortable	I've never used one
Barnes & Noble Nook	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sony Reader Touch	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amazon Kindle	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apple iPad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**2. How confident are you in your ability to help others use the following devices to download and read books and other reading material?**

	Complete <i>PRIOR</i> to the training					
	Very confident	Confident	Somewhat confident	Not very confident	Not at all confident	I've never used one
Barnes & Noble Nook	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sony Reader Touch	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amazon Kindle	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apple iPad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Complete *AFTER* the training

**1. How comfortable do you feel in using the following devices to download and read books and other reading material?**

	Complete <i>AFTER</i> the training				
	Very comfortable	Comfortable	Somewhat comfortable	Not very comfortable	Not at all comfortable
Barnes & Noble Nook	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sony Reader Touch	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amazon Kindle	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apple iPad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**2. How confident are you in your ability to help others use the following devices to download and read books and other reading material?**

	Complete <i>AFTER</i> the training				
	Very confident	Confident	Somewhat confident	Not very confident	Not at all confident
Barnes & Noble Nook	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sony Reader Touch	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amazon Kindle	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apple iPad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**3. The best part of today's training:**

**4. What more would you like to know?**

**5. Suggestions for improvement of this training?**

## Evaluation of Introduction to eBooks and eReaders

Training session date: 10/13/2011

Location: Lincoln

Trainers: Michael Sauers, Susan Knisely

Also present: Devra Dragos, Kathryn Brockmeier

### Total number of participants: 12

Number of scholarship students: 4

Number employed in a library: 10

Number residing/working in rural Nebraska: 7

The following two questions were posed prior to the session:

### 1. How comfortable do you feel in using the following devices to download and read books and other reading material?

	Very comfortable	Comfortable	Somewhat comfortable	Not very comfortable	Not at all comfortable	I've never used one
Barnes & Noble Nook	1	1	1	2		7
Sony Reader Touch		3	3			6
Amazon Kindle			3	2	1	6
Apple iPad		1	1	3	1	6

### 2. How confident are you in your ability to help others use the following devices to download and read books and other reading material?

	Very confident	Confident	Somewhat confident	Not very confident	Not at all confident	I've never used one
Barnes & Noble Nook		1	1	4		6
Sony Reader Touch		1	3	3		5
Amazon Kindle		1	1	4		6
Apple iPad			2	3	1	6

Number of participants who had never used any of the four devices: 5

The following five questions were posed after the training session:

**1. How comfortable do you feel in using the following devices to download and read books and other reading material?**

	Very comfortable	Comfortable	Somewhat comfortable	Not very comfortable	Not at all comfortable
Barnes & Noble Nook	6	4	2		
Sony Reader Touch	4	5	3		
Amazon Kindle	1	7	3	1	
Apple iPad	4	4	4		

Among those who had used a particular device prior to the training, *comfort level with the devices increased after the training* in all but one instance.

**2. How confident are you in your ability to help others use the following devices to download and read books and other reading material?**

	Very confident	Confident	Somewhat confident	Not very confident	Not at all confident
Barnes & Noble Nook	5	3	4		
Sony Reader Touch	4	5	3		
Amazon Kindle	1	7	4		
Apple iPad	3	4	5		

Among those who had used a particular device prior to the training, *comfort level with the devices increased after the training* in all but one instance.

**3. The best part of today's training: (12 comments)**

- Hands on
- Great presentation, I learned a lot as I have never used any of the devices before!
- Hands-on time. Sharing that time between 3 people in each group.
- Hands on and doing so with people of different confidence levels.
- Hands on time. The written instructions were fantastic. Great job!
- Getting to do the hands on with all the different devices!
- Demonstrations
- Everything! It was so helpful to get the "overview" and then apply that knowledge to our "hands-on" experience.
- Great information. The hands on was very good and the explanations of the e-readers and OverDrive will help me a lot in teaching the classes at the library.
- I really liked being able to "play" with the ebooks and am very pleased with the handouts.
- It was all good. I appreciated the hands-on training.
- Hands on time and question and answers. Learning from the partners during hands on time.

**4. What more would you like to know? (11 comments)**

- Spending more time on downloading to different devices
- More about the iPad and the Nook. These were my favorites!
- Little more comparison between devices or "buying guide" type info.
- Other lending vendors coming into play.
- Future trainings to keep current on new items.
- Glad to have the handouts, slides, delicious link, troubleshooting advice - in good shape now and going forward. Do again as new devices come out and all changes.
- Most current tech.
- The more I learn, the more I need to know. Probably more info getting OverDrive books on mobile/wireless devices would be helpful.
- New info as new devices become available.
- Much! But I need to know more to tell you what I would like to know.
- Not sure at this point. If our library decides to have devices available for checkout we will have more questions.

**5. Suggestions for improvement of this training? (8 comments)**

- I think it was a great presentation!
- Count down the time for each device so we know 10, 15, etc. mins. Have passed and where we should be by then.
- none - Great job
- It was great - even first time out. Good job. Thank you.
- Better way of displaying on overhead or moving class closer to overhead.
- Keep offering it. Everything changes so rapidly.
- Perhaps it would help to lecture/explain one device--then hands-on for that device. Then lecture/explain another device, then hands-on for that device, etc.
- The class was well organized.

**Feedback from scholarship students on Nebraska Librarians Learning Together Facebook page:**

That was a fun workshop! I knew quite a bit about ereaders from limited hands on and just a lot of reading about it, but it was great to be hands on with multiple devices and experiencing that with other librarians of different ereader confidence levels. We even did some troubleshooting on the iPad at one point. The tutorial packets will be a helpful guide for creating guides for our own patrons. (10/14/11)

I attended this workshop also, what great info on all these devices, I had never used any of them before, so it was a good learning experience and the info they sent home will be quite helpful! (10/15/11)

My experience from the workshop includes how fast time can fly. Training people of different technical levels and backgrounds can be difficult when it comes to new platforms of technology. The presentations would have gone smoothly but questions can throw off the timing. This is in no mean a complaint. It is a practical observation and leads to a question to be addressed in real life. What is the best way to train the use of new technology in the libraries? One on one sessions, group sessions, tutorials, help desks? As someone with no experience with eReaders it was interesting to see how vastly different the devices were and the capabilities of them. Innovations and improvements have really taken place in the short amount of time since they have even existed. (10/28/11)

E-mail communication from scholarship student:

That was a good workshop, not just for beta mode. (10/14/2011)

Screenshot of Facebook photo album and comments:

<http://www.facebook.com/media/set/?set=a.285046934847693.80892.139298226089232&type=3>

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### eBook eReader training

By Nebraska Librarians Learning Together (Albums) · Updated about a month ago · [Edit Album](#)







eBooks and eReaders are coming into your library even if your library doesn't officially support them. In this full-day workshop, Commission trainers Michael Sauers and Susan Knisely walk you through the ins and outs of today's eBook technology including hands-on time with a Barnes & Noble Nook, Sony Reader Touch, Amazon Kindle, and Apple iPad along with the OverDrive eBook lending service. By the end of this day you'll feel more comfortable with these devices and be more confident in your ability to give your patrons the help they need. Participants in this training are current Nebraska library staff and Nebraska Library Commission scholarship students.

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 **Linda Fudge Nickel** likes this.

 **Emily Kesten** That was a fun workshop! I knew quite a bit about ereaders from limited hands on and just a lot of reading about it, but it was great to be hands on with multiple devices and experiencing that with other librarians of different ereader confidence levels. We even did some troubleshooting on the iPad at one point. The tutorial packets will be a helpful guide for creating guides for our own patrons.  
October 14 at 8:20am · [Unlike](#) · [👍 1](#)

 **Susan Henery Finkral** I attended this workshop also, what great info on all these devices, I had never used any of them before, so it was a good learning experience and the info they sent home will be quite helpful!  
October 15 at 11:31am · [Unlike](#) · [👍 1](#)

 **Scott Ideen** Better late than never? My experience from the workshop includes how fast time can fly. Training people of different technical levels and backgrounds can be difficult when it comes to new platforms of technology. The presentations would have gone smoothly but questions can throw off the timing. This is in no mean a complaint. It is a practical observation and leads to a question to be addressed in real life. What is the best way to train the use of new technology in the libraries? One on one sessions, group sessions, tutorials, help desks? As someone with no experience with eReaders it was interesting to see how vastly different the devices were and the capabilities of them. Innovations and improvements have really taken place in the short amount of time since they have even existed.  
October 28 at 12:31pm · [Unlike](#) · [👍 1](#)

**Trainer 1 feedback:**

Overall I think the workshop went well. As with most workshops, the first time out always has a few bugs but these can easily be dealt with by just repeating and refining each time. As you can tell the students definitely appreciated the hands-on time. There is still so much I still wish we could cover in the workshop but given the time and guidelines provided, we are accomplishing the stated goals.

**Trainer 2 feedback:**

Overall I think the first iteration of the workshop was successful. The before and after feedback provided by the attendees seemed to indicate a significant increase in their confidence level when dealing with eBooks and eReaders, and this corresponds to verbal comments made by attendees. This, I think, was the most important goal of the workshop, so to see those numbers increase is definitely gratifying. It was great to hear group members talking with each other, comparing devices, forming opinions. I also heard one attendee who has helped people with the OverDrive transfer process before, but never done it or seen it herself, comment that now she better understands why a certain step sometimes leads to confusion and she feels she will now be in a better position to troubleshoot problems with this step.

The challenge of a workshop like this is that there is so much additional information that it would be nice to include, but there just isn't time. I think one area to tweak is to figure out what included information perhaps wasn't crucial, and then replace it with information that might be more important to students' overall understanding of eBooks and eReaders. For example, although having students create notes and highlight passages using various eReaders during hands-on time gives them something to do that allows them to familiarize themselves with menus, my feeling is that trying to demo that prior to hands-on time might have taken too much time. I think this is something students can pick up from the hands-on instruction sheet without as much time spent on it during the demo. This might help free up some time.

As far as groups went, I would say three of the four groups functioned very well during hands-on time. One group didn't seem to function quite as well as the others and I think that had to do with the mix of personalities, but I'm not sure how we can correct for that.

## Nebraska Librarians Learning Together Facebook Page, Year 1

<http://www.facebook.com/NebraskaLibrarians>

*Posts by anyone other than administrators of the page do not show up in everyone's feed, but students and other fans are reminded to visit the page and read all posts on the Wall on a regular basis.*

*Nebraska Librarians Learning Together Wall posts were made by grant team members. Individual posts were made by scholarship students, current librarians, and students interested in the scholarship program.*

Post by scholarship student with comment by current Nebraska library professional:



**Kim Steinbrink**

Training Response: I read through the Nebraska Learns 2.0: Thing #41 There's No Excuse Not to Learn article. I visited the websites for teachers, parents and students on different how-to videos. I have visited TeacherTube before, but I have never heard of the other two websites: WatchKnow and Khan Academy. The WatchKnow seems to be more elementary friendly which is the level at I hope to be at. Kh...

[See More](#)

[Unlike](#) · [Comment](#) · October 29 at 1:13pm ·



You like this.



**Joanne Ferguson Cavanaugh** We have tutors at our library so I'll have to ask them if they know about WatchKnow!

October 30 at 9:16pm · [Like](#)

Post by current Nebraska library professional and prospective scholarship applicant:



**Sky Shute Seery**

Hey all! I'm Sky Seery, I work as a Library Tech at Mid-Plains Community College in North Platte. I'm recently new to the position. I previously worked at the public library and before that as a library para in the elementary schools {this library thing is in my blood!}. Anyway, I'm working on an Associates in Library and Information Services. Eventually I hope to earn a Masters in Library Science.

I'm married to a great guy {who had better have my kitchen finished within the next 6 weeks, or else} and we have 2 kiddies and 11 year old and 4 year old. I serve on the North Platte Public Library Foundation board and on the Advisory Board. I'm also Secretary of the RVLS board. I do love me some volunteer work.

I'm excited to be a part of this group!

[Unlike](#) · [Comment](#) · October 14 at 5:37pm ·

Post by Nebraska library professional:



**Joanne Ferguson Cavanaugh**

Hope all you MLIS students have a great year ahead of you!

[Unlike](#) · [Comment](#) · August 11 at 5:00pm ·



You like this.

Post by intern and prospective library student and scholarship applicant, with comment by current Nebraska library professional:

 **Emily Hilkemann**  
Hello everyone. I am a sophomore in college and thinking about changing my major to Library Media Specialist. Can anyone tell me about their experiences in that area, what it takes to be able to do that and what opportunities there are in that area? Thanks!

Unlike · Comment · October 7 at 2:59pm · 

 You like this.

 **Emily Hilkemann** Or does someone know someone who is in that area and could refer me to them?  
October 11 at 4:00pm · Like

 **Kelly Hedges Melson** Do it! It has been the best decision I have made in my professional life! Contact dr. Sherry crow at unk. Crows@unk.edu  
October 11 at 7:32pm · Like

Post by NLC staff, with comments by a library student and a scholarship student:

 **Nebraska Librarians Learning Together**  
Article watch: The author says, "Sorry, moms and dads, but it's your job -- not the schools' -- to find books to get your kids reading and to make sure they read them." Do you agree or not?

 **How to get your kid to be a fanatic reader - CNN.com**  
[www.cnn.com](http://www.cnn.com)  
Author James Patterson: It's up to parents, not teachers, to get ball rolling with kids (especially boys) reading--luckily there are plenty of resources to help.

286 Impressions · 1.40% Feedback

 Like · Comment · Share · September 28 at 4:44pm · 

 2 people like this.

 **Lara Elizabeth** I think it is the parents job to help them realize reading is fun; however what happens when they get older and reading isn't really "cool" anymore?  
September 30 at 9:56pm · Like

 **Naomi Solomon** In my ideal world, parents, teachers, and librarians would all work together. I think that kids who are not shown the value of a book will not care for one, and on the flip side: authentic modeling and encouragement of reading might "get the ball rolling," as the author says.  
October 4 at 4:31pm · Like

Post by Nebraska library professional:

 **Stacie Johnson**  
Love this FB page ! Thanks!

Like · Comment · September 27 at 10:26pm · 

Post by NLC staff, with comment by scholarship student:



**Nebraska Librarians Learning Together**  
Article watch: Some advice to help you land a library job. Useful tips for applicants to all types of libraries.



**Hang in There: How to get a library job against all odds**  
[www.schoollibraryjournal.com](http://www.schoollibraryjournal.com)  
Cash-strapped school districts? Shrinking budgets? School library positions under the ax? It's enough to make a resourceful media specialist wonder whether she'll still have a job at the end of the school year or will need to find a new one. And it's not just experienced media specialists who ar...

354 Impressions · 0.28% Feedback  
Like · Comment · Share · September 27 at 11:16am ·



**Monica Porter Tidyman** This had some great tips I hadn't thought of!  
September 27 at 2:25pm · Like

Post by NLC, with comments by Nebraska library professionals:



**Nebraska Librarians Learning Together**  
Who among you is doing a poster presentation at NLA/NEMA conference? What's it about?

324 Impressions · 0.62% Feedback  
Like · Comment · Share · September 19 at 1:14pm ·



**Judy Anghelescu** I am doing a presentation about a Welcome to the Library DVD that Omaha Public Library produced for refugees/immigrants and low literacy newcomers. Hope to see some of you!  
September 20 at 9:26am · Like



**Jake Rundle** I am presenting on a program we do called PUB QUIZ! Librarians, trivia, and a bar. What more could you ask for?  
September 20 at 12:16pm · Like

Post by NLC, with comment by scholarship student:



**Nebraska Librarians Learning Together**

This training opportunity lets you explore "how-to" video resources on the Web.

<http://www.facebook.com/topic.php?topic=369&uid=139298226089232>  
www.facebook.com

376 Impressions · 0.53% Feedback

Like · Comment · Share · September 13 at 11:14am · 

 Teresa Hartman likes this.



**Rozy Tuttle** I have just started this training and I am so excited to get all the way through it!! I have set up my blog and I am ready to learn!!! :) I like this training because I can really use this information in my classes.....

September 15 at 6:03am · Like

Post by Nebraska library professional, with comment by scholarship student:



**Carrie Turner**

From ALA: "Wow! have you seen the latest issue of School Libray Journal? Read it and rejoice! A new study correlates school librarians and media programs with higher test scores plus the inverse. You will recognize some AASL folks!" [http://www.schoollibraryjournal.com/slj/home/891612-312/something\\_to\\_shout\\_about\\_new.html.csp](http://www.schoollibraryjournal.com/slj/home/891612-312/something_to_shout_about_new.html.csp)



**Something to Shout About: New research shows that more librarians means higher reading scores**  
[www.schoollibraryjournal.com](http://www.schoollibraryjournal.com)

Librarian Marie Slim knew the cuts were coming. She just didn't know they'd be this bad. For nearly 10 years, there had been a certified media specialist—and a full-time paraprofessional—at each of the six high schools in her California school district.

Unlike · Comment · Share · September 15 at 10:44am · 

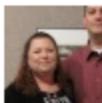
 You and Naomi Solomon like this.



**Chip Watchorn** I was going to put something on here myself about this article, but you beat me to it! Great article on the need for media specialists!

September 15 at 12:04pm · Like

Post by scholarship student, with comment by scholarship student:

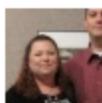
 **Tina J Olson Walker** My library is currently discussing the issues with generational differences with Millennials when it comes to the research process. Do any of you have a thought on whether the Library Instruction should change to meet the needs of the Millennials or should their study habits change?

[Like](#) · [Comment](#) · August 25 at 12:20pm · 

 **Emily Kesten** I think it needs to come both ways. We need to bridge the gap, and not say "you must do it this way now," but instead show them how to use today's research tools to make the process more efficient. Since classes can contain multiple generations now, we have to find a way to catch the non-Millennials up without being too "slow" for the Millennials in the classroom. Which isn't easy, especially if you're pressed for time!

August 25 at 12:35pm · [Like](#)

Post by scholarship student, with comments by NLC and scholarship students:

 **Tina J Olson Walker** How many students and scholarship winners will be attending the NLA conference Oct 5-7th? It would be nice to meet some other MLIS students and scholarship winners. Just thought I would reach out to connect with more people while at NLA.

[Like](#) · [Comment](#) · September 12 at 11:20am · 

 **Nebraska Librarians Learning Together** We will also announce a time and place to to meet up for those scholarship students who are interested in meeting each other and the members of the scholarship committee. #Kathryn

September 12 at 1:19pm · [Like](#)

 **Mike Elsener** That would be great. I work but will try to make it down...

September 12 at 5:55pm · [Like](#)

 **Chip Watchorn** I'm taking a vacation day and coming down on Thursday.

September 15 at 12:05pm · [Like](#)

 **Brian Maass** I will be there Wed and Thurs. I will be working at the registration desk 4:30-5:30 on Wednesday, and 1:30-3:30 on Thursday. Gotta work Friday though. :(

September 15 at 12:08pm · [Like](#)

 **Donna Christiansen** I will be attending the NLA Conference and Wednesday's Preconference!

September 17 at 3:33pm · [Like](#)

 **Sara C Friest** It will be great to meet in person! I'll be there on Friday.

September 19 at 2:03pm · [Like](#)

Post by NLC, with comment by scholarship student:

 **Nebraska Librarians Learning Together**  
 What do think of Adam Frank's statement? "Once a technology settles in to the point where it begins shaping the dominant metaphors of a society ..., then there is no going back, no opting out." #Kathryn

 **Fear Of The TwitterBook: When To Adopt Or Reject New Tech : NPR**  
[www.npr.org](http://www.npr.org)  
 Culture sees itself and the cosmos as a whole through the lens of its technological capabilities. That fact may explain when adoption grows beyond mere choice.

328 Impressions · 0.30% Feedback  
 Like · Comment · Share · August 30 at 2:26pm · 

 **Jennie Dugan Schneider** I think he's really on to something there. There's a lot of truth in his statement~there is just no way to go back. It has taken over the way we learn, communicate, and teach. Going back just isn't an option, and I don't think anyone would really want to.  
 August 30 at 9:30pm · Like

Post by scholarship student, with comments by Nebraska library professional and scholarship students:

 **Naomi Solomon**  
 Although I haven't dealt with reference questions yet, I felt that today's "Birds Do It, Bees Do It - Sexual Health Resources Online NCompass session led by Siobhan Champ-Blackwell was extremely important for my future career. It is critical to treat sexual health questions seriously, objectively, and privately. We viewed our way around many reliable websites such as MedLine Plus and others, and touched upon the various needs that different populations and age groups may have. I was glad to see that so many of the online resources do have Spanish translations as well!

Unlike · Comment · August 24 at 11:29am · 

 You and Siobhan Champ-Blackwell like this.

 **Siobhan Champ-Blackwell** Naomi, thanks for the feedback! It's such a delicate topic.  
 August 24 at 12:47pm · Like ·  1

 **Tina J Olson Walker** I find that Medline Plus is probably one of the most used online resources we have. I like using it because it is simple and just so expansive. I will have to check out this online session in the archive. Thanks Naomi!  
 August 28 at 12:37pm · Like ·  2

 **Emily Kesten** I had what I'm fairly sure was a prank question on InfoQuest (text a librarian), but happily answered it with a Medline entry. The benefit is both being professional and helpful, in case it truly was not a prank, but also showing the prankster that, heh, be careful when you mess with a librarian. We know stuff, and if we don't, we know how to get that info. ;-)  
 August 30 at 1:07pm · Like ·  2

 **Siobhan Champ-Blackwell** Emily, I love that!  
 August 30 at 2:24pm · Like

Post by NLC, with comments by scholarship students and library science students:



**Nebraska Librarians Learning Together**  
Students, what hot topics are you addressing this week in class?  
385 Impressions · 2.34% Feedback  
Like · Comment · Share · September 7 at 2:20pm · 🌐

👍 Lara Elizabeth likes this.

 **Tina J Olson Walker** We are discussing management styles in our library management class. Should a librarian in a supervisory role, be a micro manager, or more of a hands of kinds of supervisor? Which is more beneficial and why?  
September 7 at 2:30pm · Like

 **Brian Maass** Databases, databases, databases in the Reference class. We are digging deep into 5 different databases, learning what they can do and how they are unique.  
September 7 at 2:45pm · Like

 **Lara Elizabeth** The history of cataloging! Very interesting. I had no idea it had such an intense history. Thank goodness we have computers now. Cataloging by hand seemed very hard and frustrating!  
September 7 at 4:49pm · Like

 **Sarah Heiden Johnson** HTML and starting on our webpages in an introductory technology class.  
September 7 at 7:17pm · Like

 **Naomi Solomon** We're learning about the cultures of scholarly communication across various types of academic libraries.  
September 7 at 10:17pm · Like

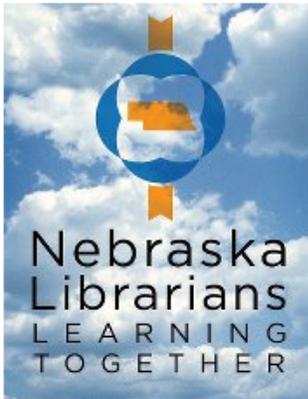
 **Chip Watchorn** We are looking at the history of cataloging and also at what type of leadership style each of us is.  
September 8 at 6:35am · Like

 **Susan Henery Finkral** This coming week we are interviewing the northeast system administrator at Columbus. The first week we learned about the history of libraries and the second week we checked out databases through the nebraska access site. There are alot of free databases out there with lots of info.  
September 10 at 12:05pm · Like

 **Rozy Tuttle** We are studying library collections and Rule 10.....  
September 11 at 9:41pm · Like

Information page, <http://www.facebook.com/NebraskaLibrarians?sk=info>

facebook



Nebraska Librarians

LEARNING TOGETHER

---

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Network with current and former NLC scholarship recipients. Receive updates...

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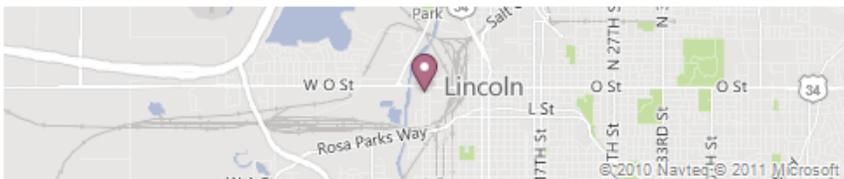
like this

## Nebraska Librarians Learning Together

Government Organization · Lincoln, Nebraska · [Edit Info](#)

Information

<b>Address</b>	1200 N Street, Ste. 120, Lincoln, NE 68508 · <a href="#">Get Directions</a>
<b>Phone</b>	402-471-2045
<b>Website</b>	<a href="http://nowhiringatyourlibrary.org/">http://nowhiringatyourlibrary.org/</a> <a href="http://www.nlc.state.ne.us/">http://www.nlc.state.ne.us/</a>
<b>Status</b>	Open until 5:00 pm
<b>Hours</b>	Mon - Fri: 8:00 am-5:00 pm



**About** Network with current and former NLC scholarship recipients. Receive updates and contribute to the community of Nebraska's current and future librarians.

**General Information** Official Nebraska Government Page

This Facebook page will serve as a networking and support tool for NLC scholarship recipients to communicate with each other and with other librarians across Nebraska.

Thanks to a grant from the federal Institute of Museum and Library Services (IMLS), the Nebraska Library Commission will administer funds to provide scholarships, internships, stipends, and value-added educational experiences to foster the recruitment, education, and 21st century skills development of pre-professional and professional students in Nebraska.

## REVISED SCHEDULE OF COMPLETION AFTER YEAR 1

Schedule of Completion	Fall 2010	Winter 2011	Spring 2011	Summer 2011	Fall 2011	Winter 2012	Spring 2012	Summer 2012	Fall 2012	Winter 2013	Spring 2013	Summer 2013	Totals
Administration/ Operating Materials		\$2,000			\$2,500				\$2,500				\$7,000
Staff		\$27,847				\$28,143				\$28,143			\$174,062
Staff (NLC MATCH)		\$67,733				\$57,014				\$57,014			\$181,761
Training/Consultation						\$22,500							\$22,500
Evaluation		\$3,750				\$11,250				\$7,000			\$17,000
Capacity Building										\$3,000			\$3,000
Travel		\$1,000				\$12,500				\$7,000			\$20,500
Comprehensive Marketing Campaign					\$5,824				\$2,912				\$8,736
Scholarships Awarded				\$97,000			\$140,500				\$95,000		\$332,500
Stipends Awarded				\$22,000			\$68,000				\$64,000		\$154,000
Internship Grants Awarded			\$13,000				\$27,000				\$20,000		\$60,000
Internship Grants Awarded (NLA MATCH)			\$10,000										\$10,000
Distribution											\$400		\$400
Preprofessional Education Support (CE Grants, etc.) (NLC MATCH)		\$21,000											\$21,000
Nebraska Library Leadership Institute (NLC MATCH)				\$18,000									\$18,000
<b>TOTAL PROJECT COST</b>	<b>\$0</b>	<b>\$123,330</b>	<b>\$23,330</b>	<b>\$137,000</b>	<b>\$8324</b>	<b>\$103,264</b>	<b>\$235,500</b>	<b>\$0</b>	<b>\$5,412</b>	<b>\$74,014</b>	<b>\$179,400</b>	<b>\$0</b>	<b>\$1,030,459</b>

FEDERAL FINANCIAL REPORT

1. Federal Agency and Organizational Element to Which Report is Submitted  Insitute of Museum and Library Services Librarians for the 21st Century, L210Pre-Professional Programs	2. Federal Grant or Other Identifying Number Assigned by Federal Agency (To report multiple grants, use FFR Attachment)  RE-03-10-0059-10	Page of 1 1 pages
---	---	-------------------------

3. Recipient Organization (Name and complete address including Zip code)  
 Nebraska Library Commission, 1200 N St., Suite 120, Lincoln, NE 68508-2023

4a. DUNS Number  7496631	4b. EIN  470491233	5. Recipient Account Number or Identifying Number (To report multiple grants, use FFR Attachment)  34112014	6. Report Type <input type="checkbox"/> Quarterly <input type="checkbox"/> Semi-Annual <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Final	7. Basis of Accounting <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual
--------------------------------	--------------------------	---	--	--

8. Project/Grant Period (Month, Day, Year) From: November 1, 2010	To: October 31, 2013	9. Reporting Period End Date (Month, Day, Year) October 31, 2011
--	----------------------	---

10. Transactions Cumulative

*(Use lines a-c for single or multiple grant reporting)*

<b>Federal Cash (To report multiple grants, also use FFR Attachment):</b>	
a. Cash Receipts	172,000.00
b. Cash Disbursements	101,537.38
c. Cash on Hand (line a minus b)	70,462.62

*(Use lines d-o for single grant reporting)*

<b>Federal Expenditures and Unobligated Balance:</b>	
d. Total Federal funds authorized	192,710.98
e. Federal share of expenditures	101,537.38
f. Federal share of unliquidated obligations	74,926.23
g. Total Federal share (sum of lines e and f)	176,463.61
h. Unobligated balance of Federal funds (line d minus g)	16,247.37

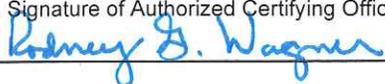
<b>Recipient Share:</b>	
i. Total recipient share required	87,946.15
j. Recipient share of expenditures	107,091.51
k. Remaining recipient share to be provided (line i minus j)	(19,145.36)

<b>Program Income:</b>	
l. Total Federal program income earned	
m. Program income expended in accordance with the deduction alternative	
n. Program income expended in accordance with the addition alternative	
o. Unexpended program income (line l minus line m or line n)	

11.	a. Type	b. Rate	c. Period From	Period To	d. Base	e. Amount Charged	f. Federal Share
Indirect Expense							
g. Totals:					0	0	0

12. Remarks: Attach any explanations deemed necessary or information required by Federal sponsoring agency in compliance with governing legislation:

**13. Certification: By signing this report, I certify to the best of my knowledge and belief that the report is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and intent set forth in the award documents. I am aware that any false, fictitious, or fraudulent information may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 18, Section 1001)**

a. Typed or Printed Name and Title of Authorized Certifying Official  Rodney G. Wagner, Director	c. Telephone (Area code, number, and extension) 402-471-2045  d. Email Address rod.wagner@nebraska.gov
b. Signature of Authorized Certifying Official  	e. Date Report Submitted (Month, Day, Year) December 1, 2011

14. Agency use only:

Standard Form 425 - Revised 6/28/2010  
 OMB Approval Number: 0348-0061  
 Expiration Date: 10/31/2011

**Paperwork Burden Statement**  
 According to the Paperwork Reduction Act, as amended, no persons are required to respond to a collection of information unless it displays a valid OMB Control Number. The valid OMB control number for this information collection is 0348-0061. Public reporting burden for this collection of information is estimated to average 1.5 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0061), Washington, DC 20503.

# Sample Exhibit PowerPoint Slides

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**21st Century Librarian Scholarships**

**Application Availability:** February 11, 2011, to June 3, 2013

**2011 Online Application Deadlines:** **November 1.** *The Nebraska Library Commission must receive your validated and accepted application by no later than 4:59 p.m., Central Time, of the appropriate deadline date.*

**2011 Letters of Recommendation Deadlines (if mailed):** postmarked **October 21**

**2011 Deadlines for Transcripts:** postmarked **October 21**

**2011 Scholarship Award Dates:** **December 1**

**Scholarship Award Amount:** [Depends on course of study](#)

**Awarding Agency:** [Nebraska Library Commission](#)

**Eligible Applicants:** Legal residents of the state of Nebraska

**Guidelines and Criteria:** [See below](#)

Nebraska Library Commission  
The Atium  
1200 N Street, Suite 120  
Lincoln, NE 68508-2023



INSTITUTE of  
Museum and Library  
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The Institute of Museum and Library Services is the primary source of federal support for the nation's 123,000 libraries and 17,500 museums. The Institute's mission is to create strong libraries and museums that connect people to information and ideas.



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**Nebraska Library Commission Annual Report  
11/01/2010 to 10/31/2011  
ENCLOSURES**

CD – Now Hiring at your library<sup>®</sup> website, archived February 2011

CD – Internship Grant Program orientation session, webinar recorded April 28, 2011