



Institute of Museum and Library Services  
Interim Narrative Report  
6/1/2006

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## Narrative Description

### a. Project Purpose

The purpose of this project, “Recruiting the Next Generation of Nebraska Librarians @ the Movies,” is to increase the number of qualified professionals and recruit future librarians available for employment in Nebraska libraries. This project is designed to attract promising high school and college students to the profession. Conceived through a collaborative planning process by partners with a proven track record of cooperation, this project will benefit a number of librarians, library workers, and institutions, as well as the identified partners. As we test the proposed strategies, other library institutions in other states can learn along with us. The recruitment public service announcement (PSA, previously called the movie trailer), displays, and other marketing tools developed through this project can be adapted and used in any location. The recruitment PSA, a specifically-defined, high quality communications tool, is designed to impact a particular target market. The kits for mentor/recruiters to use in identifying and supporting prospects will be applicable to all types of libraries. The training for mentor/recruiters can be replicated across the country.

### b. & d. Outputs and Outcomes of Activities/Services

#### **Awarded Scholarships and Tuition Assistance**

Four scholarship programs associated with this grant are now in place, applications have been finalized (Appendix A), and awards have been made. 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. We have also developed a one-page scholarship handout (Appendix B)

In addition to being available on the Nebraska Library Commission (NLC) web site (<http://www.nlc.state.ne.us/libdev/scholarship.html>), the NLC 21<sup>st</sup> Century Librarian scholarship information and applications are also available at the EducationQuest web site (<http://www.educationquest.org/>) in a free, online scholarship search called ScholarshipQuest. EducationQuest is a foundation devoted to Nebraska Careers and Education and ScholarshipQuest matches Nebraska students with scholarships.

#### **Summary of Scholarship Awards since November 1, 2005:**

State funds paid out from November 1, 2005 through May 31, 2006 for 21<sup>st</sup> Century Master’s Scholarships and LTA Tuition Reimbursement: \$59,915 (this does not include an additional \$9,000 awarded for MLS scholarships under the previous program and \$3,033.06 for LTA tuition assistance, included as a state match in previous grant reports)

Federal funds paid to date for 21<sup>st</sup> Century Bachelor’s Degree and Library Technical Assistant (LTA) Scholarships: \$13,000.

## **Scholarships for Master's Level Education**

### 21<sup>st</sup> Century Librarian Master of Library and/or Information Science Scholarship Program

The Nebraska Library Commission approved this scholarship program (years II and III) for master's students in September 2005, and the first awards were made after the November 1, 2005 deadline. This scholarship program was scheduled for implementation in years I, II and III of the grant. The Library Commission awarded \$1,000 scholarships during year I of the grant and will award \$2,500 scholarships in years II and III for tuition, course-related materials, and fees associated with the graduate program. These scholarships are funded with state funds as a match for the IMLS Librarians for the 21<sup>st</sup> Century Grant.

- Funded with State funds as a match for the grant
- Available for the first time for November 1, 2005 deadline
- All applicants were awarded scholarships
- Total of \$33,500 awarded
  - 9 \$2,500 scholarships awarded November 1, 2005 (total: \$22,500)
  - 1 \$1,000 scholarship awarded November 1, 2005 (total: \$1,000)
  - 4 \$2,500 scholarships awarded March 15, 2006 (total: \$10,000)
- Programs in which MLS scholarship recipients are enrolled
  - University of Missouri-Columbia (in conjunction with University of Nebraska at Omaha)
  - University of Alabama (one scholarship recipient)
  - Northumbria University (one scholarship recipient)

### 21<sup>st</sup> Century Librarian Master of Education School Library Media Scholarship Program

The Nebraska Library Commission approved this scholarship program (years II and III) for master's students in January 2006). These scholarships will be funded with state funds as a match for the IMLS Librarians for the 21<sup>st</sup> Century Grant. The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans seeking a master's degree in Education, with a concentration in School Library Media. The Library Commission will award scholarships of \$2,500 in years II and III for tuition, course-related materials, and fees associated with the graduate program.

- Funded with State funds as a match for the grant
- Available for the first time for March 15, 2006 deadline
- All applicants were awarded scholarships
- 3 scholarship awards for \$2,500 at March 15, 2005 deadline (\$7,500)
- Programs in which Master of Education in School Library Media scholarship recipients are enrolled
  - 1 at University of Nebraska at Omaha
  - 2 at University of Nebraska-Kearney

## **Undergraduate Scholarship Programs**

### **21<sup>st</sup> Century Librarian Undergraduate Scholarship Program**

The Nebraska Library Commission approved this scholarship program (years II and III) for undergraduate students in January 2006. These scholarships are funded directly from the IMLS Librarians for the 21<sup>st</sup> Century Grant. The Nebraska Library Commission will award up to fifty (50) \$1,000 scholarships each year. The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans seeking a Bachelor's degree in Library Science, in General Studies with a major in Library Science, or in Education in School Library Media from an accredited university.

- Funded directly from the federal grant
- 2 \$1,000 scholarships awarded March 15, 2006 deadline (total: \$2,000)

### **21<sup>st</sup> Century Librarian Library Technical Assistant (LTA) Scholarship Program**

The Nebraska Library Commission approved this scholarship program (years II and III) for undergraduate students January 2006. These scholarships are funded directly from the IMLS Librarians for the 21<sup>st</sup> Century Grant. The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at Nebraska Community Colleges leading to a Library Technical Assistant associate degree. The Nebraska Library Commission can award up to fifty (50) LTA or undergraduate scholarships of up to \$1,000 each year. Scholarships may be used for tuition, course-related materials, and fees associated with the courses. In addition, recipients can use scholarship funds for other, non-educational expenses incurred to attend courses, such as travel expenses, childcare, etc.

- Funded directly from the federal grant
- \$13,000 in scholarships awarded since January 1, 2006
  - 2 \$1,000 scholarships awarded February 1, 2006 (total: \$2,000)
  - 11 \$1,000 scholarships awarded March 15, 2006 (total: \$11,000)

## **Undergraduate Tuition Assistance**

### **Library Technical Assistance Tuition Reimbursement**

The Nebraska Library Commission continues to provide tuition assistance to librarians and library staff for library coursework. This program meets the needs of some library workers better than some of the other scholarship programs.

- Funded with State funds as a match for the grant
- \$915 awarded since November 1, 2005

### **Mentoring Program**

Since November 2005 we have begun the development of the 21<sup>st</sup> Century Librarian Mentoring program by organizing and participating in several activities and events and by developing materials for the program. Library consultant Cindi Hickey is organizing mentor training and resources. We have done presentations about mentoring, we have convened a pilot team of mentors who have participated in an initial training session, and

additional sessions are scheduled in July and August 2006. The pilot team is assisting in the development of the mentoring program. These activities are described in further detail in the following section.

### **Mentor Presentations to Librarians**

Cindi Hickey delivered the first mentor training session “Encouraging through Mentoring” at the spring Nebraska Library Association/Nebraska Educational Media Association Paraprofessional Section Spring Conference, “Encourage Someone @ your library®” on March 15, 2006 (Table 1). Forty-six people attended the conference at seven sites throughout Nebraska through a video-conference format. Handouts about mentoring were given to participants (Appendix D). A video tape of the conference is available for use for staff development and/or Continuing Education Credits.

Table 1. Presentations at the Nebraska Library Association/Nebraska Educational Media Association Paraprofessional Section Spring Conference.

- **Session I** - Encouraging Community Participation in our Library  
**Speakers:** Karen Frank, Greenwood Public Library; and La Raine Cihak, Gilbert Public Library in Friend
- **Session II** - Encouraging From Within  
**Speaker:** Becky Pasco, University of Nebraska at Omaha
- **Session III** - Encouraging Through Mentoring  
**Speaker:** Cindi Hickey, Library Consultant

This initial session about mentoring “Encouraging through Mentoring” was also presented at the spring meetings of several sections of the Nebraska Library Association (Table 2).

Table 2. Dates and Locations of Mentoring presentations.

<b>Date</b>	<b>Event</b>	<b>Attendance</b>
May 19, 2006	Southeast Library System Training Extravaganza	8
May 22, 2006	Spring Meeting, Public Library and Trustees Section of NLA (Gering)	22
May 24, 2006	Spring Meeting, Public Library and Trustees Section of NLA (Lexington)	26
May 25, 2006	Spring Meeting, Public Library and Trustees Section of NLA (La Vista)	45

### **Pilot Mentor Team**

In April, we identified and invited a group of nineteen Nebraska library professionals to assist in the development of the 21<sup>st</sup> Century Librarian Mentoring Program (Appendix E). We conducted information sessions with the pilot mentors on May 8, 15, and 16 using

OPAL (Online Programming for All Libraries at <http://www.opal-online.org>), a web conference consortium operating on a Voice-over Internet platform that will run in an Internet browser, so participation in an OPAL session is free to the mentors and they can participate from any location. The Nebraska Library Commission purchased an OPAL site license for this project. From the OPAL main web page, participants in an OPAL meeting select “Meeting Rooms” from the top navigation bar and then select “Nebraska Library Commission” to enter the room and participate in a session. The Nebraska Library Commission provided a computer headset with microphone to mentors for using with OPAL. We sent instructions for joining an OPAL meeting and tips for using OPAL (Appendix F). As a follow-up to the initial mentor information sessions, Cindi Hickey organized and implemented a blog (<http://nlc-mentors.blogspot.com/>) where mentors can communicate with Cindi, with Library Commission staff, or with the other mentors and where information for mentors, such as the instructions for OPAL, can be posted. Recordings of the initial information sessions can also be accessed from the blog. This blog is an interim communication tool for mentors to use until the project web site ([www.NowHiringAtYourLibrary.com](http://www.NowHiringAtYourLibrary.com) or [www.NowHiringAtYourLibrary.org](http://www.NowHiringAtYourLibrary.org)) is functional. We anticipate having portions of the web site available as a “live” web site in August 2006.

### **Pairing Mentors with Mentees**

One of the requirements of our 21<sup>st</sup> Century Librarian LTA and Bachelor’s Degree Scholarships is that scholarship recipients agree to participate in the 21<sup>st</sup> Century Librarian Mentoring Program. To begin the process of matching of mentors with mentees, we have developed application forms (Appendix G) that each will fill out to assist us in matching people with similar professional and personal experiences, interests, backgrounds, and/or geographic locations. In our November 1, 2005 grant report we reported on our survey of participants at the Library Leadership Retreat (the Nebraska Leadership Institute) who participated in a mentor-mentee relationship with library professionals at the retreat. We used the survey results, along with research about applications for other mentoring programs, to develop the application forms. We have recently asked our Pilot Mentor Team to review the application forms and provide feedback on them. We are also developing a web-based system for our project web site where mentors can track their interactions with mentees to help them be effective in their interactions with their mentees and to aid in our evaluation of the success of the project.

### **Recruitment PSA, formerly known as the “Movie Trailer”**

In our last grant report, we discussed our work sessions with Ann Seidl, *Overdue Productions*, on production of the recruitment PSA to be used as part of the marketing campaign. We have been calling our recruitment PSA project a “movie trailer,” but, since that implies that it is a preview of an actual movie, we are now calling it a “recruitment PSA”, which is more accurate. We have been showing a rough cut of the recruitment PSA to librarians to inform them about its progress and content and to inform them about the recruitment project in general, i.e. how the project might help them, what opportunities for continuing education are available to current library workers, and how they can participate in recruiting young people in their local libraries and school library media centers, and communities. We have also been “testing” the recruitment PSA with high school and college age people to evaluate its effectiveness so that it can be changed and improved before completing the final version.

## PSA Production

In our work sessions in August 2005, we developed the concept and timeline for the production of the recruitment PSA. The Nebraska Library Commission entered into a contract with Ann Seidl for the production of the recruitment PSA. In the timeline we developed in August 2005, a “rough cut” of the recruitment PSA was to be ready for viewing by February 14, 2006, with a proposed release date in March 2006. The filming of the recruitment PSA actually occurred the weekend of February 11-12, 2006 with assembly, editing, the addition of music occurring after that.

We received a “rough assembly” of the recruitment PSA on DVD on March 13, 2006. The rough assembly of the recruitment PSA used second and third generation digital copy of the original, first generation, high-definition tapes. We received a “rough cut” of the recruitment PSA from Ann Seidl of *Overdue Productions* in early April (attachment A, the DVD will be included in the hard copy of this report). Since the rough cut is put together from the original high-definition tapes, the visual and audio quality is much better than in the rough assembly, and the music is cued and timed to the visual images.

## Informational Showings and Testing of the Recruitment PSA

We showed the rough assembly of the recruitment PSA for the first time at the Nebraska Library Association’s paraprofessional section conference “Encouraging Someone @ your library®” on March 15, 2006 to forty-six library paraprofessionals who attended the conference at 7 sites in Nebraska, some attending through teleconference. Later that day, we showed the recruitment PSA to about 20 people at the Nebraska Literary Heritage Association meeting. At both of these gatherings, we surveyed viewer response using a comment card, and we asked for audience feedback about the effectiveness of the recruitment PSA as a tool for recruiting young people to library careers. These initial data gathering sessions provided valuable information about how to improve our comment cards, with which audiences to use them, and the method to use in the collection of comments in discussion sessions. From these initial viewing sessions, we concluded that we needed to focus our “testing” of the recruitment PSA on our target audience, which is people under age 24, instead of gathering a lot of data from people who already work in libraries or serve as trustees or on library boards and are mostly between ages 30 and 80. We worked with Ann Seidl to refine our audience comment card (Appendix H) for subsequent viewing sessions. We also have a movie “ticket” (Appendix I) response card people can send to us if they want more information, or they can e-mail us at [NowHiringAtYourLibrary@nlc.state.ne.us](mailto:NowHiringAtYourLibrary@nlc.state.ne.us).

We continued to show the rough cut of the recruitment PSA to librarians and library workers at professional library meetings throughout the state (table 3). We are showing the recruitment PSA to the library groups to inform them about our recruitment grant activities because librarians and library workers throughout Nebraska will be important in promoting the library profession using the recruitment PSA and other recruitment tools that we will produce.

Table 3. Recruitment PSA Showings to Librarians and Library Workers

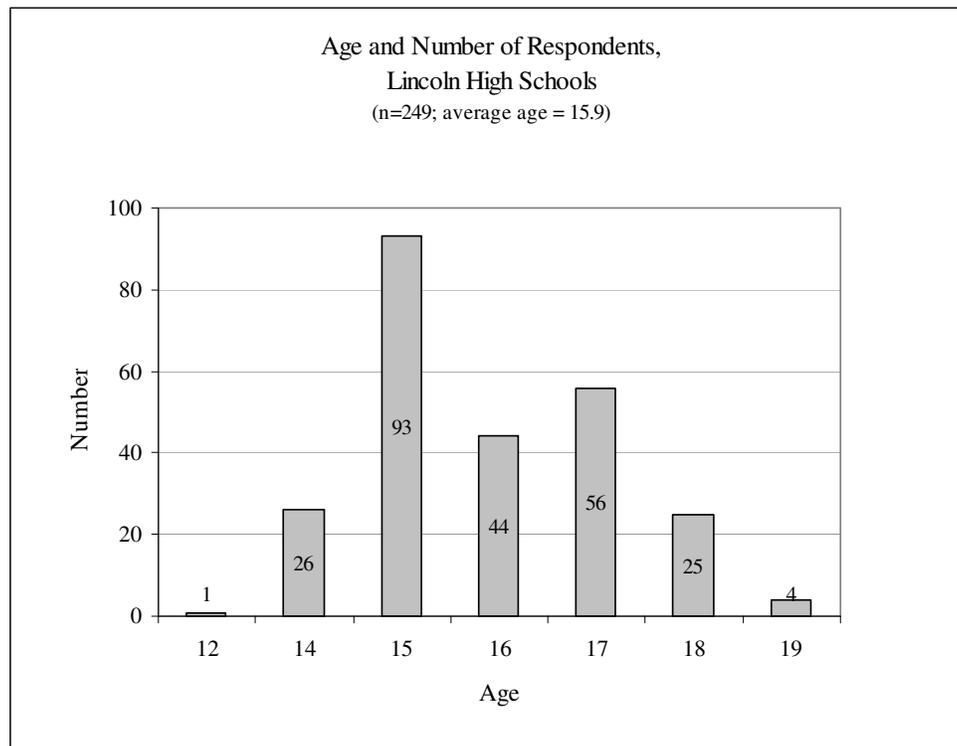
Date	Event	Attendance
March 15, 2006	Nebraska Library Association (NLA) Paraprofessional Conference	46
March 15, 2006	Nebraska Literary Heritage Association (NLHA)	20
May 12, 2006	Spring Meeting, College and University Section of NLA	70
May 19, 2006	Southeast Library System Training Extravaganza	8
May 22, 2006	Spring Meeting, Public Library and Trustees Section of NLA (Gering)	22
May 24, 2006	Spring Meeting, Public Library and Trustees Section of NLA (Lexington)	26
May 25, 2006	Spring Meeting, Public Library and Trustees Section of NLA (La Vista)	45
June 1, 2006	Annual Meeting, Northeast Library System, Wayne	60
June 2, 2006	Annual Meeting, Republican Valley Library System	30
June 11, 2006	Annual Meeting, Eastern Library System	60
June 20, 2006	Annual Meeting, Southeast Library System	15
July 21, 2006	Annual Meeting, Panhandle Library System	50

### Results of Testing the Recruitment PSA

Beginning in April 2006, we have been showing and testing the rough cut of our recruitment PSA with our target age group, people under age 24. The Nebraska Library Commission's Research Analyst, Cynthia Taylor, has been testing the recruitment PSA with high school and college age young people. At PSA viewings and in key informant sessions, the audience watched the PSA, filled out the audience comment card, and was engaged in discussion to provide feedback. The recruitment PSA was also shown to 98 people (average age = 28) before a skateboarding film "Freedom of Space" shown at the Mary Riepma Ross Media Arts Center, the "art cinema" of the University of Nebraska-Lincoln. From these viewings, we have collected data and comments from almost 500 individuals.

In April and May 2006, the recruitment PSA was shown to 252 high school students, of which 249 reported their age ((Figure 1, average age  $\approx$  16; median age = 16). A brief summary of their responses to the audience comment card is included here in Tables 4-6. In the narrative following the summary tables, some of the comments made by both the high school and college students are summarized to highlight the major points they have made. The comments included here refer mostly to the content of the recruitment PSA. Additional comments about the style, dialogue, message, and "look" of the recruitment PSA have not been included here, but will be important components in the final analysis and for developing recommendations for the final version of the recruitment PSA.

Figure 1. Age and Number of Responses of High School Students



Of the high school students who filled out the audience comment card (table 4), 43.2% agree or strongly agree that they would consider working in a library, 71.4% agree or strongly agree that libraries hire interesting people, and 44% agree or strongly agree that a library is a natural place for younger people to work. 28.5% agree or strongly agree that working in a library would be a good job choice for them. This is a favorable view of working in a library.

Table 4. Results from Audience Comment Card

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

Table 5. Responses to the question on the audience comment card “In addition to books, working in a library is mostly about *(please choose 3)*.”

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

In Table 6 we summarize the responses to the open-ended sentence “Please complete this sentence: I expect a library job would \_\_\_\_\_.” Responses were grouped into major categories based on the similarity of the response.

Table 6. Responses to the open-ended statement.

<b>I expect a library job would _____.</b>	<b>%</b>
Be boring	24.5%
Be interesting, exciting, mentally stimulating	12.1%
Be about books and literature	9.1%
Be fun, cool	8.5%
Be social, helpful to people, good for building communication skills, good for someone who like to communicate with people	7.3%
Other	4.8%
Not be for me	4.5%
Be about learning; informative; give me knowledge	4.2%
Be personally rewarding, satisfying, build self esteem	4.2%
Be quiet, peaceful	4.2%
Be good for me	3.6%
Be hard, challenging	3.0%
Be easy	2.4%
Not be fun	1.8%
Be a part-time student job	1.8%

In each viewing session our researcher asked viewers “if you saw this recruitment PSA in a movie theater before a feature length film do you think it would be effective and how it could be more effective in motivating you or people your age to ‘take the next step’? (The next step would be to call an 800-number or visit the Web site, [NowHiringAtYourLibrary.com](http://NowHiringAtYourLibrary.com) or [NowHiringAtYourLibrary.org](http://NowHiringAtYourLibrary.org) if that information were given at the end of the recruitment PSA). Asking this of viewers prompted discussion about what they liked or did not like about the recruitment PSA, and what their perceptions were about what was depicted in the recruitment PSA. When our researcher suggested that there might also be some information at the end of the recruitment PSA about the scholarships that are available for library education, many viewers were interested in finding out more about that as well as finding out what kind of education is required to become a librarian. Viewers were also very interested in knowing the types of library jobs that are available and how much they pay, and they wanted the recruitment PSA to convey that information in some way, either through visual depiction, through text displayed and overlaid in the recruitment PSA, through voice-over descriptions, or through additional dialog among the people in the recruitment PSA.

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

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

Viewers reacted favorably to the cultural diversity depicted in the library scenes, but many high school students thought that the group of people portrayed in the coffee house was not very diverse, and some described them as “emos”, the present-day version of “beatniks”; intellectual, “artsy”, and into poetry. The group in the opening scene in the coffee house was seen by some college-age students as young, still in high school, even though the actors themselves were in college. Therefore, the older college students in some viewing sessions did not relate well to that group. Many thought that the main character, the librarian, looked much older than the people in the coffee house.

Many who viewed the recruitment PSA did not think it shows that working as a librarian is a “career” that requires some form of higher education. Many thought that a job in a library is a part-time job for students, and that it is a low-paying job, or a volunteer “job”. The following comments are representative of what many young viewers said, and the comments provide additional insight for revising and improving the recruitment PSA.

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

The recruitment PSA “showed no tasks that require high order thinking.”

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

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

“Is working in a library a paid job?”

“In the recruitment PSA, it looks like a part-time job.”

“How much does it pay?”

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

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

“When her friends ask her why they haven’t seen her for a while and she says it’s because she’s been working at the library, it implies that her job takes all her time, and that doesn’t make it look like a fun or appealing job.”

“Market the top job; like, ‘look at this cool thing that you could do’ [working in a library].”

“Youth want to work with media and it doesn’t show that at all or attract people who are interested in that.”

Even though the recruitment PSA is an attempt to dispel the stereotypical perception that librarians only move books around, or as one character in the recruitment PSA said “what, you shelve books all day?”, the recruitment PSA doesn’t dispel this stereotype because it shows the librarian depicted shelving books three or four times.

“She [the main character] was still shelving books so it reinforces the stereotype of what librarians do.”

“Yeah, it needs to show her doing other things [beside shelving books].”

“Too much shelving books.”

“She looks like the typical librarian who will grow old there.”

“What she’s doing isn’t much different than what I think a librarian does, shelve books, check out books.”

“Show her doing more things.”

“We’d like to see more of what librarians do; all it shows is her walking around smiling.”

“Have her directly working on a computer instead of just pointing over peoples’ shoulders.”

“Show her leading a storytime with kids, a teen discussion, teaching a computer class.”

“Show more group things.”

“Show her doing research on the Internet.”

“Show her using a librarian web site.”

“Needs a contrast with the stereotypical image of a librarian.”

“The music is really fast-paced but libraries are quiet and peaceful places, not fast-paced like it seems in what we just watched, so it doesn’t really portray what libraries are like and doesn’t seem real.”

“It doesn’t seem honest to the library experience; the library is a calm place.”

“All it shows is that she enjoys her job, and it’s trying too hard to make it look like being a librarian is a really fun job.”

“She smiles too much.”

### Discussion

Thus far, the results from the audience comment cards and the discussions with those who have viewed it have provided information about how effective the recruitment PSA might be in reaching our target demographic, young people under 24 (primarily middle school-age through post-college-age). Viewers’ comments also shed light on the perceptions that viewers hold of libraries, library work, and library careers.

While we are attempting to reach our target audience with this recruitment PSA, our initial testing suggests that it may be more effective in reaching the reaching people in the younger ages of the target demographic (e.g. middle school and high school students) than in reaching the older demographic of that age group (e.g. college-age and immediately post-college-age young adults). Since a majority of our scholarships, in terms of actual numbers, are for undergraduate work in either the two-year community colleges or four-year universities, it might be on target that some of the characters in the recruitment PSA appear to be young, even in high school, since we are trying to stimulate interest in young people, probably in high school and younger who would be in undergraduate programs; sometimes young people form ideas about their possible future career early in their teen years. Also, since some viewers thought that the main character seemed older than the people in the coffee house, it might suggest that she’s a role model for a younger crowd, and college students might identify with her. However, even if it appeals to people at the younger end of the target demographic more than to those at the older end of the target demographic, the recruitment PSA needs to realistically portray the work of librarians and make librarianship look like a professional career with a variety of job and work opportunities. Many viewers within the target demographic have

said that the job being portrayed by the librarian in the recruitment PSA looks more like a part-time and/or student job rather than a career.

### Conclusions

Based on these comments, we conclude that additional information needs to be added to the recruitment PSA so that viewers can learn something about the variety and complexity of work tasks, the progression of job responsibilities that are associated with building a job into a long-term career, and the opportunities for library jobs in many different fields. By adding more to the story depicted in the recruitment PSA to show how a library job can be a professional career with future potential in job responsibility and, by implication, in pay, then it is likely that the recruitment PSA will spark some interest in the entire target demographic to find out more about library educational and career opportunities. In addition, the recruitment PSA will need to let viewers know that there are scholarships available. Our research with our target audience indicates that students become much more interested in finding out more about our “program” when they hear about the scholarship opportunities.

We plan to finish “testing” the recruitment PSA in mid-July and by the end of July, we expect to compile the results and identify changes that will be needed to make the recruitment PSA more effective in reaching our target audience and encouraging them to find out more information about library education and careers.

### Marketing Campaign

#### **Informal Distribution of Marketing Materials and Launch of the “Formal” Marketing Campaign**

Our marketing campaign was scheduled to launch during summer 2006, but given some of the delays that have been beyond our control, we anticipate our “formal” marketing campaign to be ready in fall 2006. The design of the graphics for the marketing materials hinges on the final “look” of the recruitment PSA. However, we’ve really been marketing our recruitment project through our informational showings and the “testing” of the PSA. We’ve distributed some handouts to librarians at spring meetings (table 3), and also, if they’re interested, to the students with whom we have tested our recruitment PSA. The handouts we’ve distributed include those about the scholarship programs (Appendix B), mentoring (Appendix D), the educational opportunities for librarians in Nebraska (Appendix J), and about the Nebraska Community Colleges’ Library Technical Assistant Associate’s degree (Appendix K).

#### **Fall Pre-Conference “Kick-Off” Marketing Event**

We have finalized our materials to advertise the October 2006 pre-conference for the NLA/NEMA Conference (Appendix L; see also <http://www.nlc.state.ne.us/news/content/1917.html>) to include the location of the event, 1316 Jones Street (<http://www.1316Jones.com>). This “kick-off” of our marketing campaign at the pre-conference will focus on the stereotypical librarian image created through films and media, and ways to bust the stereotype, facilitating recruitment of a diverse, dynamic workforce to the field. Participants will explore the diversity of library

staff and the roles that everyone in the library can play in marketing and customer service.

In conjunction with the October 2006 NLA/NEMA Conference, we have also been working with the Omaha Public Library and the Friends of the Omaha Public Library to plan an evening “gala” fundraiser. This event will include a wine and cheese reception, a screening of the revised version of our recruitment PSA, a screening of an updated version of Ann Seidl’s “Hollywood Librarian” film, and, possibly, another Hollywood film featuring a librarian as a main character. The location of this evening event is the Joslyn Art Museum’s (<http://www.joslyn.org/>) Witherspoon Concert Hall (<http://www.joslyn.org/geninfo/facility/facility.html>)

### **Web Site**

Our web site development is progressing. Though we had hoped to have at least part of the web site “live” by mid-March, we have encountered obstacles, which have recently been addressed, and now we hope to have some of the web pages “live” by mid-August 2006. The graphic design was completed in February 2006. In Appendix M, we include a graphic image of the HTML version of the main page, the design templates of the primary and secondary pages, and an example of the content of a secondary page “Library Jobs and Careers”.

In October 2005 we initially met and started working with an organization, Nebraska.gov, to develop and host our web site, [www.NowHiringAtYourLibrary.com](http://www.NowHiringAtYourLibrary.com) or [www.NowHiringAtYourLibrary.org](http://www.NowHiringAtYourLibrary.org). We chose to work with this organization because they are charged with assisting Nebraska State Agencies with web site development at low or no charge in exchange for access to State of Nebraska data to re-package and sell to support the organization. At the time of our initial meeting, Nebraska.gov was going through a major management transition, so we were uncertain about how our proposed web site project would proceed, but they led us to think that they could deliver the product and functionality that we had envisioned for this recruitment project. We found, after months of discussion, and providing them with the web site architecture, graphic design, and other content elements for text, moving text, and graphics, that Nebraska.gov was less and less willing or able to develop the functionality that we had intended for our web site. Finally, in May 2006, Nebraska.gov informed us that they were not willing to host anything but a static web site. Specifically, our plans for the web site include a public blog or message board, a log for mentors to track interactions with mentees, and a robust job bank with database functionality that can be used to gather information and data to evaluate and analyze the library job market for Nebraska and the surrounding region. In late May 2006, after discussion and negotiation, we decided that we would need to find another developer and host for our web site. Fortunately, the inhouse computer team at the Nebraska Library Commission is willing and interested in developing the interactive forms and functions that we’ve been planning and will also host our website. Working with our inhouse computer team will facilitate better integration of the “NowHiring” web site with the resources already available at the Nebraska Library Commission’s web site.

## Recruiting a Culturally Diverse Cadre of Librarians

### **Outreach to the Hispanic community and other cultural groups**

#### Prime Time Family Reading Time<sup>®</sup> Student Internships

Through our partnership with the Nebraska Humanities Council's Prime Time Family Reading Time<sup>®</sup> Program (<http://www.nebraskahumanities.org/programs/prime.html>), the Nebraska Library Commission is providing funding for student interns to assist with the Prime Time<sup>®</sup> program. These stipends were funded with state funds as a match for the IMLS Librarians for the 21<sup>st</sup> Century Grant. At the five program sites (Table 7, Appendix N) that have completed the program since November 1, 2005, stipends have been awarded to local young people at three of the Prime Time<sup>®</sup> programs. Additional stipends are available for the Prime Time<sup>®</sup> programs that will occur in 2006 and 2007 at several other sites in Nebraska.

Table 7. Five sites have completed the Prime Time<sup>®</sup> Family Reading Time Program since November 1, 2005

<b>Library</b>	<b>Program Dates</b>	<b>Intern</b>
Columbus Public Library	April 25 – May 30	Yes
Grand Island Public Library	April 6 – May 11	No
South Branch of Omaha Public Library	April 3 – May 8	No
Lexington City Public Library	March 4 – April 8	Yes
South Sioux City Public Library	February 21 – March 28	Yes

In the three sites that did fund a student intern, the intern helped with the planning and implementation of the Prime Time<sup>®</sup> activities held at their local library. At the end of their internship, the students completed an evaluation (Appendix K) to assess their experience and their perceptions of working in a library. When asked the questions “Before your internship at the library with the Prime Time Family Reading Time<sup>®</sup> Program, what types of work activities did you think librarians did everyday?” and “After your internship, what types of work activities do you think librarians do every day?”. The responses are summarized in Table 8.

Of the two sites that did not use student interns, one site (South Branch of Omaha Public Library) utilized students from a Spanish class at the University of Nebraska at Omaha, and the second site (Grand Island Public Library) was not able to find a bilingual student who wanted the position.

Table 8. Prime Time® Student Intern Evaluation Responses.

<i>Before the internship</i> “what do you think librarians do everyday”	<i>After internship,</i> “what do you think librarians do everyday”
“just putting books away and reading”	“Variety; [they] order books, taking phone calls”
“shelve books, check books in and out”	“Very interesting and hard work”
“the typical checking books in and out and just putting them back on the shelves.	“They have a major responsibility keeping everything organized and having a lot of knowledge on various topics”

After their internship, interns’ perceptions of the work of librarians changed and they could see a wider variety of work that librarians perform daily. The interns’ activities as part of the Prime Time® programs have included helping families fill out surveys and get library cards, translating families’ questions, checking people in as they arrived for the program, placing orders on the computers, shelving books, CDs, DVDs, and movies, calling library customers to let them know when a book was available, going to the store to buy supplies for the program, and attending all the Prime Time meetings. Interns said:

“I helped out with the reading program. There I help out with the kids . . . I attended all the meetings. I was kind of like the director and I tried to keep everyone on task.”

“I thought a librarian had a laid back easy job, but once I worked here I learned that they are very busy, hard working people.”

In addition, at a recent multi-state Prime Time® conference held in Lincoln, Nebraska, Jane Hood, the director of the Nebraska Humanities Council, encouraged people in other states to add this “innovative element” of library internships to their Prime Time® programs.

### **Multicultural Diversity Training**

A staff member of the Nebraska Library Commission, Maria Medrano-Nehls, attended a conference held in Lincoln, Nebraska that was sponsored by the University of Nebraska-Lincoln in November 2005, “People of Color in Predominantly White Institutions: Different Perspectives on Majority Rules.” (<http://conferences.unl.edu/people05/>). Maria spends part of her time at the Library Commission working on the IMLS Librarians for the 21<sup>st</sup> Century Grant project, and she is also a recipient of an NLC 21<sup>st</sup> Century Librarian LTA Scholarship and is taking courses in the Library Technical Assistant program through the Nebraska Community Colleges.

The conference provided “the opportunity to examine a wide spectrum of issues facing people of color in academic institutions. Strategies to create a more positive campus climate was the overarching theme of this conference which took a critical look at policies and procedures, programs and services, and the overall allocations of

institutional resources within these settings. Within this context, a number of topics were explored relating to race, gender, politics, ethnicity, the media, spirituality, music, power, recruitment and retention, student interaction, and others.”<sup>1</sup>

At this conference, Maria gained additional knowledge about diversity issues in different ethnic and cultural groups that we can utilize as we attempt to recruit young people in a variety of cultural groups in Nebraska in general, and in particular, in the Hispanic community. She attended a session on recruitment and retention of minority students. She reported that one of the major considerations for our grant project is how we might work to increase awareness in our recruitment efforts of cultural differences in the interpretation and meaning of words and in the perceptions of facial expressions and gestures and how they might differ among different ethnic groups. In addition, we need to be aware that recruiting from minority ethnic groups may need to be approached differently because of differing expectations about work and education and also because of high levels of family involvement in decision-making relating to family members that occurs in some cultural groups. Her feedback after attending this conference suggests that we might want to incorporate multicultural awareness training for our mentor/recruiters as we develop our marketing and recruitment materials in order to better reach people in a variety of ethnic/cultural groups.

Maria Medrano-Nehls will also be attending and ALA conference “The Joint Conference of Librarians of Color” in Dallas, Texas in October 2006 (<http://www.ala.org/ala/olos/jointconferenceoflibrariansofcolor/geninfo.htm>). The Joint Conference of Librarians of Color (JCLC) is the first-ever national conference to be held and sponsored by the five caucus associations of color at the same time in the same place. The five caucus associations are affiliate members of the American Library Association (ALA) and their liaison to ALA is through its Office for Literacy and Outreach Services (OLOS). The five caucus associations have each held their own national conferences in the past. The 2006 joint national conference is co-sponsored by the American Indian Library Association (AILA); the Asian/Pacific American Librarians Association (APALA); the Black Caucus of the American Library Association (BCALA); the Chinese American Librarians Association (CALA), and REFORMA, the National Association to Provide Library and Information Services to Latinos and the Spanish Speaking.

### **Nebraska Migrant Education Center**

At the Northeast Library System Spring Meeting in Wayne, NE, we became aware of the programs and services offered through Nebraska Migrant Education Program (<http://www.nebraskamep.org/>). A conference presenter from the program encouraged us to distribute our marketing materials and information about the scholarships and library education opportunities through the twenty-seven program offices in Nebraska when our marketing materials are available. Dissemination of our recruitment materials through this organization will provide an opportunity to reach many of the diverse ethnic and cultural groups within the state. In Nebraska, the migrant population is made up of many diverse ethnic groups. As stated on the home page of the Migrant Education Program,

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<sup>1</sup> Wayne A. Babchuk, Editor; M. Colleen Jones and Wayne A. Babchuk, Co-Chairs. 2005. Conference Proceedings, “People of Color in Predominantly White Institutions: Different Perspectives on Majority Rules”. Tenth Annual National Conference, November 6-8, 2005. University of Nebraska-Lincoln. Lincoln, NE. [http://conferences.unl.edu/people05/pocpwi\\_2005proceedings.pdf](http://conferences.unl.edu/people05/pocpwi_2005proceedings.pdf)

Hispanics make up the largest group, with Southeast Asians, African Americans, Anglos and other racial and ethnic groups completing the remainder of the migrant population in Nebraska. While migrant families consider Nebraska to be their home base, many come from Texas, California, Florida, Mexico and other states and countries.

## **Continuing Education**

### **Basic Skills Training**

Continuing education associated with this grant is geared toward entry level and pre-professional level education in library skills and will help pre-professionals grow, learn, and remain in or return to their communities to provide enhanced library service in underserved communities and demonstrate the value of libraries.

In Spring 2006, the Nebraska Library Commission provided an on-line basic skills training course, "Organization of Library Materials", in Elkhorn, Kearney, Lincoln, Norfolk, North Platte, and Scottsbluff, a state funded match for this grant, supported by state aid funding appropriated by the Nebraska Legislature, granted and administered by the Nebraska Library Commission and co-sponsored by Nebraska's Regional Library Systems. Courses are available via on-site or online instruction. Four Basic Skills courses are required for certification of librarians. The sessions offered in this Basic Skills course included:

- Cataloging Process
- Sears and Dewey
- Cataloging with Card Format
- Automated Library
- Organizing Electronic Information
- Sources of Cataloging and Classification

### **Spring Colloquium with Joseph Janes**

This continuing education event featured a presentation by Joseph Janes, American Libraries Internet Librarian, on April 8 at The Cornhusker Hotel in Lincoln, NE (Appendix P). His talk encouraged libraries to become technologically proactive rather than reactive. He addressed the importance of retaining the friendly, human aspects of the library while installing and utilizing new technologies. Janes is the associate dean in the Information School of the University of Washington in Seattle and is glad to be "part of a profession that embraces and fosters change and complexity."

As a match for this grant, this project was supported in part by state aid funding appropriated by the Nebraska Legislature, granted and administered by the Nebraska Library Commission. The event was sponsored by the Eastern and Southeast Library Systems, the University of Nebraska at Omaha, the Omaha Public Library, and the Lincoln City Libraries. Fifty-six people attended this event and thirty received continuing education credit.

## **Outcomes of the Grant Activities**

It is still early in our process to have easily identifiable outcomes for our grant activities; however, there are some notable examples that illustrate ways in which the grant activities are providing new opportunities for continuing education, changing attitudes, changing people's lives, and having an impact on individuals who are working or considering working in libraries. Some of the outcomes, like the number of scholarships that we have awarded, are very tangible and quantifiable outcomes. Other outcomes are less tangible and more difficult to quantify, but little-by-little, we are finding out what people think about library work, sparking interest in potential library students, and helping to change people's perceptions of the role and work of librarians. In our discussions with young people we can clarify and explain the work and the roles of librarians today.

Potential students are learning about the recruitment activities because of the recruitment PSA presentations and the handouts that we've distributed to library workers, high school students, college students, and post-college students who might be interested in continuing education, and undergraduate or graduate level education and training in library studies. To date, we have shown our recruitment PSA to 250 high school students, and to 225 college students and post-college people, and to 450 library professionals and library workers. Potential students are learning about the scholarships that we are offering, about educational opportunities, about the variety and complexity of library work, and about specific library occupations. Through information that we have made available on the Nebraska Library Commission Website, interested students are able to find out more about the scholarships and access the scholarship applications. People are responding to this information by applying for scholarships and enrolling in degree programs to pursue library education. Some library workers who previously applied for the tuition reimbursement (they are reimbursed for half the cost of tuition) for courses in the LTA courses at the Nebraska Community Colleges have applied for and received \$1,000 LTA scholarships so that they can take more courses in a shorter time frame than before.

By documenting our outreach activities in the early stages of our program, we will be able to gauge the response to our marketing materials when we launch our "full blown" marketing campaign.

Potential mentors are learning more about mentoring and about how to identify and recruit potential, future librarians. We have presented mentor information sessions to approximately 102 library workers, and we have distributed our mentor handouts to 450 library workers. We have identified an initial team of nineteen mentors, and we expect that number to grow during the grant period.

Our initial efforts to connect with people in the Hispanic community through the internship stipends for the Prime Time Family Reading Time® program seem successful and provide a model for people in other states to encourage young Hispanic people to consider working in a library. The internships have "planted a seed" in a few young, Hispanic people by giving them experience working in a library and with the community.

By showing our recruitment PSA, collecting audience comment cards, and facilitating discussions about the PSA, we have gathered valuable information about the perceptions

about libraries and library work. We will be able to use this information to develop our marketing materials to better counter the stereotypical images of librarians, and to appeal to the needs and desires of potential library students.

### **Scholarships and Tuition Reimbursements Awarded**

- From November 2005 through May 31, 2006, matching state funds paid out for 21<sup>st</sup> Century Master's Scholarships and LTA Tuition Reimbursement: Total Awarded = \$56,915
  - Master of Library and/or Information Science Scholarships
    - Total of \$33,500 awarded
      - 9 \$2,500 scholarships awarded November 1, 2005
      - 1 \$1,000 scholarship awarded November 1, 2005
      - 4 \$2,500 scholarships awarded March 15, 2006
  - Master of Education in School Library Media Scholarships
    - Total of \$7,500 awarded
      - 3 scholarship awards for \$2,500
  - Library Technical Assistant Tuition Reimbursement
    - Total of \$915 awarded
      - 7 individuals received awards
- From November 2005 through May 31, 2006, federal funds from the IMLS Librarians for the 21<sup>st</sup> Century Grant in the Nebraska project paid out for 21<sup>st</sup> Century Librarian Bachelor's Degree and Library Technical Assistant (LTA) Scholarships: Total Awarded = \$15,000
  - Bachelor's Degree Scholarships
    - Total of \$2,000 awarded
      - 2 \$1,000 LTA scholarships awarded March 15, 2006
  - Library Technical Assistant (LTA) Scholarships
    - Total of \$13,000 in scholarships awarded
      - 2 \$1,000 scholarships awarded February 1, 2006
      - 11 \$1,000 scholarships awarded March 15, 2006

### **Recruitment Successes**

- In September 2005, Mary Jo Ryan, Communications Coordinator, Nebraska Library Commission and Kit Keller, Planning and Data Services Coordinator, Nebraska Library Commission presented an hour-long session on the grant project "Recruiting the Next Generation of Nebraska Librarians @ The Movies" at the Nebraska Library Association/Nebraska Educational Media Association (NLA/NEMA) Conference. One person who attended the session followed-up with an e-mail to us to inquire about the scholarships for undergraduate education. That scholarship was not available at that time, but, as reported earlier in this grant report, it became available for our February 1 and March 15 scholarship application deadlines. We kept in touch with her and she applied for and received a 21<sup>st</sup> Century Librarian Bachelor's Degree Scholarship. She had also attended the 2005 Leadership Institute, supported by the Nebraska Library Commission, which was also important in motivating her to pursue her bachelor's degree in library studies, and she is now enrolled in the bachelor's degree program in General Studies with a major in Library Studies at the University of

Nebraska at Omaha. She will also complete some of her coursework for her bachelor's degree through the Community Colleges in Nebraska and through the University of Nebraska-Lincoln. In a survey conducted about the leadership institute, she said

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

### **Changing the Perceptions of the Work of Librarians: The Recruitment PSA, Reaching Our Target Market, and Capacity Building**

- One college-age student who viewed the recruitment PSA as a “key informant” stated that because the recruitment PSA made the job of a librarian look fast paced and fun, and because the main character portraying a librarian was young and appeared happy and engaged, that it did dispel the stereotypical image of a librarian.
- One-by-one, the grant activities are changing the way that young people look at the work of librarians. The interns in the Prime Time Family Reading Time® program have provided a great example of the small changes in the perception of library work that can be made as a result of providing a work experience and exposing a young person to working in a library. After their internships, interns’ perceptions of the work of librarians changed and they could see a wider variety of work that librarians perform daily.
- The activity of meeting with students to “test” the recruitment PSA had the additional benefit of informing students and other viewers about the library profession and the opportunities for scholarships, education, and jobs. As reported in the discussion of the recruitment PSA testing, many viewers did not know that there were educational options or requirements for people who want to work in libraries or that there were professional jobs and careers in libraries. The collection of data through the “audience comment card” and the discussion after viewing the recruitment PSA were conducted using objective methods. However, once the more “formal” data collection was completed, our researcher followed up the discussion by telling students about the educational opportunities available in Nebraska for associate’s degrees, bachelor’s degrees, and master’s degrees in library studies, library science, and in education in school library media. Many students did not even realize that their school media coordinator had a graduate library degree or that there were library jobs in medicine, law and other fields. After providing this information, several students approached the researcher, one-on-one to pick up handout about education and scholarship opportunities. Several students explicitly said that they were interested in working in a library and wanted to know how to get a job in a library.

**f. Additional Comments/Anecdotal Information**

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

- Travel costs will need to be adjusted to decrease the amount of anticipated in-state travel and increase out-of-state travel. This change is requested because of the number of high quality out-of-state training opportunities that project staff identified.
- Scholarships and stipends awarded to date are slightly different than those proposed in the grant proposal. The process to bring scholarships, internships and stipends in compliance with grant specifications is completed, with the exception of the addition of undergraduate tuition reimbursement options provided as match.
- As part of a partnership with the *Prime Time* Family Reading Time® project, stipends were awarded to Hispanic students for working in the library in conjunction with the project. The stipends were paid with state funds and we request that they serve as match for this grant.
- As part of our evaluation and development of the recruitment PSA, we now see that before we develop the companion marketing campaign, we must make basic content changes in the recruitment PSA to make it more effective in reaching our target audience.
- We request that the mentor/mentee training and consultation expenditures identified in the Year I activities be deferred to Year II and Year III, due to increased time spent in development of the marketing campaign. A contract continues with a Mentor Trainer Consultant, through September 30, 2006, with plans to extend the contract through the end of the grant period.
- The half-time Public Information Technician position has been changed to a half-time Research Analyst position, in response to the state classification requirements for the duties described. In addition, since the position was not filled until June 13, 2005, Cynthia Taylor's hours on the grant have been temporarily increased in order to complete grant activities.
- One staff member identified as match for the grant, Jodene Glaesemann, no longer works for the Nebraska Library Commission. Other Library Commission staff members have assumed her responsibilities.
- Due to increased time spent in development of the marketing campaign, we request approval to change timelines in accordance with Attachment E: 2005 Program Schedule.
- We request approval to move the training kickoff event from Winter 2005 to Fall 2006.
- We request approval to change timelines in accordance with Appendix Q: 2005-2006 Program Schedule.

## **Appendix A**

### **Scholarship Applications**

21<sup>st</sup> Century Librarian Master of Library and/or Information Science Scholarship

21<sup>st</sup> Century Librarian Master of Education in School Library Media Scholarship

21<sup>st</sup> Century Librarian Bachelor's Degree Scholarship Application

21<sup>st</sup> Century Librarian Library Technical Assistant (LTA) Scholarship Application

# Nebraska Library Commission



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

## Nebraska Library Commission 21<sup>st</sup> Century Librarian Master of Library and/or Information Science Scholarship Program

The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans seeking a master of library and/or information science degree. This scholarship fulfills 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.\*

The Nebraska Library Commission will award scholarships of up to \$2,500 each year for tuition, course-related materials, and fees associated with the master's degree program. Scholarship funds may be used for any ALA-accredited master of library and/or information science degree program

Each applicant can apply for and/or receive only one scholarship of up to \$2,500 during a one year period from the date of the scholarship award. Scholarship funds may be used for more than one academic semester or quarter. Applicants may receive a maximum of two scholarships during their master's degree program. Scholarship funds will be deposited in the recipient's university account for payment of tuition and fees. Scholarship recipients will be reimbursed by the Nebraska Library Commission for textbooks and course-related materials (receipts will be required).

**To Apply:** Applicant must complete and submit the application form and all required materials.

### Application Deadlines:

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 15)

### Applicants must meet the following criteria:

- Current Nebraska residency.\*\*
- Demonstrated acceptance by or application to an ALA-accredited master of library and/or information science degree program. Proof of acceptance and verification of course registration will be required before funds are disbursed.

### Scholarship recipients, after obtaining a master of library and/or information science degree, agree to:

- Seek employment in a Nebraska public, school, institutional, academic, tribal, or special library as a professional librarian.
- Be willing to serve as a formal library mentor for 12 months in the Nebraska Library Commission's mentoring program.
- Be available for follow-up interviews by the Nebraska Library Commission for scholarship program evaluation.

**For questions about the 21<sup>st</sup> Century Librarian Scholarship Program,** contact Richard Miller, Nebraska Library Commission Library Development Director, 800-307-2665, 402-471-3175, [rmiller@nlc.state.ne.us](mailto:rmiller@nlc.state.ne.us) or Kit Keller, Nebraska Library Commission Planning & Data Services Coordinator, 800-307-2665, 402-471-3216, [kkeller@nlc.state.ne.us](mailto:kkeller@nlc.state.ne.us).

\* This scholarship is funded in part by state aid funding appropriated by the Nebraska Legislature, granted and administered by the Nebraska Library Commission, as part of the Nebraska Librarians for the 21<sup>st</sup> Century project.

\*\* Applicant may request a waiver of the residency requirement if they are currently employed full-time in a Nebraska library or school.

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Master of Library and/or Information Science  
Scholarship Program**

**Application Form**

Application Date \_\_\_\_\_

Name \_\_\_\_\_

Home/Mailing Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_

Phone: Home \_\_\_\_\_ Work \_\_\_\_\_

Alternate/Cell \_\_\_\_\_ E-mail: \_\_\_\_\_

I am seeking scholarship funding for:     Summer Semester/Quarter     Fall Semester/Quarter  
 Winter Semester/Quarter     Spring Quarter    (check all that apply)

I am applying for my     first     second 21<sup>st</sup> Century Librarian Master of Library and/or Information  
Science Scholarship (check one)

Check this box to request a waiver of the residency requirement if you work full-time in a Nebraska  
library or school.

Do you currently work in a library?     Yes     No

If yes, which library and where? \_\_\_\_\_

What is your position there? \_\_\_\_\_

If no, have you ever worked in a library?     Yes     No

If yes, which library and where? \_\_\_\_\_

What was your position there? \_\_\_\_\_

When did you or do you plan to start your master's degree program? \_\_\_\_\_ (month/year)

When do you anticipate completion of your master's degree? \_\_\_\_\_ (month/year)

In what library position or type of library do you want to work after graduation?

For office use only

\_\_\_\_\_ Approved    \_\_\_\_\_ Not approved    Date \_\_\_\_\_

Scholarship amount \_\_\_\_\_ Approved by \_\_\_\_\_

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Master of Library and/or Information Science  
Scholarship Program**

**To apply for an initial scholarship, applicants must submit the materials listed below.**

Only complete applications will be reviewed. All applications are confidential and information will not be shared with any other organizations or individuals except as may be required by state or federal laws. All application materials will be kept on file at the Nebraska Library Commission.

- 1) **Application Form**, page 2 (submit on paper or electronically)
- 2) **Resume** (submit on paper or electronically)  
Submit your resume (no longer than 2 pages) including academic and work history and contact information for places of employment.
- 3) **Academic Intent** (submit on paper or electronically)  
List the master of library and/or information science degree programs to which you have applied or been accepted. Proof of acceptance such as a copy of a letter of acceptance from the master of library and/or information science degree program and verification of course registration will be required before funds will be disbursed.
- 4) **Statement** (submit on paper or electronically)  
Prepare a statement (500 to 750 words). Some topics that you might include are listed here:
  - Why have you selected librarianship as a profession?
  - Why will you be a good librarian?
  - Describe one important trend in libraries today and explain how this trend will impact your library career.
  - Community Involvement. Summarize your participation in civic and/or campus activities and/or community service organizations in the past three years.
  - What is the one most significant thing you want the Nebraska Library Commission to know about you when considering your scholarship application?
- 5) **Letters of Support** (submitted on paper)  
Have three references each send a letter of support directly to Nebraska Library Commission 21<sup>st</sup> Century Librarian Master of Library and/or Information Science Scholarship Program. References may be a professor, principal, librarian, community leader, employer, etc. who is familiar with the applicant's professional qualifications and ability to complete a graduate degree program. It is recommended that applicants provide each reference with a stamped, pre-addressed envelope to the Nebraska Library Commission 21<sup>st</sup> Century Librarian Master of Library and/or Information Science Scholarship Program.
- 6) **List of References sending Letter of Support** (submit on paper or electronically)  
Include a list of individuals that you have asked to send a letter of support.
- 7) **Signed Agreement**, page 5 (must be submitted on paper by postal mail with original signature)

**Send Application Materials To: Nebraska Library Commission  
21<sup>st</sup> Century Librarian  
Master of Library and/or Information Science Scholarship Program  
c/o Richard Miller  
1200 N Street, Suite 120  
Lincoln, NE 68508-2023  
rmiller@nlc.state.ne.us**

**Application Deadlines:**

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 15)

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Master of Library and/or Information Science  
Scholarship Program**

**To apply for a second scholarship, applicants must submit the materials listed below.**

Only complete applications will be reviewed. All applications are confidential and information will not be shared with any other organizations or individuals except as may be required by state or federal laws. All application materials will be kept on file at the Nebraska Library Commission.

**1) Application form**, page 2 (submit on paper or electronically)

**2) Transcripts**

Request that an official copy of your transcript for completed graduate library and/or information science courses be sent to Nebraska Library Commission 21<sup>st</sup> Century Librarian Master of Library and/or Information Science Scholarship Program.

**3) Statement** (submit on paper or electronically)

Prepare a statement (approximately 250 words) that describes how the library and/or information science coursework you've taken thus far might enhance your future professional career. Some topics that you might include are listed here:

- Describe a class project or activity from a course in your master of library and/or information science degree program and how you applied what you learned in your workplace, either in a library or other work environment.
- What have you learned about the library profession that you did not already know?
- Describe how the coursework in your master's degree program will help you or has already helped you in meeting your goals as a professional librarian.

**4) Signed Agreement** (page 5) (must be submitted on paper by postal mail with original signature)

**Send Application Materials To:** Nebraska Library Commission  
21<sup>st</sup> Century Librarian  
Master of Library and/or Information Science Scholarship Program  
c/o Richard Miller  
1200 N Street, Suite 120  
Lincoln, NE 68508-2023  
rmiller@nlc.state.ne.us

**Application Deadlines:**

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 15)

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Master of Library and/or Information Science  
Scholarship Program**

**Agreement\***

I have read and accept the following application conditions:

- I am currently a Nebraska resident.\*\*
- I will provide proof of acceptance to an ALA-accredited master of library and/or information science degree program.
- I will provide proof of course registration before funds are disbursed for payment of tuition and fees.
- After obtaining a master of library and/or information science degree, I will seek employment in a Nebraska public, school, institutional, academic, tribal, or special library in a professional librarian position.
- I will be available for follow-up interviews by the Nebraska Library Commission for scholarship program evaluation.
- I agree that scholarship funds will be used to pay for tuition, course-related materials and fees in the master of library and/or information science degree program.
- I understand that this award may be taxable and that I am responsible for complying with current tax regulations.
- I understand that my application materials will be kept on file at the Nebraska Library Commission, will be confidential, and will not be shared with any other organizations or individuals except as may be required by state or federal laws.
- I understand that applications will not be reviewed until all application materials are received.
- I certify that all information in this application is accurate to the best of my knowledge.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Printed Name of Applicant

\_\_\_\_\_  
Date

\* This agreement must be submitted on paper by postal mail with original signature.

\*\* Applicant may request a waiver of the residency requirement if they are currently employed full-time in a Nebraska library or school.

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Master of Library and/or Information Science  
Scholarship Program**

**Applicant Checklist**

Unless otherwise specified, all application materials may be submitted on paper or electronically.

**First Time Applicants**

- 1) Application form
- 2) Resume
- 3) Academic intent list
- 4) Statement
- 5) Letters of support (must be submitted on paper)
- 6) List of references sending letters of support
- 7) Signed agreement (must be submitted on paper with original signature)

**Repeat Applicants**

- 1) Application form
- 2) Transcripts
- 3) Statement
- 4) Signed agreement (must be submitted on paper with original signature)



# Nebraska Library Commission



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

## Nebraska Library Commission 21<sup>st</sup> Century Librarian Master of Education in School Library Media Scholarship Program

The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans seeking a Master of Education degree in School Library Media. This scholarship fulfills 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.\*

The Nebraska Library Commission will award scholarships of up to \$2,500 each year for tuition, course-related materials, and fees associated with the master's degree program. Scholarship funds may be used for an approved Master of Education degree program in School Library Media.\*\*

Each applicant can apply for and/or receive only one scholarship of up to \$2,500 during a one year period from the date of the scholarship award. Scholarship funds may be used for more than one academic semester or quarter. Applicants may receive a maximum of two scholarships during their master's program. Scholarship funds will be deposited in the recipient's university account for payment of tuition and fees. Scholarship recipients will be reimbursed by the Nebraska Library Commission for textbooks and course-related materials (receipts will be required).

**To Apply:** Applicant must complete and submit the application form and all required materials.

### Application Deadlines:

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 15)

### Applicants must meet the following criteria:

- Current Nebraska residency.\*\*\*
- Demonstrated acceptance by or application to a master of education degree program in school library media.\*\* Proof of acceptance and verification of course registration will be required before funds are disbursed.

### Scholarship recipients, after obtaining a master of education degree in school library media, agree to:

- Seek employment in a Nebraska public, institutional, academic, tribal, or special library or school library as a professional library media specialist or librarian.
- Be willing to serve as a formal mentor for 12 months in the Nebraska Library Commission's mentoring program.
- Be available for follow-up interviews by the Nebraska Library Commission for scholarship program evaluation.

**For questions about the 21<sup>st</sup> Century Librarian School Library Media Scholarship Program,** contact Richard Miller, Nebraska Library Commission Library Development Director, 800-307-2665, 402-471-3175, [rmiller@nlc.state.ne.us](mailto:rmiller@nlc.state.ne.us) or Kit Keller, Nebraska Library Commission Planning & Data Services Coordinator, 800-307-2665, 402-471-3216, [kkeller@nlc.state.ne.us](mailto:kkeller@nlc.state.ne.us).

\* This scholarship is funded in part by state aid funding appropriated by the Nebraska Legislature, granted and administered by the Nebraska Library Commission, as part of the Nebraska Librarians for the 21<sup>st</sup> Century project.

\*\* Approved graduate programs must be a NCATE-AASL reviewed and approved (see <http://www.ala.org/ala/aasl/aasleducation/schoollibrarymed/ncateaaslreviewed.htm>) or NCATE Accredited (<http://www.ncate.org/public/listofaccredinst.asp>) graduate degree program in School Library Media, or School Library Media Programs with initial and advanced preparation programs of study (<http://www.ncate.org/public/listofaccredinst.asp>).

\*\*\* Applicant may request a waiver of the residency requirement if they are currently employed full-time in a Nebraska library or school.

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Master of Education in School Library Media  
Scholarship Program**

**Application Form**

Application Date \_\_\_\_\_

Name \_\_\_\_\_

Home/Mailing Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_

Phone: Home \_\_\_\_\_ Work \_\_\_\_\_

Alternate/Cell \_\_\_\_\_ E-mail: \_\_\_\_\_

I am seeking scholarship funding for:  Summer Semester/Quarter  Fall Semester/Quarter  
 Winter/Spring Semester  Spring Quarter (check all that apply)

I am applying for my  first  second 21<sup>st</sup> Century Librarian Master of Education in School Library  
Media Scholarship (check one)

Check this box to request a waiver of the residency requirement if you work full-time in a Nebraska  
library or school.

Do you currently work in a school or library?  Yes  No

If yes, which school or library and where? \_\_\_\_\_

What is your position there? \_\_\_\_\_

If no, have you ever worked in a school or library?  Yes  No

If yes, which school or library and where? \_\_\_\_\_

What was your position there? \_\_\_\_\_

When did you or do you plan to start your school library media master's program? \_\_\_\_\_ (month/year)

When do you anticipate completion of your school library media master's degree? \_\_\_\_\_ (month/year)

In what school or library position or type of school or library do you want to work after graduation?

For office use only

\_\_\_\_\_ Approved \_\_\_\_\_ Not approved Date \_\_\_\_\_

Scholarship amount \_\_\_\_\_ Approved by \_\_\_\_\_

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Master of Education in School Library Media  
Scholarship Program**

**To apply for an initial scholarship, applicants must submit the materials listed below.**

Only complete applications will be reviewed. All applications are confidential and information will not be shared with any other organizations or individuals except as may be required by state or federal laws. All application materials will be kept on file at the Nebraska Library Commission.

- 1) **Application Form**, page 2 (submit on paper or electronically)
- 2) **Resume** (submit on paper or electronically)  
Submit your resume (no longer than 2 pages) including academic and work history and contact information for places of employment.
- 3) **Academic Intent** (submit on paper or electronically)  
List the Master of Education in School Library Media degree program to which you have applied or been accepted. Proof of acceptance such as a copy of a letter of acceptance from the Master of Education in School Library Media degree program, and verification of course registration will be required before funds are disbursed.
- 4) **Statement** (submit on paper or electronically)  
Prepare a statement (500 to 750 words). Some topics that you might include are listed here:
  - Why have you selected school library media specialist as a profession?
  - Why will you be a good school library media specialist?
  - Describe one important trend in school libraries today and explain how this trend will impact your career as a library media specialist.
  - Community Involvement. Summarize your participation in civic and/or campus activities and/or community service organizations in the past three years.
  - What is the one most significant thing you want the Nebraska Library Commission to know about you when considering your scholarship application?
- 5) **Letters of Support** (submitted on paper)  
Have three references each send a letter of support directly to Nebraska Library Commission 21<sup>st</sup> Century Librarian Master of Education in School Library Media Scholarship Program. References may be a professor, principal, librarian, community leader, employer, etc. who is familiar with the applicant's professional qualifications and ability to complete a graduate degree program. It is recommended that applicants provide each reference with a stamped, pre-addressed envelope to the Nebraska Library Commission 21<sup>st</sup> Century Librarian Master of Education in School Library Media Scholarship Program.
- 6) **List of References sending Letter of Support** (submit on paper or electronically)  
Include a list of individuals that you have asked to send a letter of support.
- 7) **Signed Agreement**, page 5 (must be submitted on paper by postal mail with original signature)

**Send Application Materials To: Nebraska Library Commission  
21<sup>st</sup> Century Librarian  
Master of Education in School Library Media Scholarship Program  
c/o Richard Miller  
1200 N Street, Suite 120  
Lincoln, NE 68508-2023  
rmiller@nlc.state.ne.us**

**Application Deadlines:**

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 15)

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Master of Education in School Library Media  
Scholarship Program**

**To apply for a second scholarship, applicants must submit the materials listed below.**

Only complete applications will be reviewed. All applications are confidential and information will not be shared with any other organizations or individuals except as may be required by state or federal laws. All application materials will be kept on file at the Nebraska Library Commission.

**1) Application form**, page 2 (submit on paper or electronically)

**2) Transcripts**

Request that an official copy of your transcript for completed graduate courses in School Library Media be sent to Nebraska Library Commission 21<sup>st</sup> Century School Library Media Scholarship Program.

**3) Statement** (submit on paper or electronically)

Prepare a statement (approximately 250 words) that describes how the graduate School Library Media coursework you've taken thus far might enhance your future professional career. Some topics that you might include are listed here:

- Describe a class project or activity from a course in your master's program in School Library Media and how you applied what you learned in your workplace, either in a library or other work environment.
- What have you learned about the school library media profession that you did not already know?
- Describe how the coursework in your master's program will help you or has already helped you in meeting your goals as a professional school library media specialist.

**4) Signed Agreement** (page 5) (must be submitted on paper by postal mail with original signature)

**Send Application Materials To:** Nebraska Library Commission  
21<sup>st</sup> Century Librarian  
Master of Education in School Library Media Scholarship Program  
c/o Richard Miller  
1200 N Street, Suite 120  
Lincoln, NE 68508-2023  
rmiller@nlc.state.ne.us

**Application Deadlines:**

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 1)

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Master of Education in School Library Media  
Scholarship Program**

**Agreement\***

I have read and accept the following application conditions:

- I am currently a Nebraska resident.\*\*
- I will provide proof of acceptance to a NCATE-AASL reviewed and approved or NCATE Accredited graduate degree program in school library media or Master of Education in School Library Media Program with initial and advanced preparation programs of study.
- After obtaining a Master of Education degree in School Library Media I will seek employment in a Nebraska public, institutional, academic, tribal, or special library or school as a professional library media specialist or librarian.
- I will provide proof of course registration before funds are disbursed for payment of tuition and fees.
- After obtaining a Master of Education degree in School Library Media, I will be willing to serve as a formal mentor for 12 months as part of the Nebraska Library Commission's mentoring program.
- I will be available for follow-up interviews by the Nebraska Library Commission for scholarship program evaluation.
- I agree that scholarship funds will be used to pay for tuition, fees, and course-related materials in the Master of Education in School Library Media degree program.
- I understand that this award may be taxable and that I am responsible for complying with current tax regulations.
- I understand that my application materials will be kept on file at the Nebraska Library Commission, will be confidential, and will not be shared with any other organizations or individuals except as may be required by state or federal laws.
- I understand that applications will not be reviewed until all application materials are received.
- I certify that all information in this application is accurate to the best of my knowledge.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Printed Name of Applicant

\_\_\_\_\_  
Date

\*This agreement must be submitted on paper by postal mail with original signature.

\*\*Applicant may request a waiver of the residency requirement if they are currently employed full-time in a Nebraska library or school.

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Master of Education in School Library Media  
Scholarship Program**

**Applicant Checklist**

Unless otherwise specified, all application materials may be submitted on paper or electronically.

**First Time Applicants**

- 1) Application form
- 2) Resume
- 3) Academic intent
- 4) Statement
- 5) Letters of support (must be submitted on paper)
- 6) List of references sending letters of support
- 7) Signed agreement (must be submitted on paper with original signature)

**Repeat Applicants**

- 1) Application form
- 2) Transcripts
- 3) Statement
- 4) Signed agreement (must be submitted on paper with original signature)

**Nebraska Library Commission  
21<sup>st</sup> Century Library Scholarship Program  
Survey**

• For Statistical Use Only •

**This information will be used to evaluate the effectiveness of our recruitment efforts.**

Your response to this survey is voluntary and will not affect your application. Your name will not be associated with this information. Please help us by completing this voluntary questionnaire.

**A) Gender**

- Male  Female

**B) Age**

- 19 or less     20-29     30-39     40-49     50-59     60-69     70 or over

**C) Highest Level of Education**

- |                                                                          |                                                                      |
|--------------------------------------------------------------------------|----------------------------------------------------------------------|
| <input type="checkbox"/> High School Graduate/or GED                     | <input type="checkbox"/> M.A., M.S., or similar professional degree  |
| <input type="checkbox"/> Post High School, Vocational or Business School | <input type="checkbox"/> Ph.D., J.D., or similar professional degree |
| <input type="checkbox"/> College, less than B.A. or B.S. degree          | <input type="checkbox"/> M.D. or similar professional degree         |
| <input type="checkbox"/> B.A., B.S. or similar degree                    |                                                                      |

**D) Of which Racial/Ethnic group do you consider yourself a member?**

- |                                                    |                                                                       |
|----------------------------------------------------|-----------------------------------------------------------------------|
| <input type="checkbox"/> American Indian           | <input type="checkbox"/> African American, Black, non-Hispanic origin |
| <input type="checkbox"/> Alaskan Native            | <input type="checkbox"/> White, non-Hispanic origin                   |
| <input type="checkbox"/> Asian or Pacific Islander | <input type="checkbox"/> Other _____                                  |
| <input type="checkbox"/> Hispanic                  |                                                                       |

**E) To which Nebraska Library Commission scholarship program are you applying?**

- Master of Library and/or Information Science
- Master of Education in School Library Media
- Bachelor's Degree
- Library Technical Assistant (LTA)

**F) How did you hear about this scholarship program?**

- |                                                              |                                                                 |
|--------------------------------------------------------------|-----------------------------------------------------------------|
| <input type="checkbox"/> Nebraska Library Commission         | <input type="checkbox"/> Movie Trailer at a Movie Theater       |
| <input type="checkbox"/> Nebraska Library Commission Website | <input type="checkbox"/> High School Counselor/Academic Advisor |
| <input type="checkbox"/> Now Hiring at Your Library Website  | <input type="checkbox"/> College Counselor/Academic Advisor     |
| <input type="checkbox"/> Newspaper/or Periodical             | <input type="checkbox"/> Flyer and/or other printed material    |
| <input type="checkbox"/> Friend                              | <input type="checkbox"/> Job Fair (which one?) _____            |
| <input type="checkbox"/> Local Library (where?) _____        | <input type="checkbox"/> Other (please describe) _____          |

# Nebraska Library Commission



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

## Nebraska Library Commission 21<sup>st</sup> Century Librarian Bachelor's Degree Scholarship Program

The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans seeking a Bachelor's degree in Library Science, in General Studies with a major in Library Science, or in Education in School Library Media from an accredited university.\* This scholarship fulfills 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.

The Nebraska Library Commission can award up to fifty scholarships of up to \$1,000 each year. Scholarships may be used for tuition, course-related materials, and fees associated with the courses.

Each applicant can apply for and/or receive only one scholarship of up to \$1,000 during a one year period from the date of the scholarship award. Scholarship funds may be used for more than one academic semester or quarter. Applicants may receive a maximum of two scholarships during their undergraduate program. Scholarship funds will be deposited in the recipient's university account for payment for tuition and fees. Scholarship recipients will be reimbursed by the Nebraska Library Commission for textbooks and other course-related materials (receipts will be required).

**TO APPLY:** Applicant must complete and submit the application form and all required materials.

### Application Deadlines:

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 15)

### Applicants must meet the following criteria:

- Current Nebraska residency.\*\*
- Be enrolled at least half-time and provide proof of course registration for undergraduate courses leading to a bachelor's degree in Library Science, in General Studies with a major in Library Science, or in Education in School Library Media from an accredited university\*. Course registration must be verified before funds are disbursed.
- Provide a course plan and projected timeline for completion of the bachelor's degree.

### Scholarship recipients agree to:

- Be available for follow-up interviews by the Nebraska Library Commission for program evaluation.
- Participate in mentoring activities. After receipt of a scholarship, the student will be paired with a mentor (or the student can select a mentor) to advise the student in educational and career development. Students agree to participate in at least one mentoring training session (on-site, on-line, or teleconference) during the year for which the scholarship is awarded.

**For questions about the 21<sup>st</sup> Century Librarian Bachelor's Degree Scholarship Program,** contact Richard Miller, Nebraska Library Commission Library Development Director, 800-307-2665, 402-471-3175, [rmiller@nlc.state.ne.us](mailto:rmiller@nlc.state.ne.us) or Kit Keller, Nebraska Library Commission Planning & Data Services Coordinator, 800-307-2665, 402-471-3216, [kkeller@nlc.state.ne.us](mailto:kkeller@nlc.state.ne.us).

\*See the U.S. Department of Education searchable database of Accredited Programs and Institutions at <http://ope.ed.gov/accreditation>.

\*\*Applicant may request a waiver of the residency requirement if they are currently employed full-time in a Nebraska library or school.

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Bachelor's Degree Scholarship Program**

**Application Form**

Application Date \_\_\_\_\_

Name \_\_\_\_\_

Home/Mailing Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_

Phone: Home \_\_\_\_\_ Work \_\_\_\_\_

Alternate/Cell \_\_\_\_\_ E-mail: \_\_\_\_\_

I am seeking scholarship funding for:  Summer Semester/Quarter  Fall Semester/Quarter  
 Winter Semester/Quarter  Spring Quarter (check all that apply)

I am applying for my  first  second (check one) 21<sup>st</sup> Century Librarian Bachelor's Degree Scholarship

Check this box to request a waiver of the residency requirement if you work full-time in a Nebraska library or school.

Do you currently work in a library or school?  Yes  No

If yes, which library or school and where? \_\_\_\_\_

What is your position there? \_\_\_\_\_

If no, have you ever worked in a library or school?  Yes  No

If yes, which library or school and where? \_\_\_\_\_

What was your position there? \_\_\_\_\_

When did you start or plan to start your bachelor's degree program? \_\_\_\_\_ (month/year)

When do you anticipate completion of your bachelor's degree program? \_\_\_\_\_ (month/year)

In what library or school position do you want to work after completing your bachelor's degrees?

For office use only

\_\_\_\_\_ Approved \_\_\_\_\_ Not approved Date \_\_\_\_\_

Scholarship amount \_\_\_\_\_ Approved by \_\_\_\_\_

## Nebraska Library Commission 21<sup>st</sup> Century Librarian Bachelor's Degree Scholarship Program

**To apply for an initial scholarship, applicants must submit the following materials.**

Only complete applications will be reviewed. All applications are confidential and information will not be shared with any other organizations or individuals except as may be required by state or federal laws. All application materials will be kept on file at the Nebraska Library Commission.

- 1) **Application Form**, page 2 (submit on paper or electronically)
- 2) **General Information and Work History**, (submit on paper or electronically)  
Submit your resume (no longer than 2 pages) including academic and work history and contact information for places of employment.
- 3) **Academic Intent** (submit on paper or electronically)  
List the courses that you have already taken and courses that you intend to take (a course plan and projected timeline) to complete your bachelor's degree. Course registration must be verified before funds are disbursed.
- 4) **Statement** (submit on paper or electronically)  
Prepare a statement (250-500 words). Some topics that you might include are listed here:
  - Why have you selected librarianship as a career?
  - What experiences have you had working in a library or school?
  - How will this bachelor's degree assist you in pursuing and/or continuing your employment in the library field or school library media field?
  - Community Involvement. Summarize your participation in civic and/or campus activities and/or community service organizations in the past three years.
  - What is the one most significant thing you want the Nebraska Library Commission to know about you when considering your scholarship application?
- 5) **Letters of Support** (submitted on paper)  
Have three references each send a letter of support directly to Nebraska Library Commission 21<sup>st</sup> Century Bachelor's Degree Scholarship Program. References may be an professor, principal, librarian, community leader, etc. who is familiar with the applicant's ability to successfully complete a bachelor's degree program. It is recommended that applicants provide each reference with a stamped, pre-addressed envelope to send the letter of support to the Nebraska Library Commission 21<sup>st</sup> Century Librarian Bachelor's Degree Scholarship Program.
- 6) **List of References sending Letter of Support** (submit on paper or electronically)  
Include a list of individuals that you have asked to send a letter of support.
- 7) **Signed Agreement** (page 5) (must be submitted on paper with original signature, via postal mail).

**Send Application Materials To: Nebraska Library Commission  
21<sup>st</sup> Century Librarian Bachelor's Degree Scholarship Program  
c/o Richard Miller  
1200 N Street, Suite 120  
Lincoln, NE 68508-2023  
rmiller@nlc.state.ne.us**

### **Application Deadlines:**

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 15)

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Bachelor's Degree Scholarship Program**

**To apply for a second scholarship, applicants must submit the following materials.**

Only complete applications will be reviewed. All applications are confidential and information will not be shared with any other organizations or individuals except as may be required by state or federal laws. All application materials will be kept on file at the Nebraska Library Commission.

- 1) **Application form**, page 2 (submit on paper or electronically).
- 2) **Transcripts** (submit on paper)  
Request that an official copy of your transcript for completed coursework be sent to Nebraska Library Commission 21<sup>st</sup> Century Librarian Bachelor's Degree Scholarship Program.
- 3) **Statement** (submit on paper or electronically)  
Prepare a statement (approximately 250 words) that describes how your coursework thus far in your undergraduate program might enhance your future career. Some topics that you might include are listed here:
  - Describe a class project or activity from a course in your bachelor's program and how you applied what you learned in your workplace, either in a library or other work environment.
  - What have you learned about a library or school library media career that you did not already know?
  - Describe how the coursework in your bachelor's program will help you or has already helped you in meeting your career goals.
- 4) **Signed Agreement** (page 5) (must be submitted on paper with original signature, via postal mail)

**Send Application Materials To: Nebraska Library Commission  
21<sup>st</sup> Century Librarian Bachelor's Degree Scholarship Program  
c/o Richard Miller  
1200 N Street, Suite 120  
Lincoln, NE 68508-2023  
rmiller@nlc.state.ne.us**

**Application Deadlines:**

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 15)

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Bachelor's Degree Scholarship Program**

**Agreement\***

I have read and accept the following application conditions:

- I am currently a Nebraska resident.\*\*
- I will provide copies of course registration, a course plan, and a projected timeline for completion of my bachelor's degree program.
- I will be enrolled at least half-time in a bachelor's degree program in Library Science, in General Studies with a major in Library Science, or in Education in School Library Media from an accredited university. Course registration must be verified before funds are disbursed.
- After obtaining a bachelor's degree in Library Science, in General Studies with a major in Library Science, or in Education in School Library Media, I will seek employment in a Nebraska public, school, institutional, tribal, or special library in a librarian position and, if employed, work for at least 12 months.
- After obtaining a bachelor's degree in Library Science, in General Studies with a major in Library Science, or in Education in School Library Media, I will be willing to serve as a formal library mentor for 12 months as part of the Nebraska Library Commission's mentoring program.
- I agree to participate in mentoring activities and to be paired with a mentor or choose a mentor for advice in educational and career development. I agree to participate in least one mentoring training session during the year for which the scholarship is awarded.
- I will be available for follow-up interviews by the Nebraska Library Commission for scholarship program evaluation.
- I agree that scholarship funds will be used to pay for tuition, course-related materials, and fees.
- I understand my application materials will be kept on file at the Nebraska Library Commission, will be confidential, and will not be shared with any other organizations or individuals except as may be required by state or federal laws.
- I understand that incomplete applications will not be reviewed until all materials are received.
- I certify that all information in this application is accurate to the best of my knowledge.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Printed Name of Applicant

\_\_\_\_\_  
Date

\*This agreement must be submitted on paper by postal mail with original signature.

\*\*Applicant may request a waiver of the residency requirement if they are currently employed full-time in a Nebraska library or school.

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Bachelor's Degree Scholarship Program**

**Applicant Checklist**

**First Time Applicants**

- 1) Application form
- 2) Resume
- 3) Academic intent
- 4) Statement
- 5) Letters of support (must be submitted on paper)
- 6) List of references sending letters of support
- 7) Signed agreement (must be submitted on paper with original signature)

**Repeat Applicants**

- 1) Application form
- 2) Transcripts
- 3) Statement
- 4) Signed agreement (must be submitted on paper with original signature)



# Nebraska Library Commission



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

## Nebraska Library Commission 21<sup>st</sup> Century Librarian Library Technical Assistant (LTA) Scholarship Program

The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at Nebraska Community Colleges leading to a Library Technical Assistant associate degree. This scholarship fulfills 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.

The Nebraska Library Commission can award up to fifty scholarships of up to \$1,000 each year. Scholarships may be used for tuition, course-related materials, and fees associated with the courses. In addition, recipients can use scholarship funds for other, non-educational expenses incurred to attend courses, such as travel expenses, childcare, etc.\*

Each applicant can apply for and/or receive only one scholarship of up to \$1,000 during a one year period from the date of the scholarship award. Scholarship funds may be used for more than one academic semester or quarter. Applicants may receive a maximum of two 21<sup>st</sup> Century Librarian LTA scholarships. Scholarship funds will be deposited in the recipient's account to pay for tuition and fees at the community college at which the student has registered. The recipient will be reimbursed by the Nebraska Library Commission for expenses for textbooks, course-related materials and non-educational expenses (receipts will be required).

**TO APPLY:** Applicant must complete and submit the application form and all required materials.

### Application Deadlines:

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 15)

### Applicants must meet the following criteria:

- Current Nebraska residency.\*\*
- Be enrolled in at least one Library Science course at a Nebraska Community College and provide proof of course registration before funds will be disbursed.
- Provide a course plan and time line leading to the Library Technical Assistant associate degree.

### Scholarship recipients agree to:

- Be available for follow-up interviews by the Nebraska Library Commission for program evaluation.
- Participate in mentoring activities. After receipt of a scholarship, the student will be paired with a mentor (or the student can select a mentor) to advise the student in educational and career development. Students agree to participate in at least one mentoring training session (on-site, on-line, or teleconference) during the year for which the scholarship is awarded.

**For questions about the 21<sup>st</sup> Century Librarian Library Technical Assistant (LTA) Scholarship Program,** contact Richard Miller, Nebraska Library Commission Library Development Director, 800-307-2665, 402-471-3175, [rmiller@nlc.state.ne.us](mailto:rmiller@nlc.state.ne.us) or Kit Keller, Nebraska Library Commission Planning & Data Services Coordinator, 800-307-2665, 402-471-3216, [kkeller@nlc.state.ne.us](mailto:kkeller@nlc.state.ne.us).

\* Please note: Non-education related expenses may be taxable income. See IRS Publication 970, Tax Benefits for Education at <http://www.irs.gov/pub/irs-pdf/p970.pdf> and other applicable tax booklets for more information.

\*\* Applicant may request a waiver of the residency requirement if they are currently employed full-time in a Nebraska library or school.

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Library Technical Assistant (LTA)  
Scholarship Program**

**Application Form**

Application Date \_\_\_\_\_

Name \_\_\_\_\_

Home/Mailing Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_

Phone: Home \_\_\_\_\_ Work \_\_\_\_\_

Alternate/Cell \_\_\_\_\_ E-mail: \_\_\_\_\_

I am seeking scholarship funding for:     Summer Semester/Quarter     Fall Semester/Quarter  
 Winter/Spring Semester     Spring Quarter    (check all that apply)

I am applying for my     first     second (check one) 21<sup>st</sup> Century Librarian Library Technical  
Assistant (LTA) Scholarship

Check this box to request a waiver of the residency requirement if you work full-time in a Nebraska  
library or school.

Do you currently work in a library?     Yes     No

If yes, which library and where? \_\_\_\_\_

What is your position there? \_\_\_\_\_

If no, have you ever worked in a library?     Yes     No

If yes, which library and where? \_\_\_\_\_

What was your position there? \_\_\_\_\_

When did you start or plan to start your LTA coursework? \_\_\_\_\_ (month/year)

When do you anticipate completion of your coursework or LTA associate degree? \_\_\_\_\_ (month/year)

In what library position or type of library do you want to work after completing your LTA coursework or  
associate degree?

For office use only

\_\_\_\_\_ Approved    \_\_\_\_\_ Not approved    Date \_\_\_\_\_

Scholarship amount \_\_\_\_\_ Approved by \_\_\_\_\_

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Library Technical Assistant (LTA)  
Scholarship Program**

**To apply for an initial scholarship, applicants must submit the following materials.**

Only complete applications will be reviewed. All applications are confidential and information will not be shared with any other organizations or individuals except as may be required by state or federal laws. All application materials will be kept on file at the Nebraska Library Commission.

- 1) **Application Form**, page 2 (submit on paper or electronically)
- 2) **General Information and Work History**, (submit on paper or electronically)  
Submit your resume (no longer than 2 pages) including academic and work history and contact information for places of employment.
- 3) **Academic Intent** (submit on paper or electronically)  
List the courses that you have already taken and courses that you intend to take (a course plan and projected time line) to complete your associate's degree. Proof of course registration is required before funds will be disbursed.
- 4) **Statement** (submit on paper or electronically)  
Prepare a statement (250-500 words). Some topics that you might include are listed here:
  - Why have you selected librarianship as a career?
  - What experiences have you had working in a library?
  - How will this LTA coursework or associate degree assist you in pursuing and/or continuing your employment in the library field?
  - Community Involvement. Summarize your participation in civic and/or campus activities and/or community service organizations in the past three years.
  - What is the one most significant thing you want the Nebraska Library Commission to know about you when considering your scholarship application?
- 5) **Letters of Support** (submitted on paper)  
Have three references each send a letter of support directly to Nebraska Library Commission 21<sup>st</sup> Century Librarian Library Technical Assistant (LTA) Scholarship Program. References may be an employer, professor, principal, librarian, community leader, etc. who is familiar with the applicant's ability to successfully complete a Library Technical Assistant associate degree program. It is recommended that applicants provide each reference with a stamped, pre-addressed envelope to send the letter of support to the Nebraska Library Commission 21<sup>st</sup> Century Librarian Library Technical Assistant (LTA) Degree Scholarship Program.
- 6) **List of References sending Letter of Support** (submit on paper or electronically)  
Include a list of individuals that you have asked to send a letter of support.
- 7) **Signed Agreement** (page 5) (must be submitted on paper with original signature, via postal mail).

**Send Application Materials To: Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Library Technical Assistant Scholarship Program  
c/o Richard Miller  
1200 N Street, Suite 120  
Lincoln, NE 68508-2023  
rmiller@nlc.state.ne.us**

**Application Deadlines:**

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 15)

**Nebraska Library Commission 21<sup>st</sup> Century Librarian**

## **Library Technical Assistant (LTA) Scholarship Program**

**To apply for a second scholarship, applicants must submit the following materials.**

Only complete applications will be reviewed. All applications are confidential and information will not be shared with any other organizations or individuals except as may be required by state or federal laws. All application materials will be kept on file at the Nebraska Library Commission.

- 1) Application form**, page 2 (submit on paper or electronically).
- 2) Transcripts** (submit on paper)  
Request that an official copy of your transcript for completed graduate library and/or information science courses be sent to Nebraska Library Commission 21<sup>st</sup> Century Librarian Library Technical Assistant (LTA) Scholarship Program.
- 3) Statement** (submit on paper or electronically)  
Prepare a statement (approximately 250 words) that describes how your coursework thus far in your LTA program might enhance your future career. Some topics that you might include are listed here:
  - Describe a class project or activity from a course in your LTA program and how you applied what you learned in your workplace, either in a library or other work environment.
  - What have you learned about a library career that you did not already know?
  - Describe how the coursework in your LTA program will help you or has already helped you in meeting your career goals.
- 4) Signed Agreement** (page 5) (must be submitted on paper with original signature, via postal mail)

**Send Application Materials To: Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Library Technical Assistant Scholarship Program  
c/o Richard Miller  
1200 N Street, Suite 120  
Lincoln, NE 68508-2023  
rmiller@nlc.state.ne.us**

### **Application Deadlines:**

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 15)

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Library Technical Assistant (LTA)  
Scholarship Program**

**Agreement\***

I have read and accept the following application conditions:

- I am currently a Nebraska resident.\*\*
- I will provide copies of course registration, a course plan, and projected timeline for my LTA degree program.
- I will be enrolled in at least one course each quarter leading to the LTA degree.
- After obtaining an LTA degree, I will seek employment in a Nebraska public, school, institutional, tribal, or special library in a librarian position and, if employed, work for at least 12 months.
- After obtaining an LTA degree, I will be willing to serve as a formal library mentor for 12 months as part of the Nebraska Library Commission's mentoring program.
- I agree to participate in mentoring activities and to be paired with a mentor or choose a mentor for advice in educational and career development. I agree to participate in at least one mentoring training session during the year for which the scholarship is awarded.
- I will be available for follow-up interviews by the Nebraska Library Commission for scholarship program evaluation.
- I agree that scholarship funds will be used to pay for tuition, course-related materials, fees, and other expenses associated with attending courses.
- I understand that if a portion of the scholarship award is used for non-educational expenses, that portion may be taxable and that I am responsible for complying with current tax regulations (see IRS Publication 970, Tax Benefits for Education at: <http://www.irs.gov/pub/irs-pdf/p970.pdf> and other applicable tax booklets for more information).
- I understand my application materials will be kept on file at the Nebraska Library Commission, will be confidential, and will not be shared with any other organizations or individuals except as may be required by state or federal laws.
- I understand that incomplete applications will not be reviewed until all materials are received.
- I certify that all information in this application is accurate to the best of my knowledge.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Printed Name of Applicant

\_\_\_\_\_  
Date

\* This agreement must be submitted on paper by postal mail with original signature.

\*\* Applicant may request a waiver of the residency requirement if they are currently employed full-time in a Nebraska library or school.

**Nebraska Library Commission 21<sup>st</sup> Century Librarian  
Library Technical Assistant (LTA)  
Scholarship Program**

**Checklist**

**First Time Applicants**

- 1) Application form
- 2) Resume
- 3) Academic intent
- 4) Statement
- 5) Letters of support (must be submitted on paper)
- 6) List of references sending letters of support
- 7) Signed agreement (must be submitted on paper with original signature)

**Repeat Applicants**

- 1) Application form
- 2) Transcripts
- 3) Statement
- 4) Signed agreement (must be submitted on paper with original signature)

**Nebraska Library Commission  
21<sup>st</sup> Century Library Scholarship Program  
Survey**

• For Statistical Use Only •

**This information will be used to evaluate the effectiveness of our recruitment efforts.**

Your response to this survey is voluntary and will not affect your application. Your name will not be associated with this information. Please help us by completing this voluntary questionnaire.

**A) Gender**

Male  Female

**B) Age**

19 or less     20-29     30-39     40-49     50-59     60-69     70 or over

**C) Highest Level of Education**

<input type="checkbox"/> High School Graduate/or GED	<input type="checkbox"/> M.A., M.S., or similar professional degree
<input type="checkbox"/> Post High School, Vocational or Business School	<input type="checkbox"/> Ph.D., J.D., or similar professional degree
<input type="checkbox"/> College, less than B.A. or B.S. degree	<input type="checkbox"/> M.D. or similar professional degree
<input type="checkbox"/> B.A., B.S. or similar degree	

**D) Of which Racial/Ethnic group do you consider yourself a member?**

<input type="checkbox"/> American Indian	<input type="checkbox"/> African American, Black, non-Hispanic origin
<input type="checkbox"/> Alaskan Native	<input type="checkbox"/> White, non-Hispanic origin
<input type="checkbox"/> Asian or Pacific Islander	<input type="checkbox"/> Other _____
<input type="checkbox"/> Hispanic	

**E) To which Nebraska Library Commission scholarship program are you applying?**

Master of Library and/or Information Science  
 Master of Education in School Library Media  
 Bachelor's Degree  
 Library Technical Assistant (LTA)

**F) How did you hear about this scholarship program?**

<input type="checkbox"/> Nebraska Library Commission	<input type="checkbox"/> Movie Trailer at a Movie Theater
<input type="checkbox"/> Nebraska Library Commission Website	<input type="checkbox"/> High School Counselor/Academic Advisor
<input type="checkbox"/> Now Hiring at Your Library Website	<input type="checkbox"/> College Counselor/Academic Advisor
<input type="checkbox"/> Newspaper/or Periodical	<input type="checkbox"/> Flyer and/or other printed material
<input type="checkbox"/> Friend	<input type="checkbox"/> Job Fair (which one?)_____
<input type="checkbox"/> Local Library (where?)_____	<input type="checkbox"/> Other (please describe)_____

## Appendix B. Scholarship Handout



### Nebraska Library Commission 21st Century Librarian Scholarships <http://www.nlc.state.ne.us/libdev/scholarship.html>

*The Nebraska Library Commission awards scholarships to Nebraskans for coursework and degree programs in library studies\*. Scholarships are funded by state aid funding appropriated by the Nebraska Legislature, granted and administered by the Nebraska Library Commission, and through the Institute of Museum and Library Services under the provisions of the Library Services and Technology Act and the Librarians for the 21st Century program.*

**Library Technical Assistant Scholarship\*:** The Nebraska Library Commission can award up to fifty scholarships of up to \$1,000 each year. Scholarships may be used for tuition, course-related materials, and fees associated with the courses. In addition, recipients can use scholarship funds for other, non-educational expenses incurred to attend courses, such as travel expenses, childcare, etc.

**Bachelor's Degree Scholarship\*:** The Nebraska Library Commission can award up to fifty scholarships of up to \$1,000 each year. Scholarships may be used for tuition, course-related materials, and fees associated with the courses.

**Master of Education in School Library Media Scholarship\*:** The Nebraska Library Commission will award scholarships of up to \$2,500 each year for tuition, course-related materials, and fees associated with the master's degree program. Scholarship funds may be used for an approved Master of Education degree program in School Library Media.

**Master of Library and/or Information Science Scholarship\*:** The Nebraska Library Commission will award scholarships of up to \$2,500 each year for tuition, course-related materials, and fees associated with the master's degree program. Scholarship funds may be used for any ALA-accredited master of library and/or information science degree program.

#### **Application Deadlines:**

- February 1 (notification by March 1)
- March 15 (notification by April 15)
- July 1 (notification by Aug 1)
- October 15 (notification by Nov 15)

For more information, contact [Richard Miller](#), Nebraska Library Commission Library Development Director, 800-307-2665, 402-471-3175 or [Kit Keller](#), Nebraska Library Commission Planning & Data Services Coordinator, 800-307-2665, 402-471-3216.

\*For specific scholarship criteria, requirements and application forms visit the scholarship web site at <http://www.nlc.state.ne.us/libdev/scholarship/ltascholarship.html>

## Appendix C. Mentoring Presentation

### One-on-One, Each-One-Recruit-One and Mentoring

#### 21st Century Mentoring Program

##### Goals:

- Raise awareness of library service careers.
- Recruit talented and diverse library personnel.
- Match recruits with mentors and educational and employment opportunities.
- Provide grants, scholarships, and stipends.
- Increase the number of students enrolled in library education and training.

#### **Nebraska Library Commission**

*"Bringing together people and information"*



#### 21st Century Librarian Scholarships

- Library Technical Assistant - \$1,000
- Bachelor's Degree - \$1,000
- Master of Education in School Library Media - \$2,500
- Master of Library and/or Information Science - \$2,500

#### **Mentoring: A Scholarship Requirement**

- NLC will provide training to your mentee and to you about mentoring and being mentored.
- NLC will pair you with a mentee or you may be asked to mentor someone you know.

## Why Mentoring?

Mentors have **working knowledge** and **experience** in the library profession and can share their experience with people who are considering a career in libraries or are just starting their career.

### Why does the profession need mentoring?\*

- Increase job satisfaction
- Help staff plan, develop, and manage their careers
- Encourage the development of leadership and management competencies
- Recruitment, retention and succession planning
- Support greater diversity

### Why Be a Mentor?\*

- Gain new insights and knowledge about your profession.
- Increase your job satisfaction as you reflect on your own professional development.
- Develop and improve your listening and communication skills.
- Share your expertise and experiences.
- Keep up with changes in your profession.
- Pass your professional legacy through the sponsorship of your mentee.

### Why Be Mentored?\*

- Be guided as you develop your career plan and objectives.
- Get help identifying and overcoming barriers to your success.
- Gain greater job satisfaction.
- Practice your communication, negotiation, decision-making and self-assessment skills in a safe environment.
- Be sponsored as you build your professional network and participate in professional activities.

\* [Jennifer Lee Peterson, WebJunction](#)

## **Expectations for Mentors**

- Commit time and energy in building a mentoring relationship of trust, honesty and confidentiality.
- Listen without giving advice.
- Expect excellence not perfection.
- Motivate and model.
- Lead the way to a personalized career path and objectives.
- Stimulate self-awareness.
- Highlight and celebrate progress and growth.
- Laugh. (A little humor at the right time can go a long way!)

## **Expectations for NLC 21<sup>st</sup> Century Mentors**

- Commit to a one-year mentoring program.
- Attend a mentor training session.
- Commit to contact with your mentee at least once a month.
- Log your interactions with your mentee on a private message board.
- Respond to an evaluation of the program.

## **Excellent Mentors...**

- “Provide knowledge, make recommendations, offer consultation, and stimulate motivation with encouragement.” – Johnson and Ridley
- Are intentional, invest time and energy building the mentoring relationship, and pass on their professional legacy.

## **What Do You Need To Be An Excellent Mentor?**

## Appendix D. Mentoring Handout



# 21st Century Mentoring Program

<b>Why Be a Mentor?</b>	<b>Why Be Mentored?</b>
<ul style="list-style-type: none"> <li>• Gain new insights and knowledge about your profession</li> <li>• Increase your job satisfaction and reflect on your own professional development</li> <li>• Develop and improve your listening and communication skills</li> <li>• Share your expertise and experiences</li> <li>• Keep up with changes in your profession</li> <li>• Pass on your professional legacy</li> </ul>	<ul style="list-style-type: none"> <li>• Develop your career plan</li> <li>• Get help identifying and overcoming barriers to your success</li> <li>• Gain greater job satisfaction</li> <li>• Practice communicating, negotiating, decision-making and self-assessment skills in a safety</li> <li>• Build your professional network and participate in professional activities with guidance from a professional sponsor</li> </ul>

Outstanding mentors are intentional.

Outstanding mentors invest time and energy in building a relationship of trust privacy and confidentiality..

Outstanding mentors pass on their professional legacy.

More information? Contact: Cindi Hickey, [chickey@sunflower.com](mailto:chickey@sunflower.com), Kit Keller, [kkeller@nlc.state.ne.us](mailto:kkeller@nlc.state.ne.us) or Mary Jo Ryan, [mjryan@nlc.state.ne.us](mailto:mjryan@nlc.state.ne.us)

## Appendix E. Letter to Mentors

# Nebraska Library Commission



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

April 26, 2006

Name  
Address  
City, State, Zip

Dear \_\_\_\_\_:

I am writing today to invite you to join me in a pilot group of mentors for our "Recruiting the Next Generation of Nebraska Librarians" project. This project is supported by a federally-funded grant "Librarians for the 21<sup>st</sup> Century" from the Institute of Museum and Library Services (IMLS). Your experience and expertise will be invaluable in helping create a successful mentoring program.

The mentoring program will be designed to identify, recruit, and support library professionals in Nebraska to mentor library staff and prospective library students. Mentors will guide mentees as they learn about educational opportunities in library studies, professional opportunities in Nebraska libraries, and career development as a library professional.

An overview of the project is available on the Nebraska Library Commission Web site at: <http://www.nlc.state.ne.us/publications/archives-ncom/summer04/summerncom-1.html>. Some mentees recruited through this program will receive scholarship support by this grant as well as mentoring. Scholarship information is on the Nebraska Library Commission Web site at: <http://www.nlc.state.ne.us/libdev/scholarship.html>

Mentors will be asked to attend a training session, develop and maintain a relationship with their mentee, and record their mentor/mentee interactions. Much of this activity can be accomplished through e-mail, Web-based training, and phone. In the event that travel is required, mentors will be reimbursed for expenses.

To find out more about and to assist us in developing the mentoring project, you are invited to an information session that you can attend from your desktop using OPAL, a web conference consortium operating on a Voice over Internet platform that will run in your Internet browser at no cost to you. If you agree to participate, the Library Commission will send you a computer headset with microphone to use for this session and subsequent mentor training sessions. Along with the headset, we will also send you the instructions for joining an OPAL meeting and tips for using OPAL, or we can send you the instructions as MS Word attachments to an e-mail if you would prefer.

Information sessions will be held May 8, 15, and 16 from 2-3 p.m. CT in the Nebraska Library Commission room at OPAL.

Please contact Cynthia Taylor (402-471-4002, 800-307-2665, [ctaylor@nlc.state.ne.us](mailto:ctaylor@nlc.state.ne.us)) to indicate your meeting date preference and to request your headset.

Thank you.

Sincerely,

Rod Wagner  
Director, Nebraska Library Commission

## Appendix F. OPAL Instructions and Tips

### Instructions for Joining an OPAL Conference

To join an [OPAL](#) conference, you will need:

1. An Internet connection (high speed preferable).
2. Headset (preferable because it minimizes feedback) or speakers.
3. A microphone. (A headset with built-in microphone is preferable.)
4. Internet Explorer web browser.

*Instructions for installing the OPAL plugin and for joining a meeting:*

1. Go to the OPAL website at <http://www.opal-online.org/>
2. Click on “Meeting Rooms” and then click on the link for the room you want to visit. For example, the Nebraska Library Commission.



**Quick Links**

**Auditorium**  
Most OPAL programs are held in the Auditorium. After clicking on the link above, type in your name and press Enter. A small applet will automatically download on your computer and take you into the meeting room.

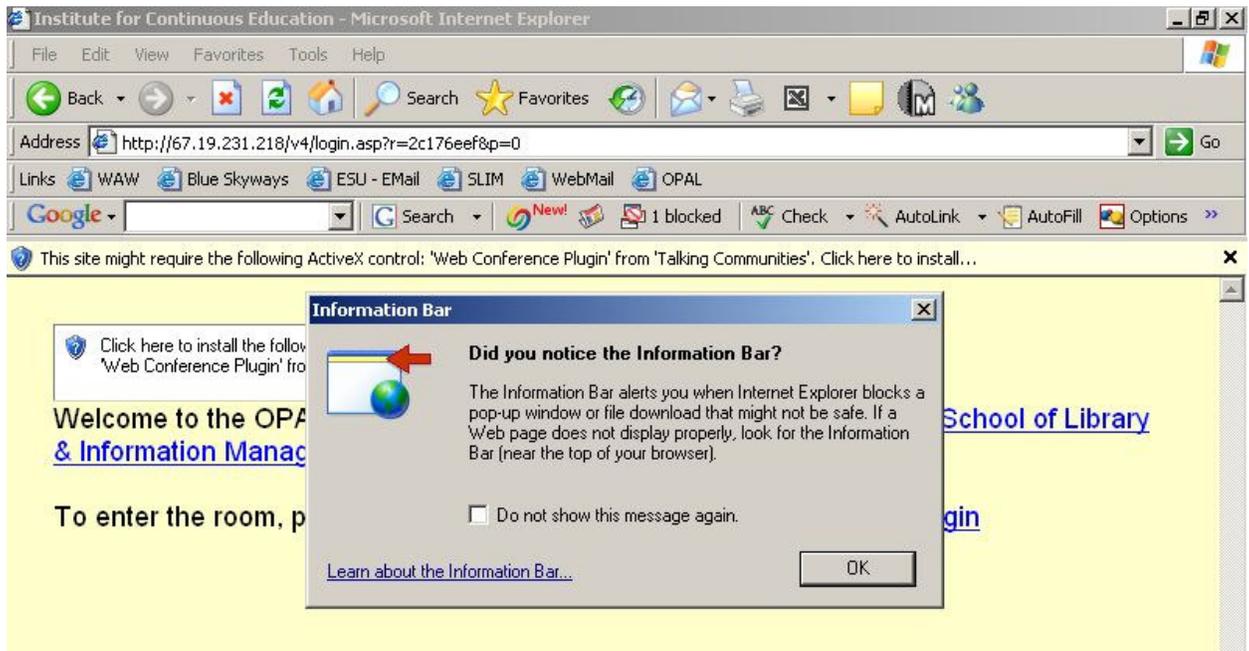
**Atrium**  
Some OPAL programs are held in the Atrium. To verify where your OPAL online event will be held, please consult the [Schedule of Events](#).

**List of OPAL Meeting Rooms**

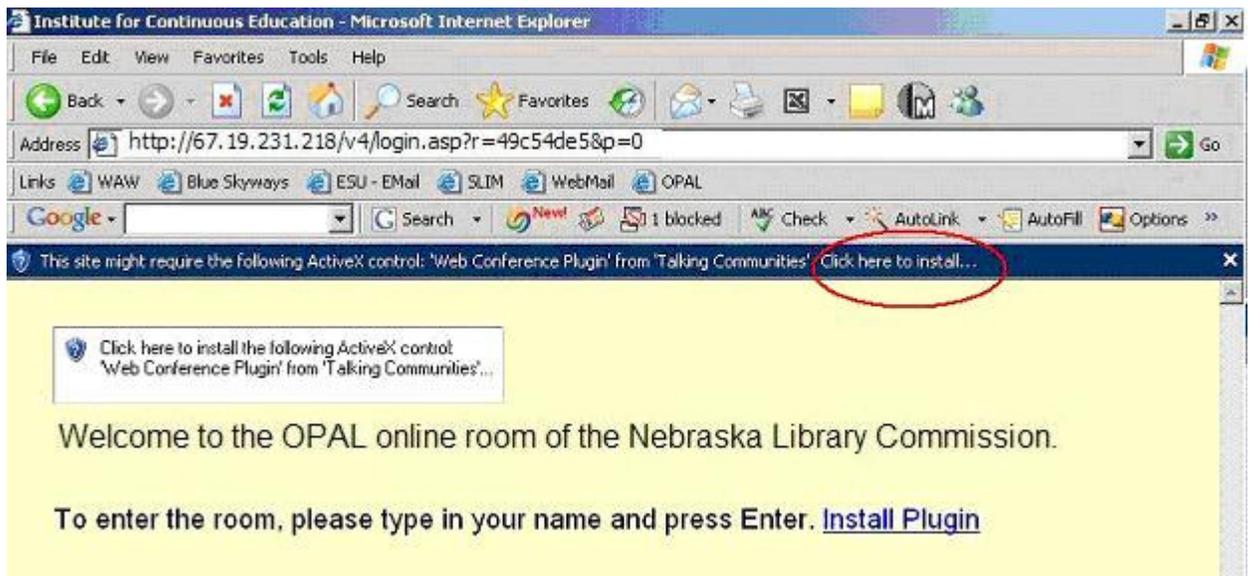
To enter any OPAL meeting room, please click on the name of the room below. Please note: Most OPAL events for the general public are held either in the Auditorium or the Atrium.

- ◆ [Nebraska Library Commission](#)
- ◆ [Northeast Kansas Library System](#)
- ◆ [Orange County Library System](#)
- ◆ [Prairie Area Library System](#)

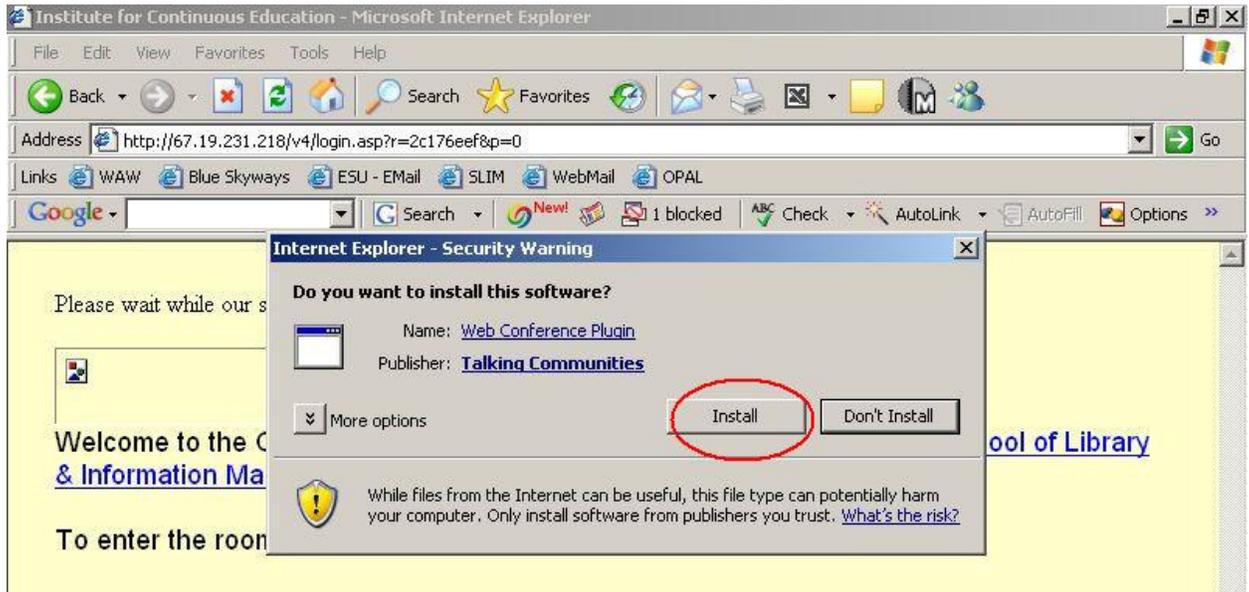
- The first time you join a conference at OPAL you will need to install the Talking Communities plugin. (You will only do this once.) When the “Information Bar” box pops up, click “OK”.



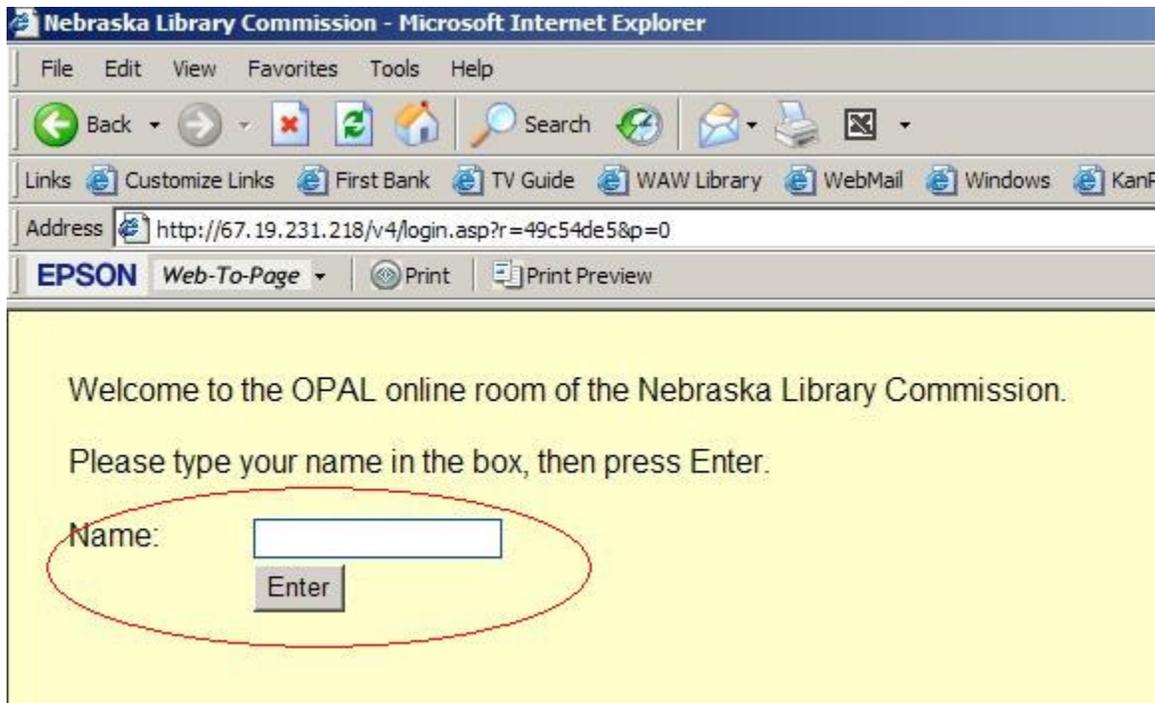
- Now click on the blue information bar to start the installation.



- An Internet Explorer – Security Warning box may pop-up. Click on the “Install” button and follow the prompts until the installation is complete.



- When the installation is completed, type your name in the box labeled, “Name:” and click on the “Enter” button.



7. You should now be “in” the meeting room you selected. For example, if you selected the Nebraska Library Commission room you should see this window:

The screenshot displays a web browser window titled "Nebraska Library Commission" with the URL "http://www.nlc.state.ne.us/". The page features a navigation menu on the left with links such as "Search This Site", "Best of the Web", "Library Directory", "Library Jobs", "Nebraska Libraries", "Library Calendar", "Commission Services Index", "Commission Publications", "Search Our Catalog", "About the Commission", "Commission Staff", "Nebraska Library History", and "Resources For State Employees". On the right, there is an "Announcements" section with several news items, including "TSRT Spring Meeting March 31", "NMRT and the NLA Diversity Committee Spring Meeting April 14", and "Issues & Controversies in American History". The meeting interface on the left includes a chat window with the message "Welcome Cindi", a text input field, and a list of participants showing "Cindi".

### Want more information setting up and using OPAL?

- **OPAL archive of orientations:** <http://opal-online.org/archiveopal.htm>
- **Talking Communities Tutorial:** <http://www.talkingcommunities.com/help/tour/>.  
(Talking Communities supplies the technology for OPAL.)

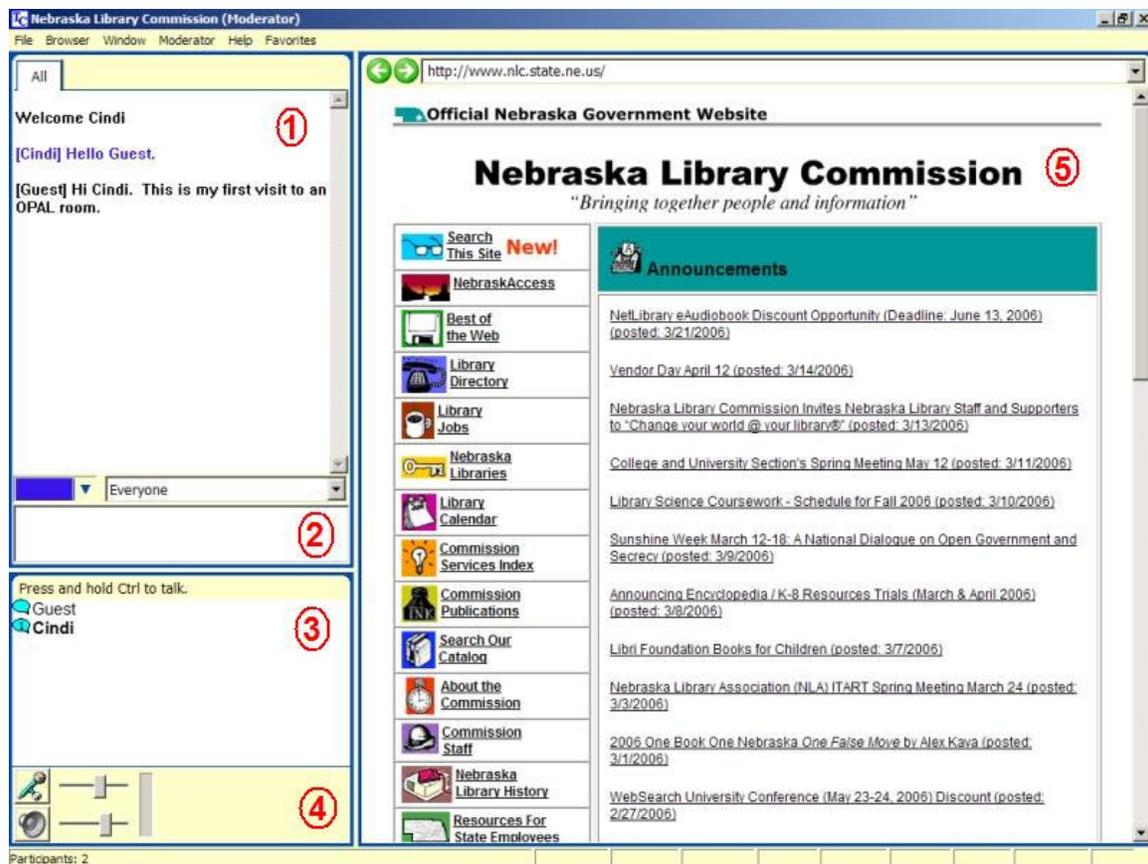
**NOTE:** If your computer is connected to your library's network, you may need to ask your technology staff to assist with the setup.

Instructions prepared by Cindi Hickey, 02-15-06

## Tips for using OPAL: Navigating the Nebraska Library Commission Room at OPAL

OPAL is a web conference consortium operating on a platform created by Talking Communities. In an OPAL room there are 2 ways to communicate: by voice using your microphone and by text chat.

Follow the descriptions for the red numbers in the illustration below for a guide to the functions and features of the OPAL room.



1. This area of the OPAL window displays the text from participant chats. The participant's name appears in brackets and the text appears in the color that the participant has selected.
2. You will type your chat text in this box. When you are finished typing, push the enter key. When a participant is typing, this symbol  will appear next to their name in the participant list (see #3 below).

3. This box displays the participant list for the current session. The name of the moderator for the session will be bolded. Another symbol that may appear next to a participant's name is the . This tells you who is speaking. Only one person can speak at a time. A number in this balloon indicates someone else wants to speak. In the illustration above, Cindi is speaking and Guest is first in line to speak when Cindi finishes. **Note:** To avoid cutting yourself off, hold down the Ctrl key for a second or two before you start speaking and keep it depressed for a second or two after you stop speaking.
4. This box contains your audio controls. To speak hold down the control (Ctrl) key and keep it depressed while you are talking. You can also activate the microphone by double clicking on the microphone image. **BE SURE TO DOUBLE CLICK ON IT AGAIN WHEN YOU ARE FINISHED SPEAKING TO RELEASE THE MICROPHONE.** Use the slides next to the microphone and speaker icons to adjust the volumes for each. You may also need to check your computer's volume control and your headset control (if you have one) to be sure your microphone is not muted.
5. This window is a web browser. The moderator may synchronize the browsing so that everyone is looking at the same web page. If the moderator does not elect to synchronize browsing you will be able to browse the web pages you select. You can refresh your browser window by going to the "Browser" menu in the menu bar and clicking on "Refresh".



**Have you ever been**  a mentor?  a mentee? (check all that apply)

**Special Interests**

Please list any special interests, areas of expertise, and leisure interests you could share with a mentee:

**Languages**

Speak \_\_\_\_\_

Read \_\_\_\_\_

Understand \_\_\_\_\_

Are there other suggestions/concerns we need to pay attention to in matching your mentee to you?

**Commitment**

I understand that to be involved in the Nebraska Library Commission 21<sup>st</sup> Century Librarian Mentoring Program I will have to commit to the following:

- Commit to a one-year mentoring program
- Commit to at least one contact per month.
- Commit to keeping track and logging your contact with mentees
- Respond to an evaluation of the program.

Applicant Signature \_\_\_\_\_ Date \_\_\_\_\_

Please return application or direct inquiries to:

Mary Jo Ryan  
 Communications Coordinator  
 Nebraska Library Commission  
 The Atrium, 1200 N St., suite 120  
 Lincoln, NE 68508-2023  
 Email: [mjryan@nlc.state.ne.us](mailto:mjryan@nlc.state.ne.us)

Nebraska Library Commission  
**Mentee Application Form**  
 Please print form, fill it out and mail to the address below

Name \_\_\_\_\_

First

Middle

Last

Home Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Phone: Home \_\_\_\_\_ Alternate (cell) \_\_\_\_\_

**Place of Employment** \_\_\_\_\_

(If applicable, including part-time)

Work Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Work Phone \_\_\_\_\_

e-mail address \_\_\_\_\_

Position Title \_\_\_\_\_

**If you work in a library, briefly describe your work.**

**Degrees Received** (Degree, Institution, Location):

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**I am a:** (check all that apply)

Professional Librarian (with MLS degree)    Library Worker    Other

**Current Student:**

- Library Technical Assistant
- Bachelor of Education in School Library Media
- Bachelors in \_\_\_\_\_
- Master of Library and/or Information
- Master of Education in School Library Media
- Other \_\_\_\_\_

**Prospective Student**

- Library Technical Assistant
- Bachelor of Education in School Library Media
- Bachelors in \_\_\_\_\_
- Master of Library and/or Information
- Master of Education in School Library Media
- Other \_\_\_\_\_

**School where you are enrolled or planning to enroll** \_\_\_\_\_

\_\_\_\_\_

**Languages**

Speak \_\_\_\_\_

Read \_\_\_\_\_

Understand \_\_\_\_\_

**Please list any professional special interests (public service, technical services, technology, etc), areas of expertise, and leisure interests you could share with a mentor:**

**What aspects of the library and information field are you interested in?**

**Reasons why I would like to have a mentor (check all that apply):**

- Positive Role Model
- Objective feedback on my career aspirations.
- Access to informal library networking possibilities.
- Being exposed to professional associations, groups, and meetings.
- A source of information on my future occupational/professional goals in library and information management, which are:
  
- Other

**Commitment**

I understand that to be involved in the Nebraska Library Commission 21<sup>st</sup> Century Librarian Mentoring Program I will have to commit to the following:

- Commit to a one-year mentoring program
- Commit to at least one contact per month.
- Commit to tracking and logging contacts with your mentor.
- Respond to an evaluation of the program.

Applicant Signature \_\_\_\_\_ Date \_\_\_\_\_

Please return application or direct inquiries to:

Mary Jo Ryan  
 Marketing Director  
 Nebraska Library Commission  
 The Atrium, 1200 N St., suite 120  
 Lincoln, NE 68508-2023

**Appendix H. Audience Comment Card**

~ AUDIENCE COMMENT CARD ~	I Strongly Agree	I Agree	I Disagree	I Strongly Disagree
I would consider working in a library.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Libraries hire interesting people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A library is a natural place for younger people to work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working in a library would be a good job choice for me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>In addition to books, working in a library is mostly about (<i>please choose 3</i>)</b></p> <p><input type="checkbox"/> Computers    <input type="checkbox"/> Cultural Diversity    <input type="checkbox"/> the Internet    <input type="checkbox"/> People    <input type="checkbox"/> A Paycheck    <input type="checkbox"/> Storytime for Kids</p> <p><input type="checkbox"/> Job Diversity    <input type="checkbox"/> Knowledge    <input type="checkbox"/> Community    <input type="checkbox"/> Information Technology    <input type="checkbox"/> Public Service    <input type="checkbox"/> Gaming</p>				
<p><b>Please complete this sentence:</b></p> <p>I expect a library job would_____.</p>				
<p>I am    <input type="checkbox"/> female    <input type="checkbox"/> male.    My age is _____.</p> <p style="text-align: right;"><b>~ Thank you for your opinion! ~</b></p>				



**Appendix J. Library Educational Opportunities in Nebraska**



## Appendix K. Library Technical Assistant Program in Nebraska Community Colleges

Upon completion of the LTA program students will be equipped with the skills to work in a variety of library environments. Graduates of the program will be able to:

- Discuss the typical functions of libraries in today's society;
- Recognize and apply methods for collection assessment;
- Assess and understand the wide diversity of library customers;
- Evaluate and utilize current information resources in a variety of formats;
- Discuss planning and marketing tools and resources available for all types of library environments;
- Plan and demonstrate a program for children or young adults in the library;
- Demonstrate knowledge of cataloging and processing terminology and policies;
- Identify a plan and strategy for continuing professional development.

The Nebraska Library Commission has scholarships/stipend available for LTA students. Go to [www.nlc.state.ne.us](http://www.nlc.state.ne.us) for information or contact Pam Scott, Continuing Education Coordinator at the NE Library Commission (800) 307-2665 • [pscott@nlc.state.ne.us](mailto:pscott@nlc.state.ne.us)

### CONTACT INFORMATION

#### Central Community College

Mary Young, Admissions Office  
[myoung@cccneb.edu](mailto:myoung@cccneb.edu)  
 (402) 562-1296 • (800) 642-1083  
 4500 63rd St., Columbus, NE 68602

#### Metropolitan Community College

Gretchen Schaeffer, Academic Advisor  
[gschaeffer@mccneb.edu](mailto:gschaeffer@mccneb.edu)  
 (402) 457-2376 • (800) 228-9553  
 PO Box 3777, Omaha, NE 68103-0777

#### Mid-Plains Community College

*McCook Community College*  
*A Division of Mid-Plains Community College*  
 Rick Michaelsen, Student Advisor  
[michaelsenr@mpcc.edu](mailto:michaelsenr@mpcc.edu)  
 (308) 345-8102 • (800) 658-4348  
 1205 East Third St., McCook, NE 69001

#### North Platte Community College

*A Division of Mid-Plains Community College*  
 Sherry Mihel, Student Advisor  
[mihels@mpcc.edu](mailto:mihels@mpcc.edu)  
 (308) 535-3710 • (800) 658-4308  
 1101 Halligan Dr., North Platte, NE 69101

#### Northwest Community College

Shelley Lammers, Admissions Office  
[shelley@northwestcollege.com](mailto:shelley@northwestcollege.com)  
 (402) 844-7282 • (800) 348-9033  
 801 E. Benjamin Ave. • PO Box 469  
 Norfolk, NE 68702-0469

#### Southeast Community College

Mike Pegrum, Academic Advisor  
[mpegram@secc.edu](mailto:mpegram@secc.edu)  
 (402) 437-2788 • (800) 642-4075  
 8800 O St., Lincoln, NE 68520-1299

#### Western Nebraska Community College

Jean Ahrens, Program Advisor  
[jahrensewncc.net](mailto:jahrensewncc.net)  
 (308) 635-6029 • (800) 348-4435  
 or Dan Doherty, Dean of Education  
[dohertyd@wncc.net](mailto:dohertyd@wncc.net)  
 (308) 635-6031 • (800) 348-4435  
 1601 E. 27th St., Scottsbluff, NE 69361

*Looking for a high-tech career that is fast paced, and involves working with people?*

# LIBRARY TECHNICAL ASSISTANT

Associate of Arts Degree Option



*Offered jointly through the Nebraska Community Colleges*

An associate of arts degree in Library Science Education is now available in Nebraska through a partnership of the Nebraska Community College System, Nebraska Library Commission, and the University of Nebraska at Omaha.

Students interested in earning the Library Technical Assistant (LTA) Associate of Arts Degree should apply to the community college of their choice.

Working closely with the program advisor at their home campus; students will:

- Register for online LTA core course at the community college offering the course.
- Transfer credits back to their home campus.
- Complete the general studies courses and elective hours to meet graduation requirements for the Associate of Arts Degree at their college.

### Nebraska Community College Regions



CCC=Central Community College  
 MCC=Metro Community College  
 MPCC=Mid-Plains Community College  
 NECC=Northeast Community College  
 SCC=Southeast Community College  
 WNECC=Western Nebraska Community College

NOTE: Advisors for each campus are listed on the back of this brochure.

## What can I do with the LTA Degree?

In as little as two years, graduates from this program will be able to provide services requiring technical skills in such vital areas as:

- Development of youth or adult programming
- Circulation of materials
- Acquisition and processing of all types of materials – print and electronic
- Budgeting and planning
- Collection development

The program's courses particularly focus on:

- Information resources in all formats
- Services for youth
- Library management



## Nebraska Community Colleges - Library Technical Assistant Program Course Rotation

Month course begins Schedule as of 9/15/05 subject to adjustment

Course	Jan 06	March 06	May 06	Aug 06	Jan 07	March 07	May 07
<b>LIBR 1510</b> Reference Services in Library & Information Environments Central Community College – Grand Island			▶				▶
<b>LIBR 1610</b> Introduction to Children & Young Adult Services Central Community College – Columbus			▶				▶
<b>LIBR 1010</b> Introduction to Library and Information Services Metropolitan Community College – Omaha		▶		▶		▶	
<b>LIBR 2200</b> Introduction to Library Collection Management + Mid-Plains Community College - North Platte		▶			▶		
<b>LIBR 1110</b> Administration of Library and Information Environments + Northeast Community College – Noridok				▶			
<b>LIBR 1210</b> Public Services in Library and Information Science + Southeast Community College – Lincoln					▶		
<b>LIBR 2400</b> Introduction to Technical Services – Cataloging + Western Nebraska Community College – Scottsbluff				▶			
<b>LIBR 2940</b> Library Science Capstone Practicum Metropolitan Community College – Omaha			▶				▶

+ Fulfills requirements for one of the courses required by the Nebraska Library Commission, Basic Skills Training Courses for Public Librarian Certification Program  
 LTA courses may be used to complete continuing education requirements for the Certification Programs through the Nebraska Library Commission.  
 Contact Pam Scott, Nebraska Library Commission at (800) 307-2665 for more information.

## Appendix L. Pre-Conference Flyer



## PRECONFERENCE

Nebraska Library Association/Nebraska Educational Media Association  
(NLA/NEMA) 2006 Conference

**October 25, 2006 • 9:30 A.M. - 4:00 P.M. CT**  
**Omaha, Nebraska**

...featuring Ann Seidl, the writer and producer of a documentary film, *The Hollywood Librarian: Librarians in Cinema and Society*. Seidl's presentation will cover the purpose and progress of this unique film project and look at its implications for library customer service and marketing.

### Join us to:

- ◆ Explore the diversity of library staff and the roles that everyone in the library can play in marketing and customer service.
- ◆ Learn about historical and current attitudes toward (and images of)

library service careers by analyzing how movie clips and other media present librarians.

- ◆ Explore strategies to increase public awareness of the complex nature of librarianship and how to help library staff redefine themselves, with a focus on professional image and self-esteem.
- ◆ Identify what library staff and supporters can do to promote library services and library service careers.
- ◆ Learn more about Nebraska Library Commission recruitment tools and activities, funded through the federal

Institute of Museum and Library Service Librarians for the 21st Century project.

Cosponsored by the Nebraska Library Commission; the Paraprofessional Section; the Trustees, Users, and Friends Section; the New Members Roundtable; and the Diversity Committee of the Nebraska Library Association.



**This Preconference is FREE of charge!**

### Tear off/fill out/return to:

Maria Medrano-Nehls  
Nebraska Library Commission  
The Atrium, 1200 N St., Suite 120  
Lincoln, NE 68508-2023  
FAX: 402-471-2083  
e-mail: mnehls@nlc.state.ne.us

- Yes, I will attend the **Hollywood Librarian Preconference**.
- Please order a vegetarian lunch for me.

Deadline for registration:  
October 20, 2006

Register: <[www.nlc.state.ne.us/comp/para/2006preconf/2006preconference.html](http://www.nlc.state.ne.us/comp/para/2006preconf/2006preconference.html)>

Name \_\_\_\_\_

Library \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

Phone \_\_\_\_\_

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

Comments \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Appendix M. Illustration of front page of NowHiringAtYourLibrary.com and NowHiringAtYourLibrary.org

 Official Nebraska Government Website

Nebraska Library Commission



Now hiring @ your library®

Young and old alike to embrace all that libraries have to offer. --Caroline Kennedy

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- Education
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- Mentoring
- Professional Organizations
- Diversity

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



Adrian Gomez-Mesa, Computer Page, loves helping children work with computers at the South Branch, Omaha Public Library, Omaha, Nebraska



"Pull quote from a librarian character from the film featured in the image at left"

[Download the Recruitment PSA](#)



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Please send comments to [Now Hiring Team](#)



Supported in part by funding from the Institute of Museum and Library Services 21st Century Librarian Project, administered by the Nebraska Library Commission.

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Lincoln, NE 68508-2023

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(Lincoln & outside Nebraska)  
800-307-2665 (Nebraska only)  
FAX: 402-471-2083



**"Pull quote from a librarian character from the film featured in the image at left."**

[Related links, etc. here](#)

rotating descriptions of what's going on in the video



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Template for secondary page template for NowHiringAtYourLibrary.com and NowHiringAtYourLibrary.org

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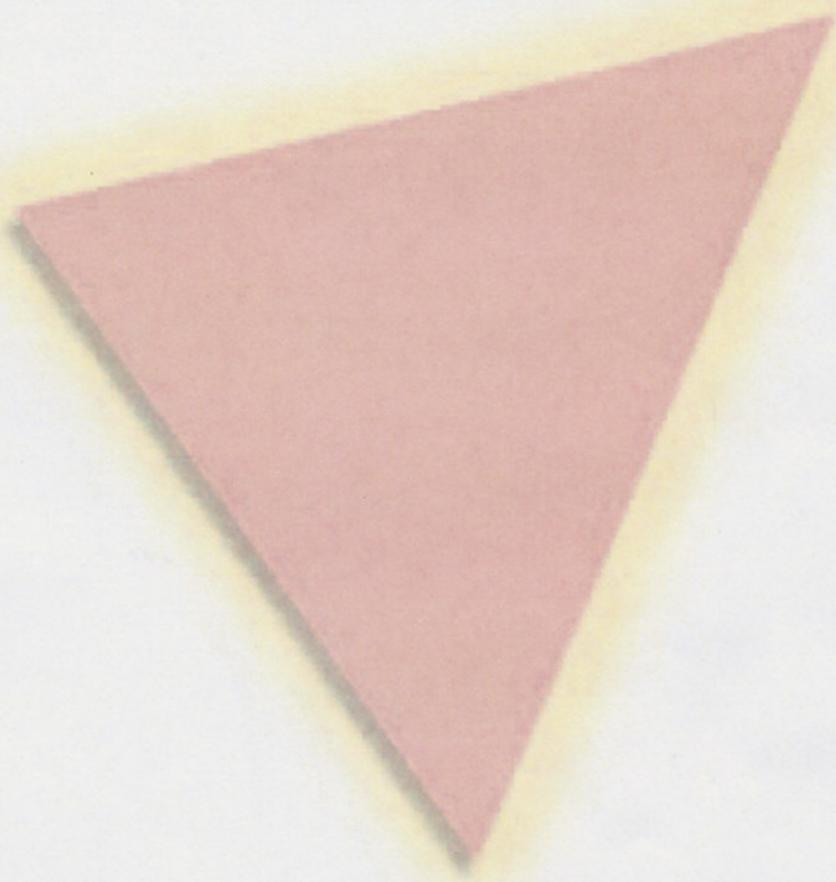
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Please send comments to Now Hiring Team

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Secondary page example: "Jobs and Careers" of NowHiringAtYourLibrary.com and NowHiringAtYourLibrary.org

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**Nebraska Library Commission**



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**Library Careers**

- [How to Become a Librarian](#)
- [Top 10 Reasons to become a Librarian](#)
- [Labor Market Information](#)
- [U.S. Department of Labor Occupation Outlook Handbook](#)
- [Bibliography: Library Careers, Libraries and Diversity](#)

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[Nebraska and Regional Library Job Listings](#)

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Appendix N. Articles about Prime Time<sup>®</sup> Program

# Interest high in South Sioux Library's prime time program

By Jolene Stevens

Star News Reporter

E-mail: features@dakotacountystar.com

"Reading is a very important part of education," Rhea Arrow said, "and it's a good way to spend time with our children. I enjoy sitting down with them."

Arrow, among those participating in the South Sioux City Library's Prime Time program, has seen the group grow from just eight participants to what is now close to 60. The mother of six, she's quick to recommend Prime Time to others.

"It's good family time, a chance not only to read together, but to do things outside the home with your kids," Arrow said. "It gives them the opportunity to ask questions, to discuss things, and to overcome being shy."

South Sioux City Library Directory Kathy Jacobs explained that the project, with four of the five programs completed, was developed specifically for underserved families with children ages six to 10 years of age. Developed by the Louisiana Endowment for the Humanities (LEH), it has benefited over 8,000 participants in more than 160 programs in 25 states and the Virgin Islands.

"Prime Time," Jacobs said, "reinforces the importance of the family's role in teaching reading. It creates an environment where parents and children can read and learn together. It trains parents and children in how to select meaningful books and become active library users."

"The program," Jacobs said, has expanded nationally through a partnership between LEH and the American Library Association Public Programs Office with funding from the National Endowment for the Humanities. Our South Sioux City program, in conjunction with Nebraska's Endowment for the Humanities focuses on the specific needs of the state's growing Latino population."



South Sioux City Library Director Kathy Jacobs and Rhea Arrow, a participant in the library's Prime Time program series, discuss one of the books to be shared during a Prime Time evening. (Photos by Jolene Stevens)



Prime Time participating youngsters on floor during a reading session with their parents behind them along the wall.



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Enthusiastic youngsters, smiling and talking with each other, and their parents reflecting the same enthusiasm, greet visitors coming into the library on Prime Time nights. Food, as well as books, adds to the excitement as volunteers gather in the Hard Cover Coffee Shop to serve a meal before the evening program.

Come "reading time," the library's story teller Monica Rusk joined by Norma Perez-Kahler, reads the evening's story in Spanish as the younger participants find their favorite place on the reading room floor. Youngsters, three to five, meanwhile, attend a special preschool program in the library's meeting room.

"Prime Time is an exciting program for us," Jacobs said. "We wanted to offer more programs that involve the Hispanic families of our community, and this seems to be the perfect fit."

"One of the goals of the program is to share with the families all of the programs and services the library has to offer, to invite them to get library cards,

South Sioux City Library Director Kathy Jacobs and Rhea Arrow, a participant in the library's Prime Time program series, discuss one of the books to be shared during a Prime Time evening. (Photos by Jolene Stevens)



Prime Time participating youngsters on floor during a reading session with their parents behind them along the wall.



Valeria, 6 (right) and Vanessa, 5, (left) and mother is Magdalena Juarez (right)

and to begin using those cards," Jacobs continued. "We highlight an area of our collection or our services and programs each week and explain them. This allows us to make the families aware of all of the resources

available.

"It has been a joy to watch the storytelling and discussion," Jacobs said. "The children and parents are involved and eager to participate. The issues discussed are relevant to all ages.

This is an opportunity for parents to better understand their children, and it allows children to get to know their parents on a deeper level as they discuss their childhoods and experiences."

# State's First Lady to attend dinner, program at library

COLUMBUS — Nebraska First Lady Sally Ganem will be attending the dinner and storytelling program at the Columbus Public Library tonight.

This is the fifth of a six-evening series of programs in which storyteller Alistair Par-

lane reads children's books in both Spanish and English and, Martha Parlane, the humanist, asks the audience — adults as well as children — about the book. This program, titled, "Prime Time," is sponsored by the Nebraska Humanities Council.

5-23-06

## First Lady stops at Prime Time reading program

By JEAN WILSON 5-24  
Telegram Assistant Editor 2006

Primarily sponsored by the Nebraska Humanities Council, the State of Nebraska and the Nebraska Library Commission, Prime Time Family Reading Time aims to encourage reading and the discussion of humanities topics — history, literature and ethical issues such as fairness, greed, honor and trickery — fostering high academic expectations and achievement for children in low-literacy, low-income families. Discussions on the stories are an evening.

The local Prime Time Family Reading Time will be presented once more this year, with the last of the six bilingual programs slated for Tuesday at the library. The free series is designed for families with children ages 6-10. After a light meal, a book or two is read and the values covered in the stories are discussed with the adults and children in the audience.

After partaking of the free burrito dinner offered to all participants, Nebraska First Lady Sally Ganem spoke briefly — but emphatically — about the importance of reading in a person's life.

She ended her talk with a plea to



photo by Jean Wilson

### INFORMATION

For more information on Prime Time Family Reading Time, call Martha Parlane at 564-0986 or call the library at 564-7116 and ask to speak to the children's librarian.

“When you have diverse ideas,” said Erika Hamilton of Lincoln, program officer for the Nebraska Humanities Council.

Books read Tuesday night were “My Very Own Room” and “A Gift from Papa Diego.” The storyteller for Prime Time Family Reading Time was Alistair Parlane of Columbus.

Prior to the dinner and stories, Columbus Public Library Director Robert Trautwein gave a brief tour of the library to all of the participants. The tour is part of the series' curriculum and is intended to introduce families to library resources, such as other books, homework aids, GED materials for parents, books on parenting and healthcare, newspapers, magazines and the Internet.

## Appendix O. Prime Time Family Reading Time Intern Evaluation

### Nebraska Humanities Council and Nebraska Library Commission Prime Time Family Reading Time® Evaluation for Interns

1) **Before** your internship at the library with the Prime Time Family Reading Time® Program did you want to work in a library?  yes  no

2) **Before** your internship at the library with the Prime Time Family Reading Time® Program, what types of **work activities** did you think librarians did every day?

3) Did your ideas about **the work of librarians** change after your internship?

My ideas about **the work of librarians**

Changed a lot	Changed a little bit	Did not change at all
3	2	1

4) **After** your internship, what types of **work activities** do you think librarians do every day?

5) Did your ideas about **librarians** change after your internship?

My ideas about **librarians**

Changed a lot	Changed a little bit	Did not change at all
3	2	1

6) After your internship, would you consider working at a library in the future?  yes  no

7) **Before** my internship with the Prime Time Family Reading Time® Program, **I thought that librarians were:**

---

#### Interesting

Strongly Agree	Somewhat Agree	Neither Agree or disagree	Somewhat Disagree	Strongly Disagree
5	4	3	2	1

---

#### Cool

I strongly agree	I kind of agree	I don't agree or disagree	I kind of disagree	I strongly disagree
5	4	3	2	1

---

#### Young

I strongly agree	I kind of agree	I don't agree or disagree	I kind of disagree	I strongly disagree
------------------	-----------------	---------------------------	--------------------	---------------------

5                      4                      3                      2                      1

---

8) **After** my internship with the Prime Time Family Reading Time<sup>®</sup> Program, ***I now think that librarians are:***

---

**Interesting**

I strongly agree	I kind of agree	I don't agree <i>or</i> disagree	I kind of disagree	I strongly disagree
5	4	3	2	1

---

**Cool**

I strongly agree	I kind of agree	I don't agree <i>or</i> disagree	I kind of disagree	I strongly disagree
5	4	3	2	1

---

**Young**

I strongly agree	I kind of agree	I don't agree <i>o r</i> disagree	I kind of disagree	I strongly disagree
5	4	3	2	1

---

9) **Before** my internship with the Prime Time Family Reading Time<sup>®</sup> Program, I was interested in becoming a librarian.

---

I strongly agree	I kind of agree	I don't agree <i>or</i> disagree	I kind of disagree	I strongly disagree
5	4	3	2	1

---

10) **After** my internship with the Prime Time Family Reading Time<sup>®</sup> Program, I am interested in becoming a librarian.

---

I strongly agree	I kind of agree	I don't agree <i>or</i> disagree	I kind of disagree	I strongly disagree
5	4	3	2	1

---

11) What kinds of things did you do at the library during your internship?

- 12) What did you do specifically for the Prime Time Family Reading Time<sup>®</sup> Program?
- 13) What did you like *most* about being an intern at the Library and with the Prime Time Family Reading Time<sup>®</sup> Program?
- 14) What did you like *least* about being an intern at the Library and with the Prime Time Family Reading Time<sup>®</sup> Program?
- 15) If there were anything you could change about the Internship program, what would you change?
- 16) Please tell us anything else you would like us to know about your experiences as an intern.

## Appendix P. Continuing Education Event with Joseph Janes

# Spring Colloquium

## An Evening with

# Joseph Janes



## The Internet Librarian

Join us for a stimulating presentation by Joseph Janes, *American Libraries Internet Librarian*, as he encourages libraries to become technologically proactive rather than reactive. He will also address the importance of retaining the friendly, human aspects of the library while installing and utilizing new technologies. Janes is the associate dean in the Information School of the University of Washington in Seattle and is glad to be "part of a profession that embraces and fosters change and complexity."

**Saturday, April 8, 5:30-9:30 p.m.**  
**at The Cornhusker Hotel**  
 Yankee Hill III  
 333 S. 13<sup>th</sup> Street, Lincoln, NE

### Schedule of Events

5:30 – 6:30	Social hour, cash bar
6:30 – 7:30	Dinner
7:30 – 8:30	Presentation by <b>Joseph Janes</b>
8:30 – 9:30	Discussion

**Meal Choices:** Options 1 and 2 include choice of coffee, tea, or milk, with chocolate chip cheesecake for dessert.

#### **Option 1: Chicken Marsala**

Boneless, skinless chicken breast sautéed in Marsala wine topped with mushrooms and bacon. Served with rice, garden salad, fresh vegetables, and roll and butter.

#### **Option 2 (Vegetarian): Champagne Pasta**

Bowtie pasta in a light champagne sauce tossed with spinach, capers, olives, mushrooms, red onions, tomatoes, and Parmesan cheese. Served with garden salad, and rolls and butter.

**The Spring Colloquium is sponsored jointly by: the Eastern Library System, the Southeast Library System, the Omaha Public Library, the Lincoln City Libraries, and the University of Nebraska-Omaha.**

This project was supported in part by state aid funding appropriated by the Nebraska Legislature, granted and administered by the Nebraska Library Commission.

-----  
 YES! I want to participate in the Spring Colloquium: An Evening with Joseph Janes, The Internet Librarian

Name \_\_\_\_\_ Library \_\_\_\_\_

Work phone \_\_\_\_\_ Work email \_\_\_\_\_

Meal Selection (circle 1): Option 1: Chicken Marsala      Option 2 (Vegetarian): Champagne Pasta

Send completed registration form and payment of **\$35.00** to: Southeast Library System  
 5730 R Street, Suite C-1  
 Lincoln, NE 68505

Deadline: **Friday, March 31, 2006.**

## Appendix Q.

### November 2005-October 2006 Program Schedule

- November 1, 2005 – Nine \$2,500 scholarships awarded to MLS students.
- November 18, 2005 – Presentation to State Advisory Council on Libraries
- January 2006 – Planning sessions with Cindi Hickey for mentor training sessions.
- January 11, 2006 – School Library Media graduate scholarships made available, with Commissioners' approval at January 10 meeting.
- January 11, 2006 – LTA/undergraduate scholarships available, with Commissioners' approval at January 10 meeting.
- January 2006 – Planning sessions with Creative Crook for preparation of media kit materials.
- February 2, 2006 – Presented update to Regional Library System Administrators.
- March 15, 2006 – Received the rough assembly of recruitment PSA from Overdue Productions.
- March 15, 2006 – Previewed rough assembly of recruitment PSA and presented mentor session to Paraprofessional Section of Nebraska Library Association's spring recruitment conference and for Nebraska Literary Heritage Association (NLHA)
- March 15, 2006 – Web site responsibilities transferred to in-house IT staff
- April 6, 2006 – Received rough cut of recruitment PSA from Overdue Productions.
- April 8, 2006 – Colloquium presented by Joe Janes; state-funded match.
- May 12, 2006 Spring Meeting, College and University Section of NLA
- May 19, 2006 Southeast Library System Training Extravaganza
- May 22, 2006 Spring Meeting, Public Library and Trustees Section of NLA (Gering)
- May 24, 2006 Spring Meeting, Public Library and Trustees Section of NLA (Lexington)
- May 25, 2006 Spring Meeting, Public Library and Trustees Section of NLA (La Vista)
- May through October 2006 – Pilot Mentor Training Sessions
- June 11, 2006 – Annual Meeting, Eastern Library System, Elkhorn
- June 1, 2006 Annual Meeting, Northeast Library System, Wayne
- June 2, 2006 – Annual Meeting, Republican Valley Library System, Harlan County Dam
- June 20, 2006 – Annual Meeting, Southeast Library System, Lincoln
- July 21, 2006 – Annual Meeting, Panhandle Library System, Bridgeport
- Fall 2006 – Launch of media campaign, mentoring program and project Web site
- October 25, 2006 – Hollywood Librarian pre-conference, Quest Center, Omaha, Nebraska.
- October 26, 2006 – Mentoring Session at the Nebraska Library Association/Nebraska Educational Media Association Conference, Omaha