Professional Training in Practical Librarianship

John Lindaman
Thomas J. Watson Library

March 10, 2016
Where we began
2003

- Many interns
- No guarantee of learning outcomes
- Driven by intern initiative
Intern Coordinator position created, to ensure structured experience that benefits both intern and library.
**Whiteboard**

<table>
<thead>
<tr>
<th></th>
<th>MONDAY</th>
<th>TUESDAY</th>
<th>WEDNESDAY</th>
<th>THURSDAY</th>
<th>FRIDAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHO</td>
<td>TA</td>
<td>CL</td>
<td>TA</td>
<td>CL</td>
<td>CC</td>
</tr>
<tr>
<td>REG DESK</td>
<td></td>
<td>9K/JC</td>
<td>HC/AM</td>
<td></td>
<td>CL</td>
</tr>
<tr>
<td>INITIATION</td>
<td></td>
<td></td>
<td>TA</td>
<td>CL</td>
<td></td>
</tr>
<tr>
<td>SERVICES</td>
<td>AW</td>
<td>N</td>
<td>CH</td>
<td>JL</td>
<td>CL</td>
</tr>
<tr>
<td>RECEIVING</td>
<td></td>
<td></td>
<td>JL</td>
<td>OL</td>
<td></td>
</tr>
</tbody>
</table>

*Today’s Specials:*
- SHEP READY: 16 boxes
- Returning bindery

*Other Stuff to Do:*
- On the horizon
Watson Crime Organization
We asked ourselves:

What skills have we seen recent graduates lacking when they apply for jobs?

What should interns expect from an internship?

How can we focus on practical learning, which we have seen as lacking in library school curricula?

How can we give hands-on experience without having interns do the work of paid staff?
Where we are now
2014: PRO-TIP

(PROfessional Training Instruction Program)

A two-semester long one day per week program, run by five librarians in various areas of the library (technical services, reader services, systems, book conservation) that provides, during the first semester, an in-depth, hands-on introduction to all areas of library work. During the second semester, interns focus on a project, while still carrying out some of the regular duties they have been trained on.
Art Libraries 101: Or, My Life as an Intern

Freya Yost, Intern, Thomas J. Watson Library
Posted: Wednesday, April 22, 2015
2015-2016

Second season of PRO-TIP.

- Expanded from 3 interns to 5, with 4 fellowships
- Now on two days
- Second semester now more explicitly focused on project
2015-2016

Our takeaways:

• Good experience for interns, but not scalable
• Too many varying levels of experience to train as a group
Where we are going
2016-2017

• PRO-TIP expands to six fellowships; possibly more
• Changes: more of a mentorship model?
• More continuity across two semesters
What are you doing now?
Thanks to our recent PRO-TIP interns:

PRO-TIP 2014-2015: Lauren Allshouse, Jodi Shapiro, Freya Yost

PRO-TIP 2015-2016: Jessica Gavilan, Simen Kot, Kyle Olmon, Abigail Purcell, Stella Sigal

Thanks to all our other interns, past, present and future, and thanks to Watson Library staff working on this program:
William Blueher, Jenny Davis, Alan Behler, Christina Manzella, Catherine Paolillo, and Kate Sweeney
Thank you.