

Connecting Academic & Public Libraries for Future POC in LIS:

Discussion of a Partnership Between LAPL and LMU's Library

Jené D. Brown
jbrown@lapl.org

LAPL Principal Librarian



LOS ANGELES PUBLIC LIBRARY

Ray Andrade
Randrade@lmu.edu

LMU Student Engagement Librarian



Loyola Marymount
University



LAPL's Diversity and Inclusion Apprenticeship

**“LIBRARIES...NOT ONLY WANT BUT
NEED WORKFORCES FILLED WITH
LIBRARIANS WHO REPRESENT THE
COMMUNITIES THEY SERVE.” JOHN
SZABO, CITY LIBRARIAN,
LOS ANGELES PUBLIC LIBRARY**



LAPL's Diversity and Inclusion Apprenticeship

Once upon a time...

Pilot freshmen Mentors
Viable librarianship
option career
learning Apprenticeship
diversity Internship
inclusion Libraries
upperclassmen Interns
Community-based
project connected College



Public Library
ASSOCIATION

A Division of the
American Library Association



INSTITUTE of
Museum and Library
SERVICES

INCLUSIVE INTERNSHIP INITIATIVE!



LOS ANGELES PUBLIC LIBRARY

LAPL's Diversity and Inclusion Apprenticeship

OVERVIEW



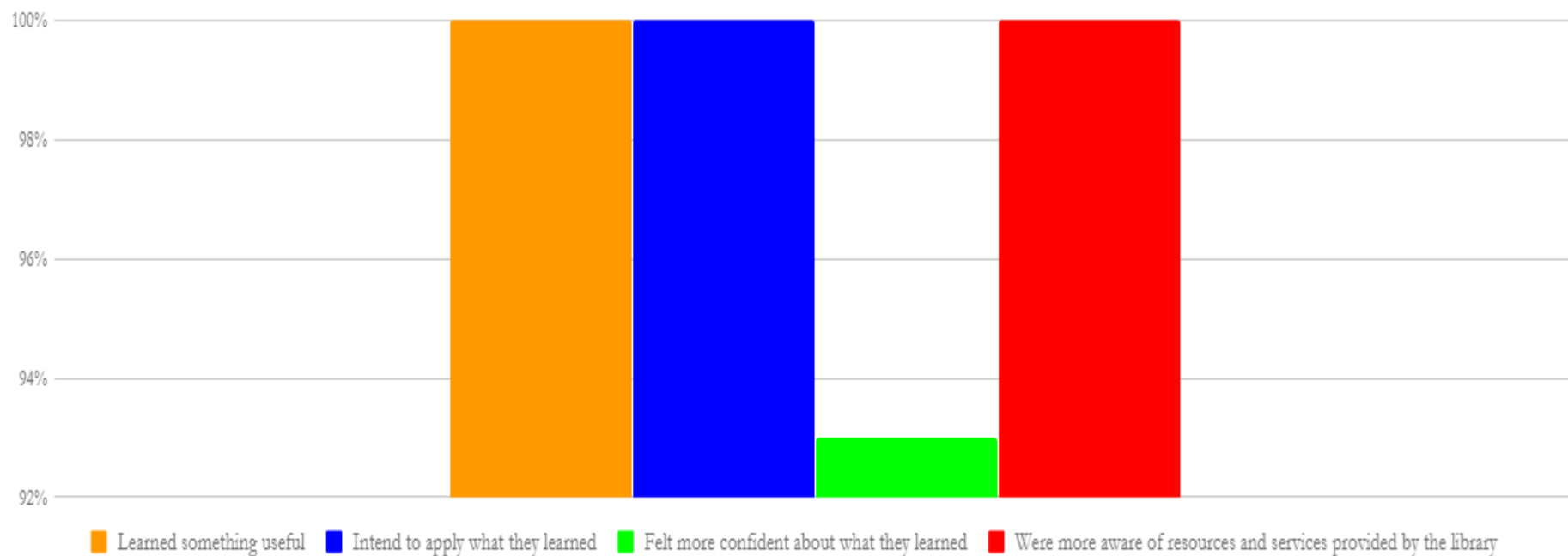
LAPL's Diversity and Inclusion Apprenticeship

APPRENTICE PROJECTS



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APPRENTICE EVALUATIONS



Feedback from Apprentices



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MENTOR REFLECTION



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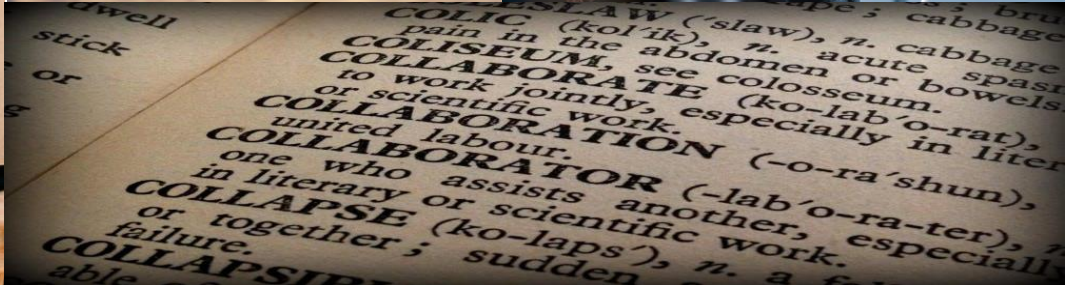
WHAT WE LEARNED

- START HIRING PROCESS IN SPRING
- RECRUIT FROM WITHIN THE REGIONS, LOCAL, TARGETED
- PLAN PROGRAM DATES AHEAD OF TIME
- SUPPORT STAFF ARE CRUCIAL TO PROGRAM'S SUCCESS
- PAID INTERNSHIPS ARE ATTRACTIVE (107 applications for 7 slots)
- GIVEN EXPOSURE TO THE PROFESSION, YOUNG ADULTS WILL FIND LIBRARIANSHIP A VIABLE CAREER OPTION
- YOUNG PEOPLE WANT TO GIVE BACK TO THEIR COMMUNITIES



LAPL's Diversity and Inclusion Apprenticeship

TIPS TO REPLICATE DAIA AT YOUR LIBRARY





Loyola Marymount
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LAPL & LMU Library Partnership:

Thank You 2018 POC in LIS Summit!

Partnership History

2018

POC in LIS Summit networking; LAPL and LMU Library outreach staff learned about each other's outreach efforts.

2019

Two events (in person) on same day: ***LMU Library Tour*** and ***Careers in Academic Librarianship*** panel; no assessment ☹️

2020

Two events (online) over two days: ***Virtual 360 LMU Library Tour*** and ***Careers in Academic Librarianship*** panel; assessment survey

LMU Library Tour



Loyola Marymount University

LMU Library Tour

2019:

- 50 minutes, in person (followed by 10 minute buffer before panel event)
- No assessment

2020:

- Virtual; intended for 30 minutes; lasted 1 hour*
- Assessment: 3 Question Survey; (14/33, 42% response rate) ...
 - *What are some important or surprising things you learned?*
 - *What do you wish you learned more about?*
 - *What are your recommendations for improving this event?*

LMU Library Tour: Survey Data

Question 1: *What are some important or surprising things you learned?* (N=15)

- Outreach programming (Haunted Library)
- Open to the public
- Amount of resources
- Children's book collection
- Study rooms with whiteboard walls

LMU Library Tour: Survey Data

Question 2: *What do you wish you learned more about?* (N=12)

- "I wish I learned more about the history of the library."
- "What a 'typical' workday would look like."
- "I wish I learned more about artifacts that LMU has ... and how they hold exhibitions."
- "Special collections."
- "The different roles within academic libraries ... roles for students."

LMU Library Tour: Survey Data

Question 3: *What are your recommendations for improving this event?* (N=13)

- "The tour was great!"
- "Go into more detail about the interview process, how to be a competitive applicant" - [also a theme in the Careers panel].
- "I wish this LMU Virtual 360 tour would have been two hours long. It was very informative and engaging ... I like the overall honesty about the struggles of being a librarian."
- "For students who work in the academic library [to be] guest speakers."

LMU Library Tour

Complete Survey Results: <https://bit.ly/3eMwX02>

360 LMU Library Tour: <https://bit.ly/36WYVly>

Careers in Academic Librarianship

Panel Event



Loyola Marymount University

Careers in Academic Librarianship Panel

2019:

- In person; 1 hour; featured four LMU Library workers: Instruction Design Librarian, Business Librarian, Digital Initiatives Librarian, Archives & Special Collections Assistant / recent MLIS graduate (UNT)
- catered; no assessment

2020:

- Virtual; 1 hour; featured LMU Instruction Design Librarian, Student Engagement Librarian, and a recent UCLA MLIS graduate who worked at LMU's library
- Assessment: 3 Question Survey; (15/33, 45% response rate) ...
 - *What are some important or surprising things you learned?*
 - *What do you wish you learned more about?*
 - *What are your recommendations for improving this event?*

Careers in Academic Librarianship Panel: Survey Data

Question 1: *What are some important or surprising things you learned?* (N=15)

- "Not everyone ends up in the position they expected to be."
- Funding opportunities and scholarships*
- What academic librarians do on a daily basis and doing research themselves
- How competitive the LS field is

Careers in Academic Librarianship Panel: Survey Data

Question 2: *What do you wish you learned more about?* (N=14)

- The interview process** / the process to become an academic librarian
- Job opportunities*
- Work-life balance
- Specific positions and qualifications in ALs
- "I wished I would learn more about how can someone learn more about programs like these" ... [discussion topic?]
- "Collaborations with the communities."
- "How it's like to serve college students and professors/researchers as opposed to the public."
- Applying to MLIS programs

Careers in Academic Librarianship Panel: Survey Data

Question 3: *What are your recommendations for improving this event?* (N=14)

- I wish there was a PowerPoint
- "More time to ask more questions and perhaps a meeting without an official moderator" - [more informal format?]
- Longer panel
- Panelists should discuss their typical day in greater detail
- No recommendations**
- "I wish more people had the opportunity to join and learn" - [discussion topic?]

Careers in Academic Librarianship Panel

Complete Survey Results: <https://bit.ly/3eMwX02>

Next panel event: Wednesday, 8/11/21, 11:00am ... interested?

Email Ray Andrade (LMU Student Engagement Librarian): randrade@lmu.edu

Questions? Comments? Future Partnerships?

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