

## Here Comes the Future: Embedding Library Leaders of Tomorrow

### Introduction

Through an IMLS grant the University of Missouri has provided 20 masters students with the opportunity to be embedded within university libraries under the guidance of library leaders.

### Making it Work: Necessary Elements

- ✓ **Funding:** Stipends for student tuition, work, and/or travel
- ✓ **Staff support:** Mentors in leadership position, Communication, Flexibility in workflow (training)
- ✓ **Plan of Action:** Educational outcomes, Professional development, Institutional support for duration of program
- ✓ **Receptiveness:** Open to innovation and ideas of students
- ✓ **Participation:** Cooperation between departments in library

### A Mutually Beneficial Relationship: Embedding LIS Students within Libraries

#### *Student Benefits*

- ✓ **Access** to library administrators
- ✓ **Professional experience** through an early introduction to library associations and conferences
- ✓ **Unparalleled opportunities for networking** by becoming involved with departments and administration
- ✓ **An understanding** of how the library functions as a whole and within university
- ✓ Attend and **present at library meetings**
- ✓ Ability to **participate in committees**, generating ideas and providing input
- ✓ **Opportunities to show initiative**, including following through with the planning and implementation of ideas generated to foster future library progress

#### *Library Benefits*

- ✓ **Fresh approaches**
- ✓ **Enthusiasm**
- ✓ Mentors gain an **increased awareness** of their organizational and leadership skills
- ✓ **Skills** Fellows bring in **enhance projects** and further ideas
- ✓ **Work/assistance** provided by the Fellows
- ✓ Opportunity to **create courses**
- ✓ Understanding of what is needed for the **profession to progress/survive**
- ✓ **Increased awareness** on campus of Library Science education
- ✓ Helping libraries to **identify weaknesses**

## Forming a Foundation for Future Library Leadership

- ✓ Presents an occasion to **plan professional events** and hold meetings
- ✓ Imparts a **practical experience** reinforcing classroom instruction
- ✓ Supports a **broad overview of the library** through experience in each department
- ✓ Generates **greater knowledge** of the library profession and allows for **more responsibility and less supervision** than a semester-long practicum requirement
- ✓ Inspires Fellows to become **more invested in the profession**
- ✓ Emphasizes the **importance of collaboration and communication** both within the library and the wider university community
- ✓ Grants opportunity to **develop administrative documents** as a committee
- ✓ **Develops relationships** with peers that will last throughout professional lives

## Lessons Learned

### *Communication Breakdown*

- Communication between campuses hampered by distance
- Goals , expectations and guidelines need to be fully articulated to all parties before commencing

### *Dancing in the Dark*

- Essential to define role of Fellows within library and departments
- Maximizing success of workshops requires effective event planning

### *Getting to Know You*

- Networking across state crucial
- Establishing opportunities to become acquainted during workshops vital

### *On the Road Again*

- Gain knowledge on making the most of conferences
- Learn to collaborate on conference presentations
- Experience a variety of professional conferences