Starting from Scratch
Building a Library Internship with Assessment at the Forefront

CSUSM University Library
- Serves over 17,000 students, plus faculty, staff, and community patrons
- Located in Northern San Diego County, California
- Hispanic (HSI) and an Asian American Native American Pacific Islander Serving Institution (AANAPISI)

Science Library Internship Goals & Outcomes
- Strengthen the pipeline from undergraduate science majors to Science Librarianship
- Recruit from the diverse campus we serve
- Develop an internship curriculum with direct learning assessment in place
- Complete Student Learning Goals and Outcomes

Learning Assessments
- Pre-, Post-tests were used to measure science-related information literacy knowledge and self-reported soft skills at the beginning and end of the internship.
- Weekly Assignments were used to reinforce learning outcomes.
- Written Exit Interview was used to gather qualitative data on the internship experience and to triangulate assessment.

Design Process & Curriculum Development
The process of creating this internship began with the identification of broad learning goals and specific learning outcomes tied to each goal. Internship learning activities were then identified to target those specific learning outcomes. Creating the learning activities in this way ensured that internship activities were purposeful and had the potential to lead to learning outcomes that aligned with the goals of the internship. In order to assess whether the intern met these learning outcomes, the authors developed direct learning assessments in the form of pre- and post-tests and assignments related to each specific learning outcome.

The Pilot Semester
Recruitment
- Department chairs and faculty in the sciences directly contacted with information about the internship
- Library Social Media
- Publicized directly to students in Library Instruction sessions

Intern
- 4th Year Chemistry student
- Earned $12/hour and no academic credit (although credit was also offered)

Logistics
- Flexible work environment – part-time in the library and part-time remote
- Went entirely remote in March due to Covid-19 Pandemic

Conclusions
- Pre-, post-test findings revealed that questions answered incorrectly on the pre-test stayed incorrect on the post-test, although the exact answers provided may have changed.
- These results provide useful information for curricular updates to the Internship.
- Using multiple assessment measures gave a more complete picture of student learning during the internship than relying on only one assessment.
- Assessment data from the pilot of this internship will inform the revision of the internship curriculum, improving the learning experience for future students.

Relevant Literature


