



Congratulations are in order . . .

Kudos to these three MLIS students who were recently selected for recognition by the profession:

ALA Student-to-Staff Award
Chelsea Kovalevskiy

George Gaumond Award
Kimberly Mears

Legacy Scholarship
Shannon Glover

Look for profiles of Shannon, Kimberly, and Chelsea on the SOLIS Spotlight page at: <http://www.valdosta.edu/mlis/solis/pages/spotlight.shtml>. There you can also read about our first Spotlight student:

Harikleia Sirmans

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Update on the Removal of Conditional Status

by Dr. Koehler
 MLIS Program Director

Over the past several months, the MLIS Program faculty have been developing and refining its plan for the American Library Association's Committee on Accreditation (ALA COA). That plan lays out a comprehensive strategy based on student learning outcomes to address the criticisms made of our planning processes by ALA COA. We submitted the report on March 1, 2012. We expect to be informed of ALA COA's response in mid-April. Once we are informed, we will announce the outcome of their deliberations.

Assuming we are successful and ALA COA accepts our report, we will begin planning for the next scheduled re-accreditation visit. This is a normal part of the accreditation cycle. We will submit a plan for the fall 2013 visit of COA's External Review Panel (ERP) in fall 2012. We will also begin development of our reaccreditation document, due in mid-2013.

Our plan establishes a methodology to assess the Program. When our graduates walk across the stage to shake the President's hand at graduation, they are expected to have the ability to:

- Perform administrative, service, and technical functions of professional practice in libraries and information centers by demonstrating skills in information resources; reference and user services; administration and management; and organization of recorded knowledge and information
- Use existing and emerging technologies to meet needs in libraries and information centers
- Integrate relevant research to enhance their work in libraries and information centers
- Demonstrate professionalism as librarians or information specialists

Both direct and indirect assessment measures are used. Direct measures are based on assessments of student performance in their core courses and selected electives. These assessments are made independently of and apart from grades. Indirect measures consist of surveys of stakeholders, including graduating students, alumni, and library employers.

While Program faculty have already begun testing the assessment models, the direct assessments will not be "binding" on students admitted to the Program before fall 2012. Students admitted in and after fall 2012 will be required to meet the assessments as well as the required grade point average of the Program and the Graduate School.

Finally, we owe a great debt of gratitude to Drs. Julia Lee and Lorraine Schmertzing who brought their expertise from the College of Education to guide us for nearly a year. We also thank the University's Vice President for Academic Affairs and Provost, Dr. Philip Gunter for his support.



Dr. Kigongo-Bukenya

Visiting International Scholar from Uganda

An Interview by Melissa Perez

Dr. Isaac M.N. Kigongo-Bukenya is the Director of the East African School of Library and Information Science at Makerere University in Kampala, Uganda. This semester, he is a visiting International Scholar in the MLIS Program at Valdosta State University. Dr. Kigongo-Bukenya holds numerous degrees and was formerly the Deputy Director of the Uganda National Library Service. For a full profile of his credentials, see the SOLIS Spotlight page <http://www.valdosta.edu/mlis/solis/studentnews.shtml> where he is featured.

Your SOLIS International Representative, Melissa Perez, interviewed Dr. Kigongo-Bukenya shortly after his arrival on the VSU campus. He graciously responded to her questions and that interview is included below.

MP: What interested you about studying library and information studies and becoming a librarian?

Dr. KB: My calling to LIS profession was more accidental than by design. I was eager to have a university education. The East African School of Library and Information Science offered me an opportunity which I grabbed. In biblical terms I was Saul; today my many students refer to me as "Paul" the rock of librarianship in Uganda.

MP: Was there a moment in your studies or some aspect of librarianship that convinced you that this was the best profession for you?

Dr. KB: My mentors were holding influential positions in the country and they traveled a lot to attend conferences, workshops, and seminars. Above all, I wanted the opportunity to help others professionally grow.

MP: What skills do you think are important for being a librarian?

Dr. KB: Information, computer, visual media, and literacy skills. Other professional literacy skills such as economic, social, political and technological ability are important. Communication, PR/marketing, research, and entrepreneurship are also important.

MP: Can you talk a little about LIS programs in Africa, their current state and how you see them developing in the future?

Dr. KB: LIS program in Africa are in a state of evolution. They are fast repositioning to the digital environment but thwarted dramatically by poverty that denies Information and Communication Technologies (ICT) effective utilization and students education and training, continuing education, the ability to conduct research and publish in addition to strong professional associations, ethical practices, and access to information by all, etc.

MP: You wrote about public libraries in Africa in Global Library and Information Science, has the provision for them improved in any way since then? Has the provision for Academic or school libraries improved?

Dr. KB: The development of public libraries has unfortunately been slow because of inadequate funding attributable to low priority accorded them. Academic Libraries, for example Makerere University Library, have steadily improved mainly due to the support of partners and Foundations through projects. The development of school libraries varies from school to school mainly due to the interest of the authority and the financial ability in the particular school.

MP: What is your vision for the future of libraries in general?

Dr. KB: Growing organisms catering for the past, current, and future information needs for all. The application of ICTs in the promotion of free access to information to enhance universal development and promotion of democracy and justice for humanity.

MP: What advice do you have for LIS students on preparing for their careers?

Dr. KB: Work hard and show dedication to studies, and the profession. Be managers of change - embrace ICTs in LIS management, undertake research and publishing. Be ethical workers and adopt multi-disciplinary professional approach.

* * * * *

Dr. Kigongo-Bukenya will be the guest speaker at a live classroom lecture scheduled for March 26 at 7 pm EST. His topic is the information explosion. To join us, follow the login instructions on p. 7 of this issue.

How I Landed My First Library Job

SOLIS asked a group of MLIS graduates to reflect upon their searches for their first professional library positions. In this first installment of a two-part feature, we present four graduates' responses. Their remarks include advice on identifying professional library openings, tips on preparing for their interviews, and other insights they gained in their quests to land their first jobs.

Britni L. Jones graduated from the MLIS Program in May 2010. She had experience as a paraprofessional in a public library, but applied for positions in academic libraries as well. She spent about a year searching for a position and was recently hired as the Circulation/Inter-Library Loan Librarian at Albany State University - James Pendergrast Memorial Library.

To identify job openings, Britni said: "I constantly checked the internet [especially the Georgia Public Library Service site] and local newspapers for jobs in the library. I actually came across the job I have now through the Georgia Department of Labor. You have to be dedicated and do not give up!"

*Interview advice: "Interviews always make me nervous, but one thing that helped me is that I reviewed the job requirements/job post *multiple times* before the interview. Employers expect you to know about the job. Always make sure that you are dressed appropriately (i.e. business attire), and that you speak and carry yourself as a professional. For the "big interviews", I would actually practice answering interview questions with friends or family, and I searched for commonly asked interview questions related to that library job (i.e. commonly asked questions for a public library interview or academic library interview). My biggest advice is to *relax*. My experience with interviews is that the employers want you to be honest and are not trying to make you nervous or uncomfortable; they are only trying to find the best person for the job."*

*Closing remarks: "Be prepared to search and apply for *multiple* jobs. You may not get the first job you are interviewed for, but do not get discouraged. Consider each interview a learning experience that will help you grow and do better at future interviews. Apply for any job you think you would enjoy. Do not talk yourself out of applying for a job because you think you aren't qualified or that you would not get it."*

Lori Frumkin entered the MLIS Program with a first master's degree in education. She graduated in spring, 2010, and re-located to Chicago, home to two nearby LIS schools, so the competition for library positions was keen. In fall 2011, Lori was hired by the Chicago Public Library as the manager for the Kraft Great Kids Program.

How Lori identified job openings: "I spent several months searching for jobs and deciding what kind of position would be most suited for me. I created a little guide for myself that listed libraries and job listing sites that I thought had the most potential. I went to job fairs and networked with people in the field. I actually found out about my current position when I was interviewing for a part-time position."

Interview advice: "There are a few things that I did in my more successful interviews that I would recommend. First, I always called the job contact after I submitted my resume. At first, I was reluctant to do so, but I found that people were happy to speak with me and sometimes even asked me a few questions about my resume. I know of one situation where, if I had not called, my resume would never have been seen. Second, I did a lot of research before an interview. I thought of all the potential questions that could be asked. I also looked into details of the position and library to see what skills would be important in the position. I planned out what skills or experiences I wanted to highlight in the interview."

Library Job Information: The Internet Is Your BFF by Kimberly Mears

Where can I find Library Jobs?

HigherEdJobs
www.HighEdJobs.com

I Need a Library Job
www.INALJ.com

Georgia Public Library Service
<http://www.georgialibraries.org/jobs/>

ALA JobList
<http://joblist.ala.org/>

LIBGIG
<http://publicboard.libgig.com/>

Academic Position Network
<http://www.apnjobs.com/>

USAJobs
<http://www.usajobs.gov/>

Job boards in states neighboring Georgia:

Florida
<http://www.floridalibraryjobs.org/>

South Carolina
<http://www.scla.org/jobs/scla-job-board>

<http://www.statelibrary.sc.gov/>
(click on the "jobs" tab)

North Carolina
<http://statelibrary.ncdcr.gov/JOBS/jobs.html>

Tennessee
<http://www.tnla.org/jobbankdisplaylistings.cfm>

Frumkin (cont'd)

Closing remarks: "It's important to stay positive and work hard at every resume, interview, internship, etc. I have found that each experience you have, even the bad interviews, play a part in ultimately helping you find your desired position."

Library Job Information

Library School Job Search Tools:

UT School of Information

<http://www.ischool.utexas.edu/jobweb/Search.php>

The iSchool at Drexel Job Postings

<http://www.ischool.drexel.edu/APF/JobPlacement/Search/JobPostings>

What Questions will I be asked at an Interview?

101+ Commonly Asked Interview Questions

http://web.archive.org/web/20071013091435/http://www.geocities.com/aer_mcr/libjob/interview.html

It's archived on the Wayback Machine, so give it a minute to load.

Frequently Asked Interview Questions

<http://www.libsci.sc.edu/career/invuFAQs.htm>

Think Outside the Box!

LIBEX International Job Exchange

Online Applications Developer

<http://www.myrcpl.com/employment/online-applications-developer-full-time>

Information Architect

<http://iainstitute.org/jobboard/jobs/job.php?id=7230>

Training Manager

http://publicboard.libgig.com/job/training-manager-washington-dc-9db9bfa276/?d=1&source=site_home

Technology Analyst

http://publicboard.libgig.com/job/technology-analyst-warren-oh-neo-rls-6029d343cc/?d=1&source=site_recent

How I Landed My First Library Job (cont'd)

Erica M. Rainey graduated from the MLIS Program in May 2010. She is from a family of educators, and was at one point interested in the dual Library Media/MLIS program. However, it was her cataloging knowledge that helped her land her current position as Technical Services Librarian in the Hester Memorial Library at North Greenville University, South Carolina.

To identify job openings, Erica said: “The main source I used in my job search was the Georgia Public Library Service website that is listed on the VSU webpage. However, my family in SC suggested I search at the school they had attended, North Greenville University. That's where I currently work.”

Interview advice: “My preparation for the job interview, for my current position, consisted of studying the job description and the history of the school. I also studied a job interview preparation book and answered questions that I thought might be asked. I left a copy of my resume and a business card with the interviewer. Finally, and I believe this is very important, I sent a handwritten thank you note to the interviewer the next day after the interview. This was a suggestion from the job interview preparation book. I think this helps to create good rapport and shows that you are genuinely interested in getting the job.”

Closing remarks: “Start applying for jobs in your last semester of library school [at the latest], invest in professional resume supplies (paper, envelopes, folders), and mail your resume, if possible, even if you apply online or through e-mail.”

Matthew Stemberge graduated from the MLIS Program in spring 2010. On March 1, 2012, he started his first full-time professional job as a librarian at the Ogeechee Technical College in Statesboro, GA. Matthew had paraprofessional experience in an academic library when he entered the MLIS Program, and he completed fieldwork in a public library.

During the months of job searching, Matt volunteered in a school media center and worked part-time in a technical college. He found both of these experiences valuable. From his perspective: “Any volunteer or internship opportunity allows you to meet librarians who could serve as mentors or future references. These opportunities could also turn into a full-time job [or] . . . help [to] secure a full-time position. In addition to experience, a part-time job gives you an opportunity to learn things about libraries that you might not learn in a classroom.”

To identify job openings, Matthew said: “When I started my job search I created two folders in my bookmarks. I labeled one folder as *Job Search Resources* for blogs, library schools, ALA and other resources that provide information on interviewing and job searches. The second folder I labeled *Job Listings*. This folder contained links to websites that listed open librarian positions. Keep track of all the libraries to which you apply. You might get mixed up if you don't. I always printed a copy of the job ad and noted if and when I applied. This comes in handy if you are called for an interview.”

Interview advice: Matthew applied for over 50 positions during his job search. He was interviewed for ten of those positions. He suggests these ten practices for preparing for your interview:

[*How I Landed My First Library Job* and *Library Job Information* continue on the next page]

Library Job Information (cont'd)

Encouragement & Humor:

Mr. Library Dude

<http://mrlibrarydude.wordpress.com/>

Blog that includes advice for nailing your interview.

Career Q & A with the Library Career People

<http://www.lisjobs.com/>

[CareerQA blog/](#)

An advice column for wannabe librarians formatted as a blog.

[This feature continues with links to sites to help you develop your resume in the April-May issue.]

Job postings also appear in the



MLIS Village

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Vacant - Interested?

How I Landed My First Library Job (cont'd)

Stembridge (cont'd from p. 4)

1. Do research on the library before the interview. Browse their website, look at the minutes for the library board meetings, check the OPAC, see what kind of activities they have going on, see what online resources they provide. This may give you an idea of some questions to ask (see #4).

2. Be ready for a committee of interviewers. Most libraries where I interviewed had four members on the committee. It sounds scary but you'll be fine if you practice the possible questions.

3. Practice possible interview questions (see the Links to Interview Question Sites in the sidebar, left, p. 4). Be confident in your answers. Be ready for anything. Also, don't brush off a question. Every question means something to the committee or they wouldn't ask it.

4. Ask some questions of the committee (not about money or vacation time). You want to appear interested in the job and the library. I always asked about professional development opportunities. It let the interviewers know that I had a desire to stay up-to-date in my field.

5. Dress professionally but don't make yourself uncomfortable because that could come across to the committee. Be conservative in your dress. I never wore a suit but I always wore a tie and sports coat.

6. Take a portfolio. They may not ask for anything but it might give you confidence to have something to hold. Have spare copies of your resume inside.

7. Take a bottle of water to the interview.

8. Take a self tour of the library if it is not part of the interview. This may be your potential work place, so try to get an idea of the environment.

9. Send a thank-you note to the committee after your interview thanking them for the opportunity to meet with them. It will make a good impression.

10. Do a post interview analysis. Think about the questions they asked and decide which questions you need to work on for the next interview.

Closing remarks: "Join ALA and GLA. As a student you can get joint membership for just \$35 a year. Go to conferences. This gives you a chance to meet other people in the library field. Also join the New Members Round Table (NMRT) in ALA. NMRT sends out notices for job openings and job hunting tips in their newsletters and through the list serv. Join all the list servs you can.

Potential employers can do research on you. Watch what you post on Facebook and Twitter. Your opinions may cost you a job.

The job search process takes time. I put in an application at one public library in early November and was interviewed in late January. Usually the library will send a letter or email informing you that the position has been filled. [R]ejection can take away some of your confidence. Don't be discouraged. The right job will come along. Try to be confident in yourself and your abilities."

[This feature continues with advice from five more graduates in the April-May issue.]



SOLIS T-Shirt Campaign!

Support the Student Organization of Library and Information Science (SOLIS) by ordering your own T-shirt with the VSU and MLIS insignias!

The 2011-2012 year marks the 10th anniversary of the MLIS program, and the T-shirt shows our founding date of 2001 as an open entry. We hope to spend many more years educating librarians and information specialists! Sporting this T-shirt at public events is a great way to show your support for the program.

SOLIS T-Shirt Order Form

Yes, I want to support SOLIS! Please send me _____ (number) of shirts.

Please indicate the quantity for each size:

Small _____ Medium _____ Large _____ X-Large _____ XX-Large _____ XXX-Large _____

Order of one (1) shirt is \$20 (includes processing and shipping via USPS)

Order of 2 or more shirts is \$15 per shirt (processing and shipping included)

Total enclosed: _____

Check payment only.

Make check payable to MLIS Foundation and write **Account Number 10248** on the memo line.

Allow two to four weeks to receive your t-shirt(s).

Your shipping address:

Name: _____

Address: _____

City, State, Zip: _____

Email Address: _____

Phone: _____

Please mail this form with your check to :

Dr. Anita Ondrusek
 MLIS Program
 1500 N. Patterson St.
 Valdosta, GA 31698

We're on Facebook



Want to stay up-to-date on popular library articles and MLIS events?

Come join the Valdosta State University MLIS Facebook page and meet other students, alumni, faculty and friends of the MLIS program!

Use our QR for quick access . . .



Advising for Summer & Fall Semesters begins March 19th.

**Contact your advisor -
Only advisors can clear you for registration.**

**Early registration:
March 26th thru April 20th**

Login instructions for the March 26th lecture by Dr. Kigongo-Bukenya

Current MLIS students:

Enter the MLIS Village and click into the "Live Classroom" icon labeled "Guest Lecture."

Alumni and Guests:

Paste this URL into your browser:

http://valdostalc.wimba.com/launcher.cgi?room=_vista8_s_63438511021_696456&X

It will take you to a login. Click on the "Participant Login" button.

Enter your name in the first box. You need not have a Username or Password.

Current students and faculty may use this shortcut to the lecture as well!