**COLLECTIVE ENGAGEMENT:**

**WHAT ASPIRING, NEW AND SEASONED PROFESSIONALS BRING TO THE TABLE**

At the University of Michigan, we endeavor to intentionally strengthen the ties between current professionals and new and future library innovators. We are committed to communicating the importance of shared learning environments that challenge information professionals at every level.

**WHAT ARE OUR GOALS?**

- Fulfill our professional responsibility "by encouraging the professional development of co-workers, and by fostering the aspirations of potential members of the profession." (ALA Code of Ethics).
- Share our perspectives on professional issues.
- Develop skills, competencies and knowledge among new and aspiring professionals.
- Prepare students for professional level responsibilities.
- Draw upon new and aspiring professionals’ energy, knowledge, and perspectives.

**HOW DO WE DO THIS?**

**EDUCATION AND TRAINING:**
- Modeling behavior in reference interactions.
- Grounding service values in professional guidelines and code of ethics.
- Ongoing training, conversations, individual and group project opportunities.
- Opportunities to work with multiple professionals and teams.
- Engagement with advanced technologies.

**PROFESSIONAL ENGAGEMENT:**
- Regular meetings of professionals and ULAs.
- Opportunities for involvement in organization wide groups (Librarians Forum, Public Services Communications Forum).
- Support opportunities for professional participation in the state, region and nationally.

**MENTORING AND CAREER SUPPORT:**
- Collective and individual mentoring.
- Support the development of e-portfolios.
- Rehearse job talks, critique resumes, cover letters.
- Serve as involved and knowledgeable references.
- Support for development of publications, presentations and poster sessions.

**VALUABLE OUTCOMES**

- 55% Provided job recommendations.
- 95% Intralibrary or taught me new skills and/or resources.
- 85% Provided professional and/or personal support.
- 80% Increased my confidence.
- 80% Helped build my professional network.

**WHAT WE GET OUT OF COLLECTIVE ENGAGEMENT**

- Engage in a second year, immersive research project that involves working within a previously unexplored area of librarianship.
- Present a polished presentation on one’s capstone project discoveries, insights, and conclusions to professional staff upon completion.

**WHAT IS THE ULA PROGRAM?**

“The University Library Associates (ULA) program combines education and work experience in the University Library. Students attend LMSI [University of Michigan, School of Information] classes full-time and work a 50 percent appointment in the University Library, earning a full-tuition scholarship, health-care benefits, and a stipend.”

**REFERENCES:**

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**WHAT DO WE DO?**

**REFERENCE SERVICES:**
- Provide in-person reference services at the Harlan Hatcher Graduate Library, Art, Architecture, and Engineering Library, Shapiro Undergraduate Library, Special Collections Library, and the Taubman Health Sciences Library.
- We also deliver virtual reference services via “Ask a Librarian” chat and email.

**INSTRUCTION:**
- Develop unique workshops that meet the diverse needs of the University of Michigan community.
- Teach (or co-teach) library workshops on topics such as information literacy, course-integrated material, and emerging technologies.

**PROFESSIONAL ENGAGEMENT:**
- Attend and contribute to pivotal staff meetings.
- Observe or intern on focused library committees and task forces.
- Contribute to the profession at large by participating in dynamic library projects that span a variety of disciplines.

**CAPSTONE PROJECT:**
- Engage in a second year, immersive research project that involves working within a previously unexplored area of librarianship.
- Present a polished presentation on one’s capstone project discoveries, insights, and conclusions to professional staff upon completion.

**icons by Joe Mortell, Asier Bilbo, Jose Luis Garcia from the “Noun Project”**