LIS Oral Exam Scenarios
Version of 22 April 2014
Required for non-thesis students graduating Fall 2014 or later

Instructions to students: Choose a professional environment for which you have prepared via coursework, internships, experience and your own research. Prepare a personal, professional response to each scenario in the corresponding column in the table below. You should approach the oral exam just as you would a job interview, by doing research in advance. Familiarize yourself with actual LIS environments and concepts from professional and academic literature that are relevant to each scenario.

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Evaluation: Each scenario includes a list of elements of an acceptable response. Most are common to all scenarios, though some are unique to particular scenarios, so read both the scenarios and the acceptable response elements closely as you prepare. Your responses will be evaluated by two LIS faculty members, using a 0-7 scale. To pass, your average score on every scenario must be 5/7 or above. A lower average score will result in a retake of that scenario at a later date.

<table>
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<th>Average score</th>
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<tr>
<td>Exceeds standards</td>
<td>6 or above</td>
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<td>Meets standards</td>
<td>5-5.99</td>
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<td>Approaches standards</td>
<td>4-4.99</td>
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<tr>
<td>Does not meet standards</td>
<td>3.99 or below</td>
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Above all, address each scenario from your personal perspective, not a generic one. Speak with your own professional voice: express how your individual skills, interests, coursework, experience and philosophy inform your response to each scenario.
Statement of Personal Philosophy

You have almost completed the UH LIS Program. This is a good opportunity to reflect on your academic and professional experiences, and make a statement about the skills and understanding you have acquired. Prepare a statement that addresses the following:

- **What is your professional philosophy?**
  - What does the LIS profession mean to you, and what do you hope to contribute?
  - Which professional codes influenced your philosophy?
  - Discuss one paper that influenced your professional philosophy and why.
- **What specific strengths distinguish you as a job candidate?**
- **What professional skills or experiences do you plan to acquire in the next five years and why?** How will you advance your knowledge and skills in those areas?
- **In which professional organizations will you actively participate and why?**

**SLOs addressed:** 1a, 1b, 1c, 1d, 5a

**Elements of an acceptable response:**

1. Personalizes the response
2. Communicates clearly
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Links professional goals and interests with critical issues in the profession
Public Library/Administration Scenario

You are a librarian in a public library. A concern for access permeates your activities and policies.

1) Define “access” as a term and concept, as used by librarians.

2) Discuss how these factors affect access, and provide an example from your own research and/or experience of how access can be encouraged or discouraged by each:

   a) the physical plant—the location, facilities and layout of the library
   b) professional policies and codes concerning intellectual freedom
   c) librarians’ adherence to the philosophy of intellectual freedom.

SLOs addressed: 1a, 1c, 2c, 5a

Elements of an acceptable response:

1. Personalizes the response
2. Communicates clearly
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Displays understanding of diverse patrons and social and cultural contexts
Public Library/Public Services Scenario

You have just been hired as the sole librarian in a small public library that has provided minimal programming and outreach in the last five years. Address the following:

Programming
- What steps would you take to initiate a new program?
- How would you maximize the program's chances for success?

Outreach
- Why is outreach an important mission for a librarian?
- What roles could you take on in terms of outreach to the community?
- Describe an outreach program that you have seen implemented, or would like to implement. Discuss the target audience, steps in developing the program, possible funding sources, and how you would assess it.

Your response should demonstrate general understanding of programming and outreach, and apply your personal interests, knowledge, and experiences.

SLOs addressed: 2c, 2d, 5a, 5b

Elements of an acceptable response:

1. Personalizes the response
2. Communicates clearly
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Displays understanding of diverse patrons and social and cultural contexts
Public Library/Technical Services Scenario

The Pacific Library Federation Council (PLFC) is accepting grant proposals for public library branches or systems wanting to create digital libraries / collections that will engage local communities. In the past they have funded projects such as a digital library for local history and genealogy and online e-book and music collections.

Your job is to create a 5-minute pitch that you will give at the PLFC's next board meeting. The board members are all librarians, so use appropriate professional terminology. Address the following:

- **Start with a very brief overview of the library and community (30 seconds)**
- **Give a brief overview of the digital collection / project you are pitching**
- **Will you create the platform or use an existing one? If so, which and why?**
- **Describe how information is organized, preserved and retrieved in your proposed project. Include relevant professional standards.**
- **Describe how this digital collection will serve your community, and how you will assess it.**

**SLOs addressed:** 3a, 3b, 3c, 3d, 4a, 4b, 4c, 2c

**Elements of an acceptable response:**

1. Personalizes the response
2. Communicates clearly
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Cites a specific instance of how a public library or system has implemented a similar proposal
School Library/Administration Scenario

You are interviewing for a position as the librarian at Pacific High School that is striving to be a “school of the future.” The school’s vision statement reads:

We envision an empowered and connected community where learning is continuous, relevant and adaptive. We envision a school that works to close the technology gap and provides our learners with the skills and competencies necessary for problem solving and lifelong learning.

The principal has requested that you prepare a 10-minute talk on how you think the library can help achieve the school’s vision. Members of the school’s advisory council comprised of representatives from the faculty, parents, and student council as well as the administration will be your audience.

• How will you prepare for this presentation?
• What will be your primary message, and why?
• What examples and evidence will you weave into your presentation to make a case that is compelling and convincing?

Create a cohesive and clearly articulated response that incorporates your knowledge of school reform efforts in the 21st century with the professional experiences you have gained through the practicum and other fieldwork. Beyond the required readings and assignments in various courses your response should reflect published research and critical essays that you have independently studied.

SLOs addressed: 2a, 2c, 2d, 2e, 1c, 5a, 5b.

Elements of an acceptable response:

1. Personalizes the response
2. Communicates clearly
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships/practicums and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Focuses on a specific area where a school library makes a major contribution to the school’s vision
School Library/Public Services Scenario

You are the librarian at Honolulu Elementary School, and a member of a team preparing a grant to improve STEM (Science Technology Engineering Math) education for the K-6 students. The other members of the team include the school’s curriculum coordinator, the vice principal, and the grade level chairs. You are asked to draft a rationale for the importance of timely and accurate STEM resources, and to briefly describe the types of free and subscription resources that might be accessed by students, teachers, and parents.

- How will you approach this challenge?
- What types of resources would you target and why?
- What examples and evidence will you study in preparing your draft?

Create a cohesive and clearly articulated response that incorporates your knowledge of trends in STEM education and STEM-related information access in the 21st century with the professional experiences you have gained through the practicum and other fieldwork. Beyond the required readings and assignments in various courses, your response should reflect published research and critical essays that you have independently studied.

SLOs addressed: 3a, 3b, 3c, 1c, 2b, 2e, 4c, 5a.

Elements of an acceptable response:

1. Personalizes the response
2. Communicates clearly
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships/practicums and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Demonstrates a systematic and thoughtful approach to dealing with an issue or problem
School Library/Technical Services Scenario

A school administrator wishes to implement a Bring Your Own Technology (BYOT; sometimes called Bring Your Own Device or BYOD) policy in your school, and seeks your input as school librarian. In your response:

- *Briefly describe the school, the community it serves, and student age range*
- *Describe what a BYOT policy is, and important pros and cons*
- *Describe how a BYOT policy has been implemented in a specific school or district for students of similar ages*
- *Specifically, what should this school library do to support a BYOT policy, and which elements are out of the library's scope? Why do you think so?*

**SLOs addressed:** 4a, 4b, 2c, 2e, 5b

**Elements of an acceptable response:**

1. Personalizes the response
2. Communicates clearly and advocates effectively
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships/practicums and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Cites a specific instance of how a school has dealt with the issue
Academic Library/Administration Scenario

You are a recently hired reference librarian at a medium sized university, on a team tasked with determining how best to implement a digital discovery service that will integrate the online catalog with dozens of databases through a single search interface. Your team is asked to survey recent changes in the networked information access in the university environment as the starting point for other teams of librarians who will evaluate, select, test and implement a new system.

- **What steps will your team take to research changes in networked information access in academic libraries in the past five years?**
- **What do you see as the most important issue in working with colleagues to select Web-scale digital information systems?**

In your response, make specific reference to your experience with IOLS (integrated online library systems), open source, Web-scale discovery and electronic resources systems; your experience with collaboration and teamwork; your coursework; and two recent (past five years) research articles from the academic literature on technology trends in academic libraries, including a case study. Your response should address issues that impact librarians working with colleagues across library departments and in administrative positions to implement large technology projects.

**SLOs addressed:** 1b, 2a, 2b, 2c, 2e, 3c, 4a, 4c, 5b

**Elements of an acceptable response:**

1. Personalizes the response
2. Communicates clearly and advocates effectively
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Cites a specific instance of how a library has dealt with a merged search interface project
Academic Library/Public Services Scenario

You are a recently hired reference and instruction librarian at a small college. You and two other librarians on the instruction team are responsible for course-integrated information literacy instruction in addition to reference and collection development. The instruction team will establish an e-learning information literacy service to be embedded in online asynchronous courses.

- How will you identify faculty and courses using the campus online learning/course management system (LMS or CMS) for asynchronous instruction?
- How will you identify online functions of the campus LMS and other technologies currently used in e-learning courses?
- What do you see as the most important issue in working with teaching faculty to market information literacy to departments offering e-learning courses?

In your response, make specific reference to your experience with learning/course management systems, your experience with collaborative technologies and/or Web 2.0 technologies used in teaching, your coursework, and two recent (past five years) research articles from the academic literature on embedded information literacy librarians and e-learning. Your response should address issues that impact librarians working with faculty who are using technology in teaching.

SLOs addressed: 2a, 2c, 2d, 2e, 4b, 4c, 5a

Elements of an acceptable response:

1. Personalizes the response
2. Communicates clearly and advocates effectively
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Cites a specific instance of how a library has dealt with the e-learning service
Academic Library/Technical Services Scenario

You are a reference librarian in a university library, with access to a variety of databases on the EbscoHost, ProQuest, and Web of Knowledge platforms. You present a 1-hour session every semester for graduate students about subscription-based databases and how they offer efficient techniques for finding journal articles for their research. This is your first and best chance to demonstrate to graduate students the value of the software features in these expensive databases. Using examples from specific databases on the above platforms, provide a brief description and comparison of the following functions:

- Browsing of author names, journal titles, country/region names and institutional affiliations
- Searching by controlled vocabulary and free text
- Customizing the record formats in the result list, and
- Sorting results by various criteria

SLOs addressed: 1a, 1c, 2c, 2e, 3c, 4a, 4b, 4c

Elements of an acceptable response:

1. Personalizes the response
2. Communicates clearly and advocates effectively
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Critically evaluates specific database functions
Archives/Administration Scenario

As the Hawai‘i State Archivist, you have been called by the Legislature to present a proposal for a new archives building. Prepare a 5 to 7 minute presentation addressing the following:

a) *What is the role and value of the archives and records management program in the state of Hawai‘i?*

b) *Which functions should be at this main location and why?*

c) *What steps would you take to plan the ideal facility?*

d) *What could happen if the state decided to defund archival services?*

e) *What is your vision for the future of the state archive?*

SLOs addressed: 1a, 1b, 1c, 2a, 2b, 2c, 2d, 2e, 3a, 3b, 4b, 4c, 5a, 5b, 5c

Elements of an acceptable response:

1. Personalizes the response
2. Communicates clearly and advocates effectively
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Demonstrates a realistic vision of archival services in the near future
Archives/Public Services Scenario

As the UH University Archivist, you have received a collection of papers by Silla Akapania, a local writer-artist and UH staff member for many years. She signed a deed of gift giving the university archives all rights, and she has no heirs or living relatives. Silla was perhaps most famous for establishing a literary journal that published Asian Americans, Pacific Americans, and kānaka maoli. The press is still operating on campus.

As you open the boxes you see published books (a few by the author, and some by other local writers, and also some bestsellers, a few of which are signed), tax records, contracts, school transcripts, journals since she was a child, and letters to and from friends and other authors. There is a box of plaques and medals she received, and a box of home videos and reel-to-reel tapes that seem to be of her giving a poetry reading. There is a journal labeled “poetry,” but the paper has foxing and it has many rusting metal clips. Another box has a set of her mother’s love letters. The final box has various types of disks with files labeled e-mails, photos of her cat, and galleys, and “Over the Transom.”

- Using established archival theory and practice, which items would you keep in the archives? What would you decide not to preserve?
- What items would you suggest get preservation?
- How would you familiarize yourself with the subject and collection?
- How would you organize the collection? Identify a few major series.
- Which items do you feel would be most interesting to the UH community and why?

SLOs addressed: 1a, 1c, 3a, 3b, 3c, 3d, 4c, 5a, 5c

Elements of an acceptable response:

1. Personalizes the response
2. Communicates clearly
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature and archival guidelines
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Demonstrates awareness of ethical issues related to the question of archival records of Native Hawaiians or other historically underrepresented groups.
Archives/Technical Services Scenario

You are interviewing for a job in an organization that needs an information professional who will become part of a team that manages their digital assets.

1) Select one specific archive, museum or related institution where you would like to work. Summarize the institution and its needs regarding planning and managing of one specific digital collection.

2) Which metadata standards and attributes are appropriate for this collection?

3) Discuss the advantages and drawbacks of open source versus proprietary Content Management Systems (CMS), and provide an example of each.

4) For this collection, which primary functions should the CMS support?

SLOs addressed: 4a, 4b, 4c, 3b, 1c, 1d, 5b (and 5c if the collection pertains to Native Hawaiian or Asia Pacific communities)

Elements of an acceptable response:

1. Personalizes the response
2. Communicates clearly
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Cites a specific instance of how an archive or related institution has managed their digital collections
Special Library/Administration Scenario

Note: Choose a specific special library for this scenario (e.g. law, medicine, business, government, or museum library, etc. Don’t confuse a special library with a library’s special collection).

You are interviewing for the head librarian position at a special library. The parent organization’s administration wants the library to be the public face of the organization in the community, and they are searching for a head librarian who has a vision to make it happen through the creation of an outreach program.

1. Describe the special library, and your proposed outreach program
2. Who is the target audience, and why did you select them?
3. What specific steps would you take to develop the program?
4. How would you manage, fund and assess the program?

SLOs addressed: 2a, 2c, 2d, 2e, 5b

Elements of an acceptable response:

1. Personalizes the response
2. Communicates clearly and advocates effectively
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Demonstrates a systematic and thoughtful approach to dealing with an issue or problem
Special Library/Public Services Scenario

Note: Choose a specific special library for this scenario (e.g. law, medicine, business, government, or museum library, etc. Don’t confuse a special library with a library’s special collection).

As the Head of Public Services, you have been asked by the director to study the advantages and disadvantages of outsourcing reference services at your special library, and recommend whether this would be an appropriate way to cut costs. Include the following elements in your response:

1. Describe the special library
2. What are the advantages and disadvantages of outsourcing reference service in general?
3. Would outsourcing reference services be appropriate for this library? Why or why not?
4. What ethical issues are relevant to the library's decision?

SLOs addressed: 3a, 3b, 3c, 2e, 1d.

Elements of an acceptable response:

1. Personalizes the response
2. Communicates clearly and advocates effectively
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Demonstrates a systematic and thoughtful approach to dealing with an issue or problem
Special Library/Technical Services Scenario

You are applying for a job in a new Homeland Security Information Center. You are expected to recommend and justify an ideal collection of both subscription-based and open access databases. These should serve the anticipated information need of the experts working in government agencies and special libraries to investigate and gather intelligence about terrorist organizations and plots against the country.

- Which three databases would you consider the most important to support the mission of the organization, and why?
- What specific characteristics of the databases you chose (and those you considered but didn’t choose) would you use to justify your recommendations to an LIS professional?
- How would you justify your choices to an administrator who is not an LIS professional?

SLOs addressed: 1a, 1c, 2e, 3a, 3c, 4a, 4b, 4c

Elements of an acceptable response:

1. Personalizes the response
2. Communicates clearly and advocates effectively
3. Expresses enthusiasm and interest
4. Accurately summarizes and critically applies current literature
5. Makes specific reference to coursework, internships and/or other field experiences
6. Demonstrates and applies relevant knowledge
7. Critically evaluates specific databases and functions
LIS Program Student Learning Outcomes

SLO 1 Understand, apply and articulate the history, philosophy, principles and ethics of library and information science and the related professions.

1a) Apply LIS theory and principles to diverse information contexts
1b) Demonstrate understanding of the historical context of information services and systems
1c) Develop and apply critical thinking skills in preparation for professional practice
1d) Craft and articulate a professional identity

SLO 2 Develop, administrate, assess, and advocate for information services by exercising principled communication, teamwork and leadership skills.

2a) Demonstrate understanding of leadership
2b) Work effectively in teams
2c) Develop, manage, and assess information services for specific users and communities
2d) Create instructional and outreach programs
2e) Demonstrate the ability to advocate effectively for information services

SLO 3 Organize, create, archive, preserve, retrieve, manage, evaluate, and disseminate information resources in a variety of formats

3a) Demonstrate understanding of the processes by which information is created, evaluated, and disseminated
3b) Organize, create, archive and manage collections of information resources following professional standards
3c) Search, retrieve and synthesize information from a variety of systems and sources
3d) Demonstrate understanding of issues and techniques of preservation of physical and digital objects

SLO 4 Evaluate and use the latest information technologies, research findings and methods.

4a) Evaluate systems and technologies in terms of quality, functionality, cost-effectiveness and adherence to professional standards
4b) Integrate emerging technologies into professional practice
4c) Apply current research findings to professional practice

SLO 5 Engage in projects and assignments dealing with multicultural communities and representing diverse points of view

5a) Communicate and collaborate with diverse colleagues, information seekers and community stakeholders
5b) Demonstrate understanding of the social and cultural context of information services and systems
5c) Apply LIS principles to meet the needs of Native Hawaiian and Asia-Pacific communities and to promote cultural sustainability