
Empowering Ourselves Through Community to Grow Together and Teach Better

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Maguire

San Diego State University (SDSU)

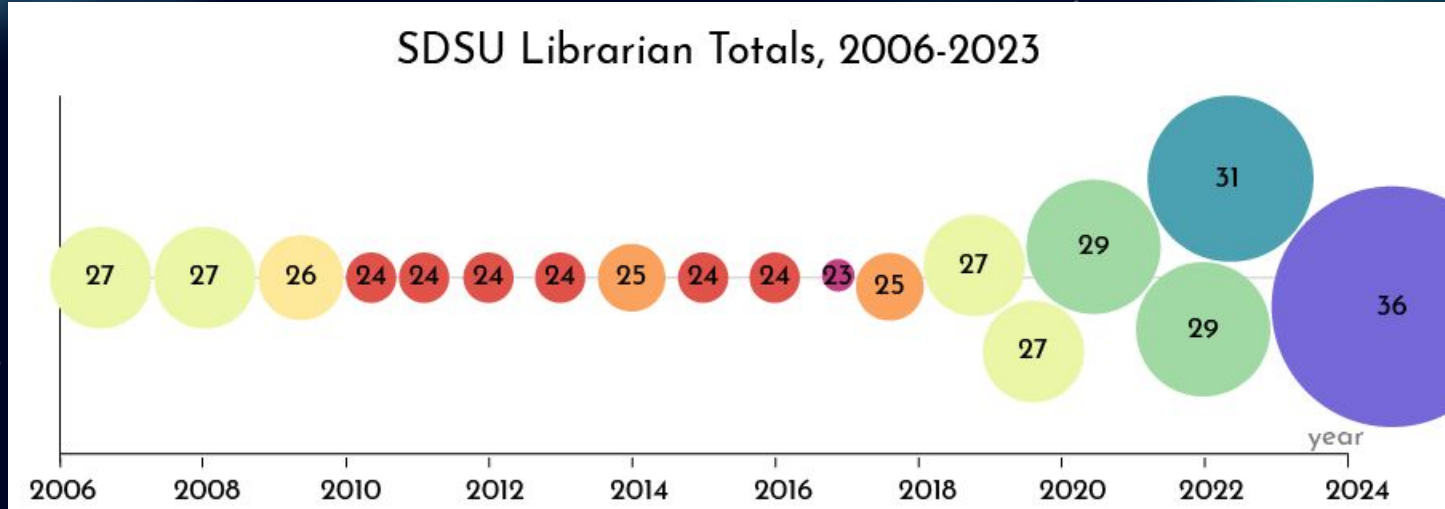
California Conference of Library Instruction | June 2, 2023

A Note

01

Community &
“Space”

DYNAMICS OF SDSU LIBRARIANS



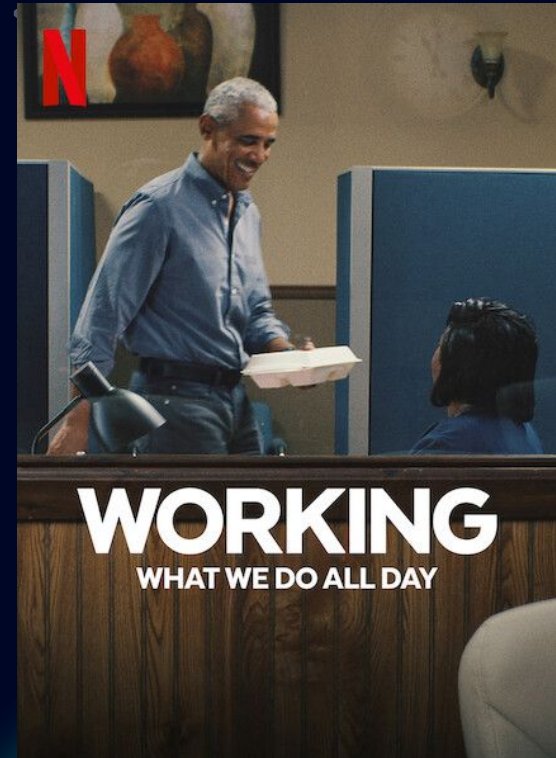
- Large State University | Faculty Status | Unionized
- Flat structure | Contingent vs Tenure-Track/Tenured

WHAT MAKES A GOOD JOB GOOD?

“Is it the paycheck? The schedule?
The stability?

It’s all of that. And one more thing
too.

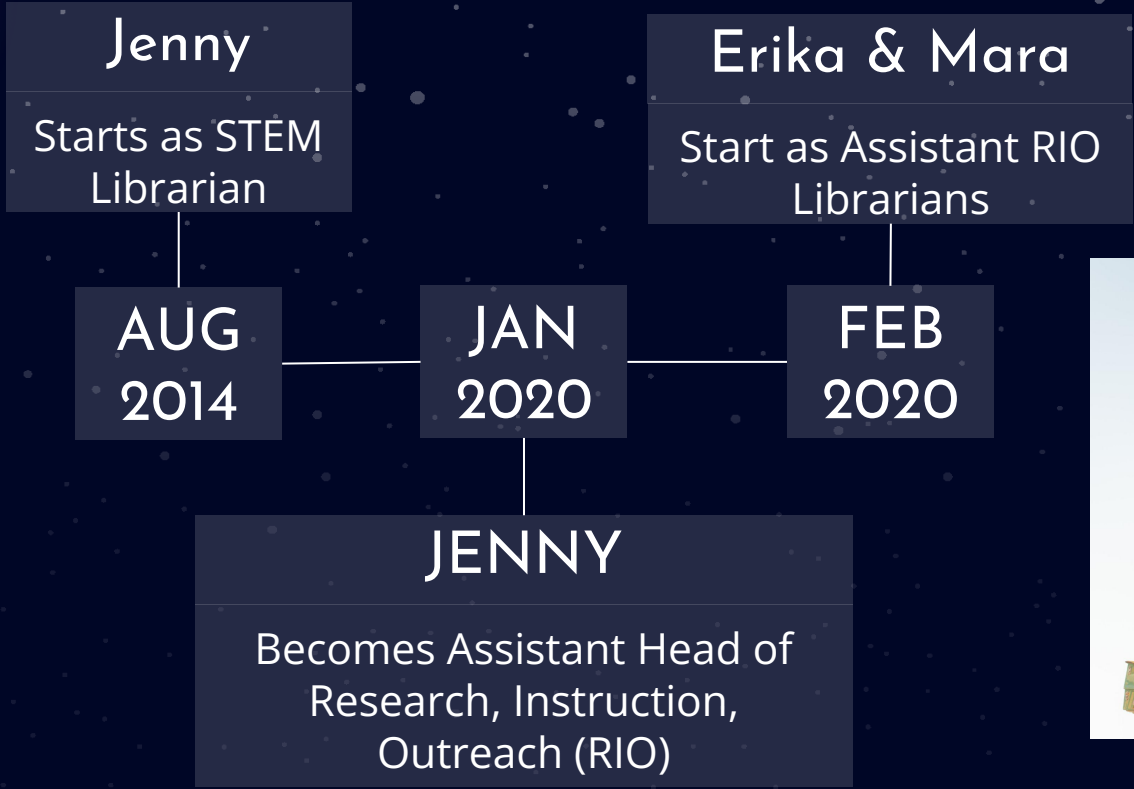
A good job is one that you feel **seen**
and **valued** where you might have a
chance to grow.”



FINDING COMMUNITY



EMPOWERED TO CONNECT



A PANDEMIC & A RECKONING

“The world locked down and closed in. We were torn apart from one another.

At the same time, we were dealing with other deeply personal challenges. A long past due reckoning with race in America.

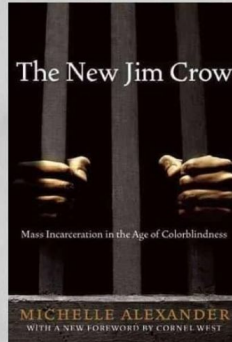
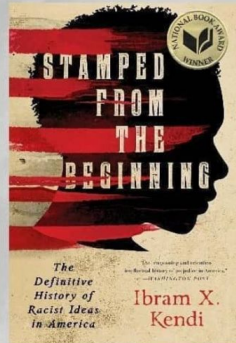
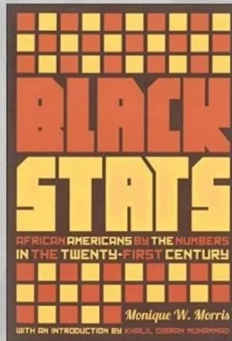
All of this has left us shaken and angry, despondent and unseen, and perhaps more than anything else, alone.

How did we get here? How have we change? And most importantly, how can we regain some stability?”



PROCESSING WITH INTENTION

RECOMMENDED READING:



BLACK LIVES MATTER



sdsu.librarians



sdsu.librarians You might be engaging in difficult conversations with friends, family and even yourself right now.

Educate and empower yourself through reading. Here are just a few of the books available to you through the library for free.

*Black Stats by Monique W. Morris.
Data is powerful. While not a traditional page turner, Morris provides quick bits of statistics to learn about the Black community in regards to education, science and tech, voting, justice, etc.

*Stamped From the Beginning by Ibram X. Kendi.
Kendi is a leading voice in anti-racist scholarship and he uses the narratives of American intellectuals to frame the development of racist thought in the U.S.

*The New Jim Crow by Michelle Alexander.
Alexander presents how the criminal justice system is used to control communities of color through the targeting of Black men.

We will be sharing more in the upcoming weeks for #recommendationfriday.

-Erika Esquivel, Assistant RIO Librarian

Link in bio

152w



LUNCH SALON | FILL YOUR CUP

Salons

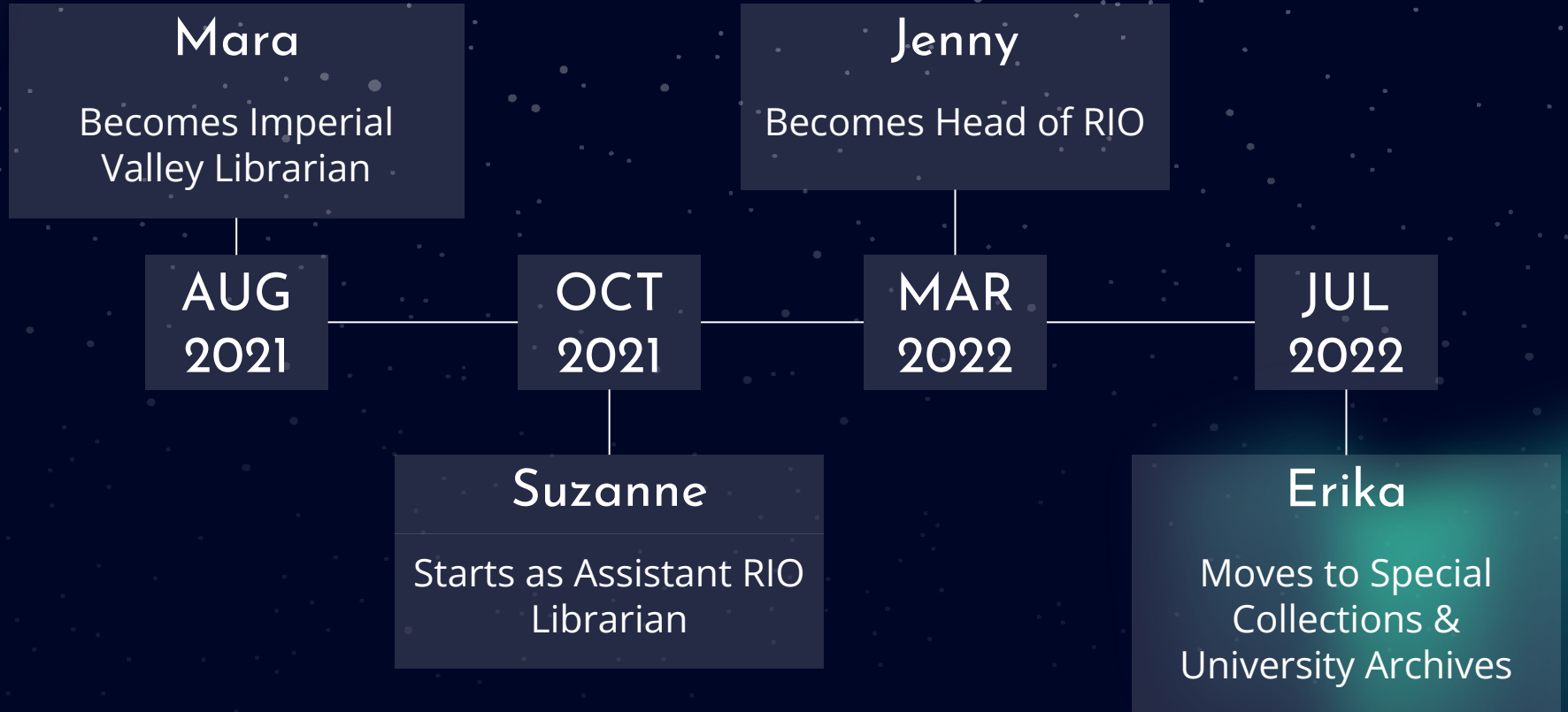
Historically: 17th-19th c. Gatherings in private homes, often hosted by women of high rank, where elites gathered to discuss literature, philosophy, science...

For us: regular meetings became forum to process the world, go low, feel seen and valued, share knowledge & ideas



Marquise de Rambouillet's Chambre Bleue by Abraham Bosse

THE GROWING DYNAMICS



NURTURING OUR RELATIONSHIPS

RESILIENCY

TIME / SPACES

Schedule time, commit.
In-person, video calls, chat
channels

SHARE

Knowledge, experiences,
suggestions

REFLECT

Think individually ideas,
readings, etc. that come up
when together

EXPERIMENT

Take learnings into
instruction sessions and
see what happens

GROW

Be willing to grow, know it
can be uncomfortable

LEARN

Reframe experiences as
learning instead of
failure/success

Why I value the
Lunch Salon
community?

02

**Personal Values &
the Workplace**

VALUES



* **Higher order beliefs**

* **Have emotional & cognitive dimension**

* **Not norms**

OUR SHARED VALUES

kindness equity trust
diversity integrity
care adaptability
community connection joy
humility curiosity creativity
growth reflection
justice empathy service
responsibility

“Values cannot be directly observed. Rather, they are made evident in the actions that express people's preferences in a given sociocultural and temporal context”

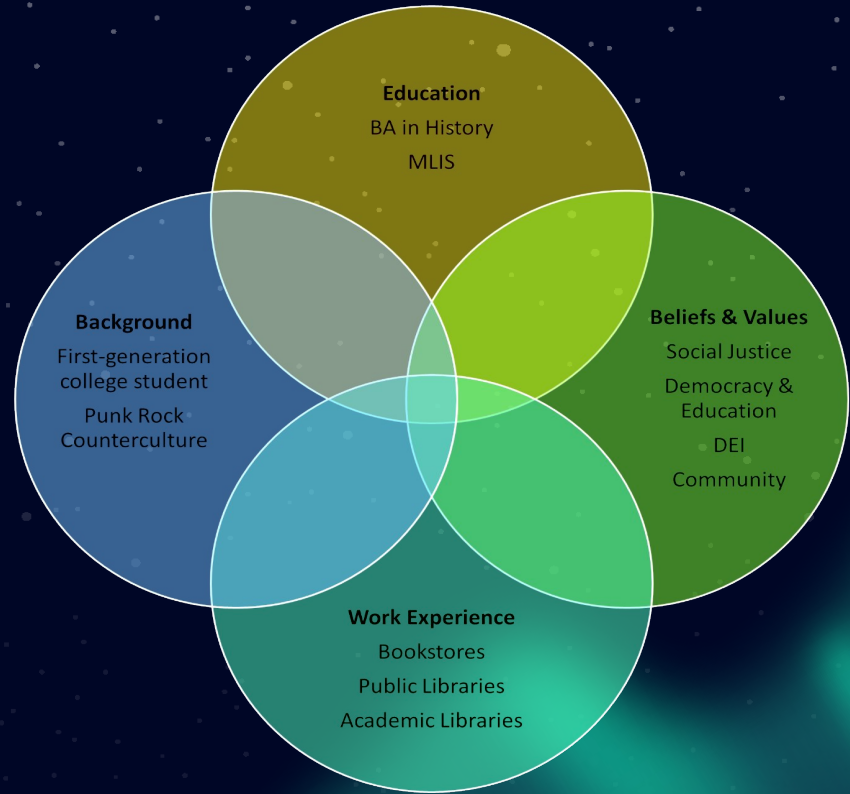
Identify & reflect
on your values

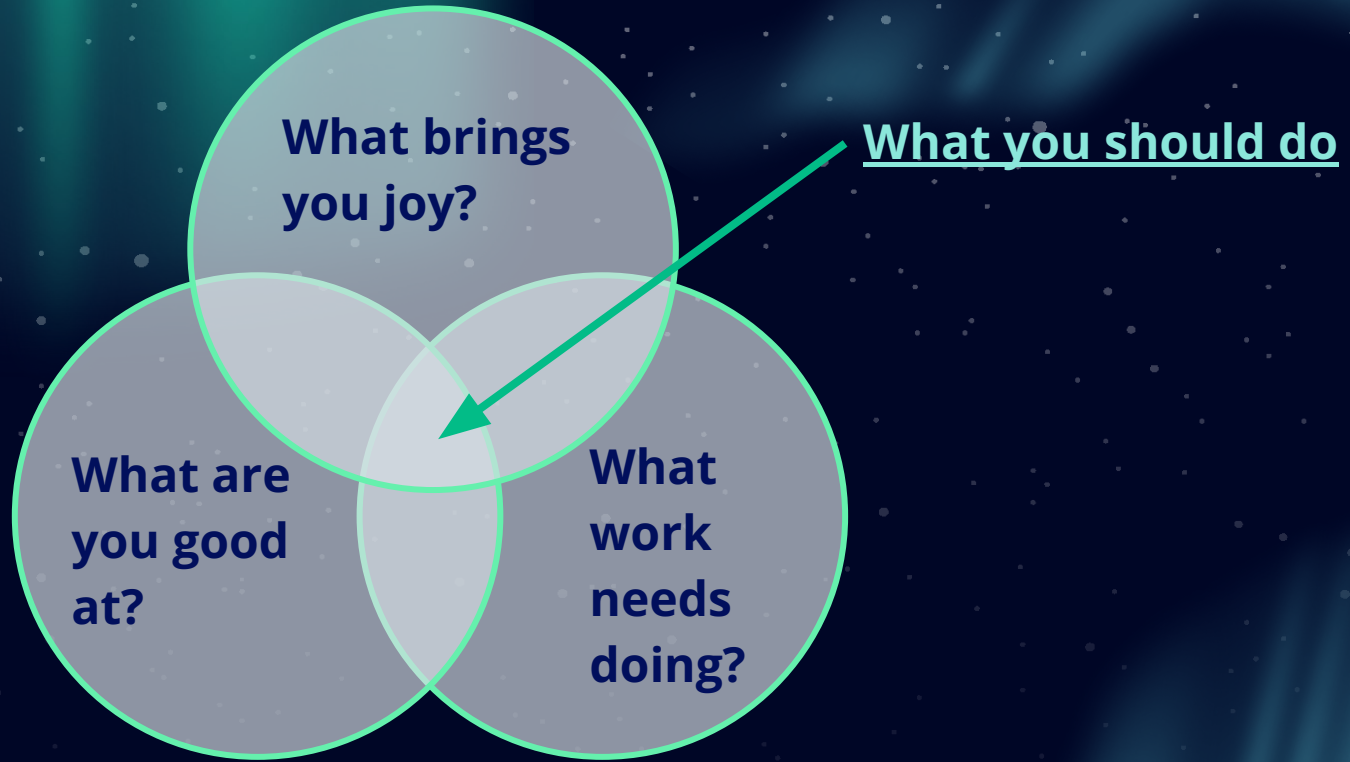
Carry out your
values in the
workplace

03

**Instruction as
Academic Librarians**

SUZANNE MAGUIRE





Adapted from Dr. Ayana Elizabeth Johnson's @ClimateVenn

ERIKA ESQUIVEL

First gen college student, immigrant parents

BA in Anthropology & MLIS from UCLA, graduated 2019

Retail experience and some library experience via internships, little instruction experience

Started SDSU Feb 2020, all instruction online for most part

Youngest librarian at SDSU until now, overwhelming feelings of IP



MARA COTA



Three beloved books: *Dinosaur Bob and the Family Lizardo*, by William Joyce; *Fire Truck*, by Peter Sís; *ellington was not a street*, by Ntozake Shange & Kadir Nelson. Photo by M. Cota

Liberal arts background

- Focus on the individual human experience

Nerdy & sincere pleasure in learning

- Seek wisdom
- Share knowledge
- Make lives better

Public libraries 14 years

- People focused

JENNY WONG-WELCH

Little library exposure, limited writing experience, little instruction experience

Felt inadequate starting at SDSU

Discovered joy for instruction through the makerspace

But still don't enjoy general instruction but know it can be amazing for growth



INSTRUCTION AT SDSU LIBRARY

- We're a CSU with a Teaching & Learning Mission
 - But a pressure of becoming a R1
- Instruction Dynamics
 - Plenty of Opportunity - not just Public Service Librarians
 - No shared learning outcomes, organization, or training
 - Academic freedom taken to the extreme of territory, secretiveness, insular
- Hot Potato of General Instruction
 - July 2021 - Jenny took over



DYNAMICS IN INSTRUCTION

What are librarians trying to navigate...

- **Imposter Phenomenon/Syndrome** (Clance & Imes 1978, Andrews 2020, Lacey & Parlette-Stewart 2017, Martinez & Forrey 2019)
- **Deference** (McCartin & Wright-Mair 2022b)
- **Competitiveness** (Andrews 2020)

Those issues stem from...

- **Feminized Profession + Service**
- **Devaluation of Profession** (McCartin & Wright-Mair 2022a)
- **Experience + Education** (McCartin & Wright-Mair 2022a)

INVESTIGATING INSTRUCTION CHALLENGES

Library Instruction Challenges

What are some challenges you encounter during library instruction sessions? These can be specific scenarios or more general feelings you have during or after sessions. This can also include reflection on student feedback in the form of formal or informal assessments.

Library role	Type of instruction session (or more context if needed)	Modality (In-person, virtual, asynchronous)	Challenge	Emoji that expresses how you feel when this happens
[REDACTED]	[REDACTED]	In-person	Students don't respond when I ask low-stakes questions of the class	😬
[REDACTED]	[REDACTED]	In-person	Professor asked me to prepare 30 minutes of content, but when I arrived at the session I was given only 15 minutes to go through the content I prepared	😞
[REDACTED]	[REDACTED]	In-Person	One student expressed disbelief that the session I delivered was the first time they were learning about how to navigate the	😬

*Fall 2022

INFORMAL FEEDBACK

Finally a survey I want to fill out! 😊

My instruction is a bit of an outlier...do you still want me to share my challenges?

Thanks for starting this conversation! I only teach about once or twice a semester and I never get to talk to anyone about it.

INSTRUCTION CHALLENGES

Making the class interactive	
Time Constraints/Scalability	
Poorly designed research assignments	
Lack of training/education in instruction	
Technology & Logistics	

INSTRUCTION CHALLENGES

Power dynamics	
Prepared to teach advanced skills and realize students need introductory research instruction	
Classroom management	
Expectations vs Reality	
Miscommunication (with disc. faculty)	

ACTIVITY

What challenges have you faced in library instruction?
Share an emoji that expresses how the challenge makes you feel

MENTI.COM

**CODE:
6785 9271**



TAKEAWAYS

- Librarians want a chance to talk about instruction
- Deeper, more vulnerable discussions about instruction may require new types of spaces
- Instruction is personal and emotional
- Emotions impact the way teachers teach and the way students learn



04

Shifting the Power
Dynamics

PROCESSING IN COMMUNITY

“We do not learn from experience... we learn from reflecting on experience.” — John Dewey
(Democracy & Education 1916)

Community is Lunch Salon

It's where we have community to feel valued, seen, and supports growth → process emotions around instruction → agency & self-efficacy → shift the power

POWER SHIFTS

Imposter
Phenomenon/
Syndrome

Competitiveness

Deference

Devaluation of
Profession

Experience
+ Education

Feminized
Profession
+ Service

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Resources

Personal values card sort exercise

Authors: William R. Miller, PhD, Janet C'de Baca, PhD, Daniel B. Matthews, PhD, & Paula L. Wilbourne, PhD
From: University of New Mexico Department of Psychology. Update: 2011
Rights: Public domain
[personal values card sort 2011.pdf](#)

Values Sort

From Harvard Graduate School of Education's Project Zero 'The Good Project'
Selection tool:
https://harvard.az1.qualtrics.com/jfe/form/SV_e35whN7tkXtvlHv
Rights: Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License (CC BY-NC-ND)

Values Card Sort Exercise

From: Colorado Depression Center; Center is affiliated with University of Colorado
Rights: attribution, non-profit
[Values-card-sort-exercise-instructions.pdf](#)

Values online sorting exercise

From: think2perform
<https://www.think2perform.com/values/#start>
Rights: generally, attribution, not for profit, all content property of company
<https://www.think2perform.com/terms-use/>

Brown, B., Bialkowski, B., Ignjatovic, J. Morell, J., Prager, E. & Rady, M. (2022) *Brené Brown: Atlas of the Heart* [T.V. Series]. Den of Thieves; HBO Entertainment; Weird Lucy Productions.

THANKS!

DO YOU HAVE ANY QUESTIONS?

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