Figure 1. VUMC Learning Paradigm for Health Sciences Librarians: This learning paradigm can be approached from two perspectives: the trainee on the left, and the institution on the right. The left side illustrates the skill and knowledge areas in which the trainee will be evaluated and the trainee’s individual profile. The right side shows the institution’s broad outcome objectives and goals for training. The central portion represents the merging of trainee and institutional goals in a structured internship, learning plan, and evaluation component.