Mentoring in Librarianship

47th Annual Colorado ILL Conference • April 29th, 2016 • Estes Park, CO
Drs. Mary Stansbury and Heather Ryan
University of Denver
Library & Information Science Program

Quick Overview

- Our mentoring program
- Why mentoring is important
- How mentoring works
- Existing mentoring opportunities
- How to start your own mentoring program

University of Denver LIS Mentoring Program

———

- Rationale
- Process
- Feedback from participants
- Lessons learned and learning

Why Is Mentoring Important?

———

- Acclimation
- Connections
- Candid discussions
- Good for entry-level librarians and emerging leaders

Formal Mentoring

———

- Traditional, structured relationship
- Sponsored by an organization
- Has specific goals, plans and outcomes
- Sometimes feels forced and fizzles out

Types of Mentoring

- Can take place within or outside of an institution
- Simply two people agreeing to participate in a mentoring relationship
- More holistic

Also Consider...

- Finding more than one mentor
- Trying both formal and informal mentoring
- Expecting both short term and long term mentoring relationships

Keys to Good Mentoring Relationships

- Agree to honesty
- Discuss confidentiality
- Be flexible
- Learn from each other

How to be a good mentor

- Know and communicate how much time you can give to mentoring
- Be prepared to share your knowledge -- don't expect the mentee to know what to ask
- Be honest about challenges, but don't overwhelm them with negativity

How to be a good mentor, cont'd.

- Be brave -- share the lessons of your own failures
- Encourage your mentee to share their own perspectives and experiences -- you can learn from them, too!
- Connect your mentee with other potential mentors

How to be a good mentee

- Know and communicate how much time you can give to the mentoring experience
- Come prepared with questions
- Listen and learn from your mentor, but also share your experiences and insights

How to be a good mentee, cont'd.

- Don't be afraid to show that you don't know something
- Don't be afraid to ask tough questions
- Be prepared to hear hard truths

Mentoring Opportunities

___

- CAL New Professionals Interest Grpup

- ALA
  - Divisions
  - Round Tables
  - Discussion Groups
- SAA
- REFORMA
- Medical Library Association

How You can Start Your Own Mentoring Program

———

Assess Needs

- Who?
  - How many?
  - Where are these folks?
  - Are interest and commitment strong enough?

How You can Start Your Own Mentoring Program, cont'd.

Set Goals

- What sorts of experiences do you want to see?
- What do you hope to achieve?

How You can Start Your Own Mentoring Program, cont'd.
___
Plan the Project

- Components
  - Formal events and meetings?
  - In person or virtual?
  - Communication plan
  - Timeline
  - Monitoring plan
  - Evaluation plan

How You can Start Your Own Mentoring Program, cont'd.
___
Plan the Project, cont'd.

● Resources
  ○ Manager
  ○ Funding
  ○ Partner organizations

How You can Start Your Own Mentoring Program, cont'd.

———

Plan the Project, cont'd.

- Recruitment of participants
  - Screening criteria
  - Matching criteria
  - Training
- Policies and procedures

Want to mentor a new DU LIS student?

Watch for the email in August to sign up to be a DU LIS mentor!

- Libnet
- Colorado Association of Libraries
- Society of Rocky Mountain Archivists

Thank You!

———

Questions?

Mary Stansbury: mary.stansbury@du.edu

Heather Ryan: heather.m.ryan@du.edu

References and Resources

— — —

Mentoring Programs

- American Library Association Mentoring Programs. http://www.ala.org/acrl/membership/mentoring
- Society of American Archivists Mentoring Program. http://www2.archivists.org/membership/mentoring#.Vx-KdKMrKV4

Further Reading

- Seeger, P. (2008, March). Mentoring: A valuable step in developing library leaders. *ALA Library Worklife*. Retrieved from http://ala-apa.org/newsletter/2008/03/15/mentoring-a-valuable-step-in-developing-library-leaders/
- Bell, S. (2013, April 24). The next generation may not want your mentoring. *Library Journal*. Retrieved from http://lj.libraryjournal.com/2013/04/opinion/leading-from-the-library/the-next-generation-may-not-want-your-mentoring-leading-from-the-library/#_
- Metros, S.E., & Yang, C. (2006). The importance of mentors. Retrieved from http://www.educause.edu/research-publications/books/cultivating-careers-professional-development-campus-it/chapter-5-importance-mentors