Mentoring in Librarianship

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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.

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- 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 Group
- 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.

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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.

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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.

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Plan the Project, cont’d.

- Resources
  - Manager
  - Funding
  - Partner organizations
Plan the Project, cont’d.

- Recruitment of participants
  - Screening criteria
  - Matching criteria
  - Training
- Policies and procedures
Want to mentor a new DU LIS student?

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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!

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Questions?

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Mentoring Programs


Further Reading