Mentoring Program Training

Presented by the:
ALCTS Mentoring Subcommittee
May 30, 2017

Welcome Remarks
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Vicki Sipe, ALCTS President
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Mentoring Subcommittee Members

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Outline

- Outcomes
- Basics of mentoring
- Overview of the Mentoring Program
- Mentoring framework
- Resources
- Mentoring agreement form
- Mentoring liaisons
- Assessment
- Questions
Training Program Outcomes

- Understand the goals of the mentoring program
- Understand the resources available for the mentoring relationship
- Understand the required time commitment
- Learn ways to have a successful mentoring relationship from a distance
- Know what to do if the mentoring relationship does not work out
- Understand the Mentoring Subcommittee's role

Background of the Mentoring Program

- Emerging Leader 2015 project on mentoring framework
- ALCTS New Members Interest Group (ANMIG) investigated viability of a mentoring program in October 2015
- Leadership Development Committee drafted proposal for establishing the ALCTS mentoring program & submitted to Executive Board for approval in May 2016
- Mentoring Subcommittee was formed to build and implement the program in June 2016
Requirements

- Current ALCTS membership
- Regular meetings
- Participation in assessment

Expectations

- Share
- Trust
- Inspire
Time Commitment

- 2 hours per month recommended
- 10 month program ending April 30th, 2018
- Assessment in May 2018
- Relationship may continue (optional)

Mentoring Program Participants Profile
41 mentors
41 mentees

MENTEE PROFILE : BY STATE

Guam - 1
Mentor/Mentee Profiles: Areas

- Cataloging – 12 pairs (24)
- Metadata – 4 pairs (8)
- Management – 4 pairs (8)
- Electronic resources – 4 pairs (8)
- Collection management – 3 pairs (6)
- Acquisitions – 2 pairs (4)
- Linked data – 1 pair (2)
- Technical services – 1 pair (2)
- Career development – 1 pair (2)
- Non-traditional/vendor – 1 pair (2)
- Preservation – 1 pair (2)
- Involvement with ALCTS – 1 pair (2)
- International/Transitioning to U.S. – 1 pair (2)
- Middle Eastern librarian – 1 pair (2)
- Public librarian – 1 pair (2)
Mentor/Mentee Profiles: Library Type

- Academic – 58
- Public – 8
- Vendor – 3
- Special – 1
- Library school (Faculty) – 1
- Unaffiliated - 2

Mentoring Basics
Mentoring is a relationship to help individuals develop careers and professional identities

Mentors …

• Share knowledge and experiences
• Provide advice, guidance, and encouragement
• Listen actively and provide avenues for meaningful dialogue
• Help in finding opportunities for professional growth
• Have the commitment to achieve agreed goals
Mentees …

- Ask questions and open to feedback
- Identify skills a mentor can help grow
- Adopts the attitude of “learning as a two-way street”
- Have the commitment to achieved agreed goals

Learner-centered mentoring paradigm

- Mentee role
  - Passive receiver ➔ Active partner
- Mentor role
  - Authority ➔ Facilitator
What makes a successful mentoring relationship?

- Consistent and open communication
- Focus on the needs of each other
- Provide honest feedback

What makes an unsuccessful mentoring relationship?

- Lack of contact between mentor and mentee
- Lack of focus on the needs of each other
- Loss of trust
Mentoring LibGuide


- Something missing? Let us know!
  - Email to Regina Gong, [gongr1@lcc.edu](mailto:gongr1@lcc.edu)
Mentor/Mentee agreement form

- An opportunity for mentor/mentee pairs to discuss
  - Expectations
  - Communication
  - Goals

- Mentor/mentee pairs work together to complete this form

Mentor/Mentee agreement form

- Each pair should submit two copies of this form to their liaison
  - One copy for mentor
  - One copy for mentee

- Complete and return the agreement form to your Mentoring Program Liaison by June 9, 2017
Mentoring program liaison: What to expect?

- Your mentoring program liaison
  - Is the person who sent the welcome letter to each mentor/mentee pair
  - Will be your primary contact with the mentoring program

Mentoring program liaison: What to expect?

- What can you expect from your mentoring program liaison?
  - They will check-in to see how things are going
  - They will serve as first point of contact for you if your pair has questions or concerns
  - At the end of the mentoring program, they will help you transition out of the formal pairing
Words of wisdom for mentors

The mentoring relationship is more about guiding and helping than about telling the mentee what you would do. It is about the mentee’s goals and needs. Spend a lot of time listening and think about how you might best help your mentee. Sometimes it might be providing the mentee with a reading suggestion to stimulate their thinking or crystallize their thinking on an issue; sometimes it might be providing the mentee with a connection to someone else in the field; and yet other times it might be a conversation that helps the mentee understand their own thinking better.

Words of wisdom for mentees

Take this opportunity seriously and spend some reflective time considering what your greatest needs are. Understand the gift of time that your mentor is giving you and respect it. You might develop a statement of purpose for the mentoring relationship just to have a clearer sense of your intention.
Enjoy your journey

Questions?