



Let Them Grow: Planting the Seed for Professional Development through Mentorship

Overhauling the onboarding and mentoring program for new librarians and archivists

The program is gaining traction as the first mentor-mentee partnership approaches its one-year anniversary. The budding program has yielded a breakdown in departmental silos as mentors and mentees from different departments communicate and address problems together. The mentors have nurtured the new academic staff, creating sustainable professional growth in the libraries.

Background

Due to administrative turnover and a lengthy new hire drought, our previously successful New Librarians Round Table and mentoring programs withered. In early 2017, we began the process of replanting the seeds of a mentoring program into our Library System.

Purpose

- Enhance growth and development
- Provide guidance and experience-based wisdom
- Increase interpersonal competence
- Understand mentor-mentee power dynamic
 - Mentees bring their own experiences
 - People have the solutions within them; they need the guide on the side
 - Exploring backgrounds and differences helps create a more honest relationship
 - Mentors connect mentees to their network

Structure

- Mentor assignment
- Two mentors
 1. Culture
 2. Promotion & tenure
- Culture mentor
 - Mentor has worked here for at least 5 years
 - Office culture and environment
 - Goal setting and monitoring progress

- Promotion & tenure mentor
 - Annual review cycle
 - Help with the dossier
 - Bargaining unit
 - Contractual committees
- Timeline
 - One year of formal mentoring; informal afterwards
 - Mentor/mentee determine meeting frequency

Assessment

- Measuring growth: Determine success criteria
 - Impact
 - Ongoing need
 - Cost/benefit
 - Satisfaction
- Knee-high by the Fourth of July: A six-month assessment
 - Is this relationship working?
 - What were you hoping to get out of this?
 - Is it meeting your expectations?
 - What changes should we make?
- Organizational outcomes
- New librarian meetings
- Mentor meetings

