# Staff sustainability through mentorship at Michigan State University Libraries



- Mentoring is essential to professional development, retention and advancement of MSUL staff.
- Voluntary professional development program that pairs newer staff with more experienced colleagues.
- Mentoring pairs develop goals and activities tailored to their needs.
- Formal program lasts one year.
- MSUL has Mentoring policies and procedures (i.e. confidentiality) and resources: libguides.lib.msu.edu/ mentoring

#### **DiSC** Assessment

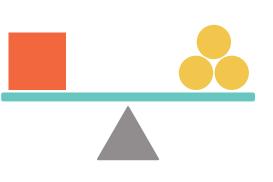
- Analyzes working style and places individuals in one or two of four possible categories
- The four categories describe preferences and tendencies in areas such as communication, comfort with risk-taking, and work speed
- Conducted by mentoring program coordinators for every mentoring pair at MSUL

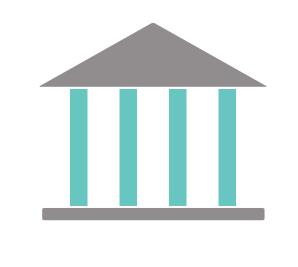
**Balance job duties** and responsibilities

Discussions, reviewed evaluation documentation, strategized how to add new criterion II (scholarship) and III (service) activities

• Comparison reports provide insight on similarities and potential areas of tension • Results can help mentors and mentees interact, adapt, and better understand each other and their colleagues

## Goals for the mentoring year





Learn about institutional history and culture

Discussions, questions, shared experiences/ lessons learned

Learn about networking strategies and opportunities

> **Shared techniques** and past experiences



**Mentoring Benefits & Impacts** 

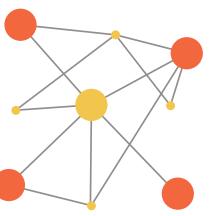
- Creates opportunities for crossunit/division communication and collaboration.
- Mentees learn about MSUL culture and history and get guidance and advice based on their needs. They also get to share their perspectives and ideas. This is especially important given recent hiring of many new, early career librarians at MSUL

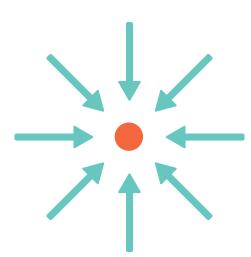






Heidi Schroeder, Accessibility Coordinator Lisa Lorenzo, Metadata Librarian





**Explore shared interests** (especially accessibility)

> Brainstorming, project planning and organization

### Activities

- Mentors gain exposure to new/ fresh ideas and perspectives and get to share their experiences and expertise.
- Mentors are an additional resource for providing support and ensuring staff success