



# Tips for Implementing a Library Mentoring Program

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# Agenda

- Introduction
- Benefits of a library mentoring program
- Administering a library mentoring program: Basic needs
- Starting a library mentoring program: Recommended next steps

# Introduction

- Context
- Various types of mentoring programs
- Two functions of mentoring:
  - Career goals/job performance,
  - Psychosocial

# Benefits of a Library Mentoring Program

- Onboarding
  - New staff member will have a go-to person to talk to or ask questions
  - Mentor can help orient new staff member to the culture of the library and campus
  - Mentor can provide support for tenure or review process requirements
- Recruitment
  - Candidates ask about mentoring

# Benefits of a Library Mentoring Program

- Inclusive environment
  - Indicative that an organization wants staff to succeed
  - Everyone feels welcomed equally
  - Combats imposter syndrome
- Building relationships
  - Between more seasoned library staff and new person
  - Cross-departmental - improves communication

# Administering a Library Mentoring Program: Basic Needs

- Commitment from existing library staff
  - Staff members must be willing to serve as mentors
  - Change in library culture
- Support from library administration
  - Staff time, professional development investment
- Who will administer the program?
  - A committee works well so that the program doesn't depend on one person

# Administering a Library Mentoring Program: Basic Needs

- Program goals
- Program guidelines
  - What is expected of the mentor and the mentee
  - How long does the paired relationship last
  - What happens if there are issues with the pairing
- Participant agreement form
- Assessment plan

# Starting a Library Mentoring Program: Recommended Next Steps

- Take the initiative
  - It's helpful to have someone(s) as point person: Start the discussion, draft initial documents, get the ball rolling.
- Engage library staff in discussion
  - Staff are more likely to participate when they are part of the idea-generating process.
  - Sometimes these things need much discussion before action can be taken, so get the idea out there.

# Starting a Library Mentoring Program: Recommended Next Steps

- Needs assessment
  - What needs specific to your library would the mentoring program help fulfill?
- Do your research
  - There is plenty of literature out there on library mentoring programs

# For Future Consideration

- How to be an effective mentor (and mentee)
- Network of mentors beyond the formal program: supervisors, peers, and other informal relationships
- Assessing and improving program goals, guidelines, and structure

# Resources

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