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Static to Dynamic: Reconceptualizing a Library Mentoring Program

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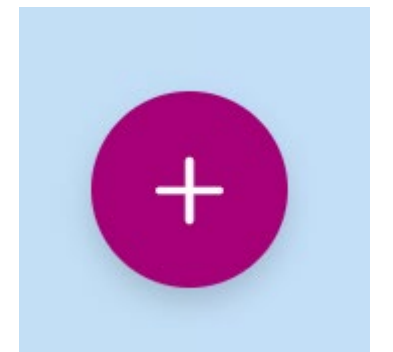
Click on the QR code and tell us...

How do you define mentoring?

CONFLUENCE
of ideas

COLORADO ASSOCIATION OF LIBRARIES
2022

Look for the pink plus sign to get started!

+

Static To Dynamic:
Reconceptualizing A Library Mentoring Program

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UNIVERSITY OF NORTHERN COLORADO

University Libraries

CALCON, September 9, 2022

Poll Results

How do you define mentoring?

Confluence of Ideas

Let's be static

Let's be dynamic

Ice breaker: Who are your professional role model/s and why? What qualities do you admire in them?

Intended Outcomes for Our Session

Learn

how we evolved our Libraries faculty mentoring program from static to dynamic

Learn

how we did a mid-point assessment of our program

Share

your ideas on mentoring (guided discussion)

UNC Libraries
Context and Previous Mentoring Plan

Librarians at UNC have faculty status and are self-governing via the Libraries Faculty Collective body.

2008: Original mentoring document
Administrator driven
Authored by small team of librarians and administration
Created in response to desire for UL to have a mentoring plan
Not detailed

Purpose of UNC Libraries Mentoring Program

2008--2019
- Foster *growth* and development of faculty members
- To *help* new faculty work toward their goal of achieving tenure
- To *familiarize* with the workings of the environment, the university, and profession

2020--
- To *assist* newly hired librarians to succeed in their careers
- Advising during peer reviews
- Allow for *acculturation*, encouragement, sharing expertise, promotion of professional *growth*

- What problem is our mentoring program meant to solve?

Process to Evolve UNC Libraries Mentoring Program

2020: Re-imagined mentoring program

Inclusive faculty process which involved an initial survey, discussion prompts and analysis of library faculty discussion, document creation and feedback, revision, approval, mid-point assessment, and improvement

The New Mentoring Program

Main points that changed:

The process to determine mentee and mentor pairs

More inclusive, more of a partnership philosophy

Guidance provided to participants in the program

Assessment built into program

Administration no longer oversees the process, they are aware
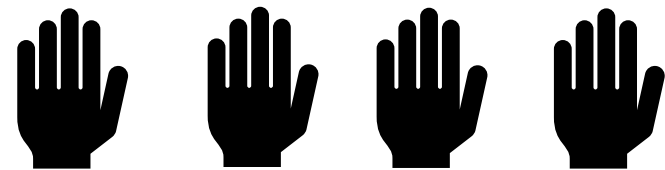
Tell us about mentoring in your workplace.

Assessment

Assessment – Mentees

Respondents

Mentees, all new hires

🤚 🤚 🤚 🤚

Questions

- Goals
- Documentation
- Timeframe
- Frequency
- Continue the relationship
- Follow-up

Helpful to have someone who isn't supervisor to ask questions

Helpful to learn history and politics of organization

Confusion over length of relationship

Was not aware of documentation, would have helped

Mentee Feedback

"Not only are they more veterans in the profession, but also kind of like life experience, too...That's a nice perk of this program, that let me have...a friend I can confide in."
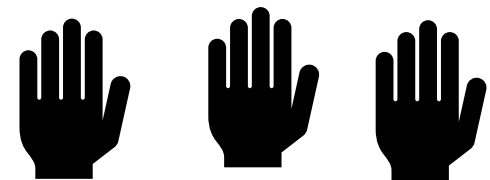
Mentee

Mentee feedback

Assessment – Mentors

Respondents

Mentors

Questions
- Goals
- Documentation
- Timeframe
- Frequency
- Continue the relationship
- Follow-up
- **Assess effectiveness***

"It may be helpful to make the document more like a guide instead of purely documentation. One way to do so is to add to the beginning of the document, here's how you should use this document with a dot list including things like: help guide discussion, help to set goals, etc."

Mentor

Strengths: the purpose of the program and discussion prompts

Liked the structure and freedom

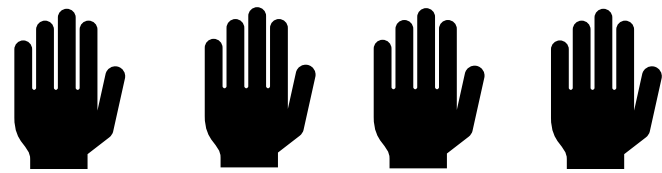Plan needs more promotion, reminder that it exists

Realization of the need to be more proactive

Mentor Feedback

Mentor feedback

Assessment – Supervisors

Respondents

Supervisors

🖐 🖐 🖐 🖐

Questions

- Strengths
- Problems
- Supplementing the supervisor
- Intersection/communication
- Pairing process
- Suggest changes, anything else

"I think it (our new mentoring program) means that the mentor has a bigger stake in it, maybe because they're actually volunteering to do it.
So, I think it's better to do it this way than the old way."

Supervisor

The document/process as challenge

Mentor as supplement to supervisor role

Power dynamic

element of privacy

Size of pool

Supervisor Feedback

Lessons Learned

Discussion

Have you been an informal or formal role model or mentor? Were you ever a mentee? What worked well and what was a challenge?

How would our program work in your setting, or not?

What does early, mid, and later career mentoring mean to you?

Who benefits the most from mentoring relationships and why?

THANK YOU!

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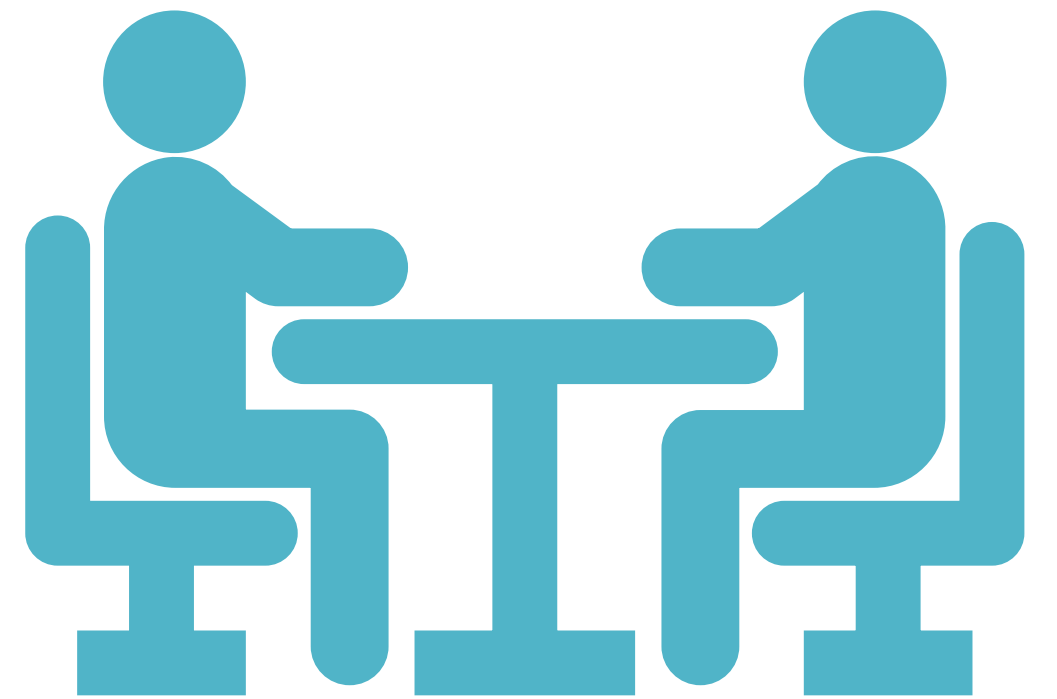
Sources

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Measuring tape Photo by Diana Polekhina on Unsplash

Stepping stones Photo by Lisa Baker on Unsplash

Calcon 2019 mentoring session, #SwipeRightforMentorship

Calcon 2019 speed mentoring discussion prompts

UNC Libraries mentoring program