

# We Have the Technology! We Have the Capability! Building a program for mentoring future librarians

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## LAUC-R Future Librarian and Information Specialist Mentor Program

### Why Offer a Mentoring Program?

- Support library staff career advancement
- Promote the field of library and information science
- Promote a healthy organizational culture
- Enhance career satisfaction for both mentee and mentor



### Program Description

Voluntary, informal mentoring program

Mentees are recently graduated, enrolled in, or considering library school

Mentors are Librarians, Archivists, or Library Staff Professionals

Participants are matched by professional experience and interests

Orientation includes training towards best practices and suggested mentorship activities

Managed by LAUC-R (Librarians Association of University of California, Riverside) with support from UCR Libraries Administration

Participants meet at least once a month with up to 2 hours release time

### Program Goals

1. To provide a support system for members of the UCR community who are interested in pursuing a career and/or coursework in library and information science.
2. To facilitate communication between individuals exploring the profession and academic librarians.
3. To maintain resources and information sources which support the mentor program.



### Program Statistics

- 12 participants for 1st year of program
- 8% of non-MLS staff participated in 1st year
- 32% of staff would be interested in pursuing a MLS if scholarships were available

### Program Design Timeline

#### Fall 06

- Propose mentoring program to LAUC-R
- Assess feasibility of a mentoring program

#### Fall 07

- LAUC-R Diversity Committee charged with mentoring program development

- Diversity Committee explores existing programs & reviews literature

- Focus group is conducted

#### Winter 08

- Develop mentee resource website & mentoring listserv

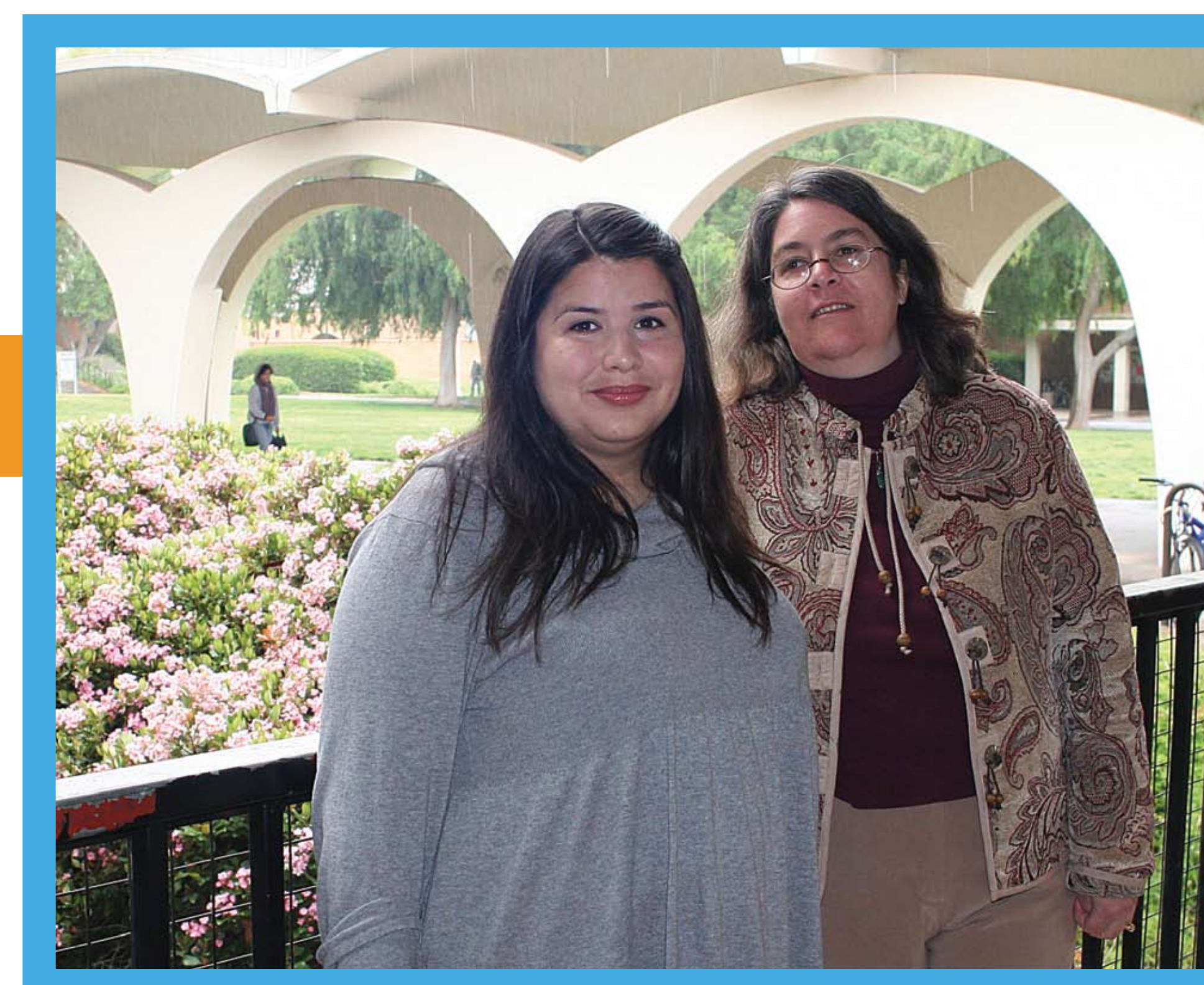
#### Spring 08

- Diversity Committee presents program name, mission, goals, description, and supporting documents to LAUC-R membership

- Task Force is assigned to implement mentoring program

### Program Calendar

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|--------|--|
| June   | — Call for participants                          |
| July   | — Match participants                             |
| August | — Provide an orientation for mentees and mentors |
| May    | — Program evaluation by participants             |
| June   | — Modify program following evaluation results    |



### First Year Assessment

All survey respondents would recommend the program to other colleagues

73% of respondents were very satisfied with the mentorship

80% of respondents will participate in program next year

60% of respondents recommended more group meetings

### Future Plans

Open mentoring program to UCR community (currently limited to library staff)

Expand program to include scholarships through an IMLS Laura Bush 21st Century Librarian Grant

Incorporate participant recommendations:

- Organize a meeting for mentees to share library school experiences
- Offer forums where mentoring partners can share what they have accomplished
- Provide reminders to communicate with partner
- Offer workshops on resume building, interviewing skills, conference attendance, and/or professional organizations