WHY MENTORING MATTERS:

BY

SHIN FREEDMAN

PRESENTATION AT THE DARTMOUTH BIOMEDICAL LIBRARIES ANNUAL CONFERENCE - 10/9/2009

Framingham STATE COLLEGE

Framingham.MA. USA
“Finding a mentor is the most important strategy for climbing the professional ladder”

- Rawlins & Rawlins, 1983
50% of librarians will reach age 65 in 2010

Projected retirement of librarians will peak in 2014

Changes in technology require changes in librarians’ required skills

A need to renew and engage librarians throughout their career stages

(Source: Mary Jo Lynch, et al, 2005 Retirement & Recruitment)
PRESSURES WE’RE FACING NOW...

- The Economy
  - Can libraries afford a workforce with obsolete skills?
  - How can libraries invest in staff development?

- The Students
  - Multiple generations of students
  - Tech savvy millennial students

- Technology
  - Library portal lags student needs
  - Social networking tools impact on access and delivery
REALITY OF MENTORING: ORGANIZATIONAL PERSPECTIVE

- 26% of USA research libraries have formal mentoring programs*
- 17% of UK academic and public libraries have formal mentoring initiatives*
- In the USA, most academic library mentoring started out as an informal mentoring

(Source: Ritchie and Genoni, 1999)
MENTORING

- Provides a way for:
  - Continuing education activities
  - New skills learning
  - Networking opportunities
  - Supporting protégés during transitional career stages
  - Looking for opportunities to complement the lack of formal developmental initiatives in the libraries
# MENTORING TYPES

<table>
<thead>
<tr>
<th>Mentoring Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Formal (Informal) Mentoring</td>
<td>Informal mentoring relationships are those that happen spontaneously based on mutual respect, rapport, and relationships. Structured v. Spontaneously.</td>
</tr>
<tr>
<td>Peer Mentoring</td>
<td>A process where there is mutual involvement in encouraging and enhancing learning and development between two peers.</td>
</tr>
<tr>
<td>Group Mentoring</td>
<td>A group influence that emerges from the social norms and roles that are characteristic of a specific group and results in the career enhancements of an individual member.</td>
</tr>
<tr>
<td>Self-Directed Mentoring</td>
<td>A mentee is responsible and proactive about his/her own professional development by seeking mentoring.</td>
</tr>
</tbody>
</table>
BENEFITS OF MENTORING

For the Protégés:
- Exposure to new ideas, functions, skills, knowledge
- Safe advice and support

For the Mentor:
- Contribution to the growth of future leaders
- Sharing, transferring knowledge & experiences

For the Organization:
- Promotes positive library atmosphere
- Enriches leadership development
- Nurtures commitment, retention and renewal
MENTORING AS STAFF DEVELOPMENT

Focus on how to enhance staff development

- Needs
- Goals & objectives
- Assessment measure
- How should mentoring be structured?
- Duration of the program
- Is an informal structure acceptable?
MENTORING IN ACTION...  

- **Brown University Libraries**  
  - Mentoring Monday Series  
- **Colorado State University Libraries**  
  - Peer mentoring  
- **Louisiana State University Libraries**  
  - P&T Support Team  
- **University of Delaware Libraries**  
  - To develop management skills and  
  - To help career direction change

10/9/2009 Dartmouth Biomedical Libraries Conference
Rethink mentoring types

- Multiple mentors
- Reverse mentoring
- Self-initiated mentoring
IN SUMMARY...

Mentoring requires:

- Examination of the context of career stage & learning
- Reconceptualization of mentoring type and activity
  - shift focus from traditional to group, peer, self-directed, and multiple mentors
  - Learn from less experienced colleagues in the IT area
- Self-initiated needs analysis for professional development
  - clear goals and objectives
  - SWOT analysis
FINDING MENTOR(S) ACTIVITY

Self-assessment:

- Identify your professional strengths
- Identify your growth opportunities
- How might I benefit from mentoring?

Find a partner & discuss:

1. Where can I find a mentor to help me grow? Or,
2. Who should I mentor?
Q & A.

Thank you