Sustaining your Organization's Future: Mentoring and Succession Planning in Libraries

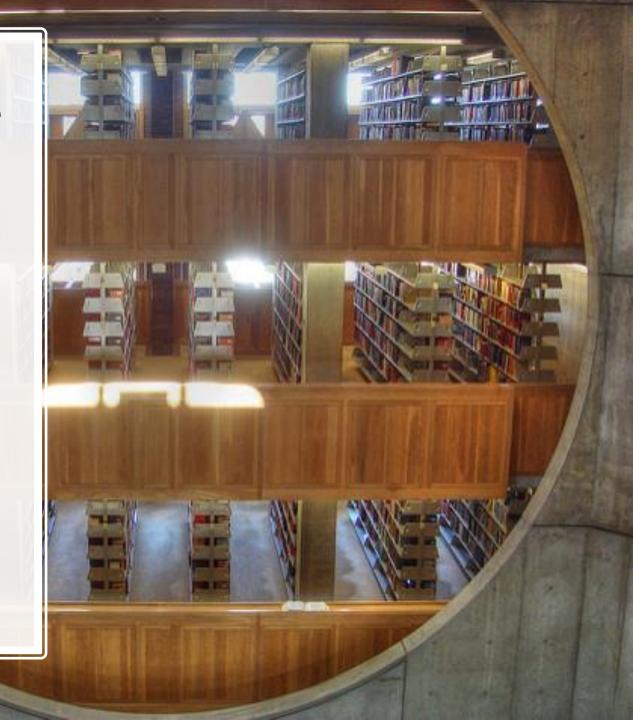
Julie Leuzinger, Department of Library Learning Services Head

Jennifer Rowe, Social Sciences and Community Engagement Librarian



Poll: What type of Library?

- AHSL) Academic or Health Science Library
- HML) Hospital or Medical Library
- PL) Public Library
- **O)** Other



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Poll: Number of full-time staff?

- A) 1-10
- **B)** 11-50
- **C)** 51-99
- **D)** 100+

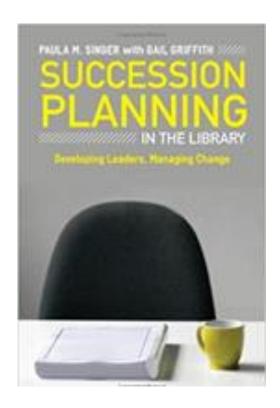


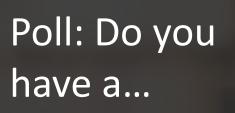
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In the beginning...

Mentoring

- A formal or informal professional partnership between individuals that includes teaching, supporting, advising, guiding, or advocating, and is beneficial for all parties.
- Succession Planning
 - Recruitment, development, retention, and advancement of library personnel to fill staffing gaps and prepare future leaders





- (MP) Mentoring Program
- (SP) Succession Plan
- (B) Both
- (N) Neither
- (IDK) I don't know

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LIBRARY LEADERSHIP & MANAGEMENT

Succession Planning Through Mentoring in the Library

Julie Leuzinger and Jennifer Rowe

Introduction

Succession planning is the recruitment, development, retention and advancement of library personnet to fill staffing ages and prepare future leaders. Succession planning is well represented in the library literature. One book in particular, Succession Planning in the Library: Developing Leaders, Managing Change, by Paula Sligner and Gail Griffith, has had significant impact on the authors' research in this area. For steps on how to put a succession plan together for your library, the authors cannot recommend a better, more practical resource than the Singer and Griffith book? This article builds on the strategies outlined in their book and serves the purpose of integrating mentoring as a crucial component in succession planning. Through a survey of librarians and a review of the library and business literature, the authors explore concepts in succession planning and mentoring. Libraries will benefit from mentoring in succession planning because this combination cultivates knowledgeable and confident employees.

Research Questions

This article answers the following research questions through the combination of library and business literature and survey results:

- · Who is responsible for succession planning in the library?
- How does mentoring enhance succession planning in the library?
- What are the challenges involved with succession planning and mentoring in the library?
 When can succession planning through mentoring be applied to other areas of the library besides management?

Literature Review

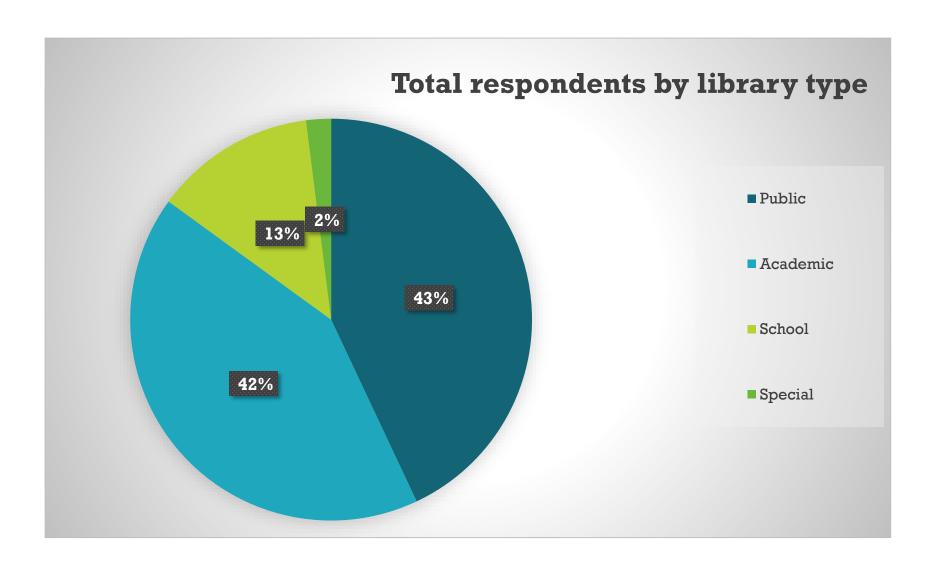
Research on mentoring in libraries led the authors to the Singer and Griffith book³ and it was in this text that the relationship between succession planning and mentoring became apparent, along with the possibility that mentoring can greatly enhance succession planning. Though succession planning in libraries is well represented in library literature, enriching succession planning with mentoring has not received much attention. A search on "succession landing with mentoring has not received much attention. A search on "succession"

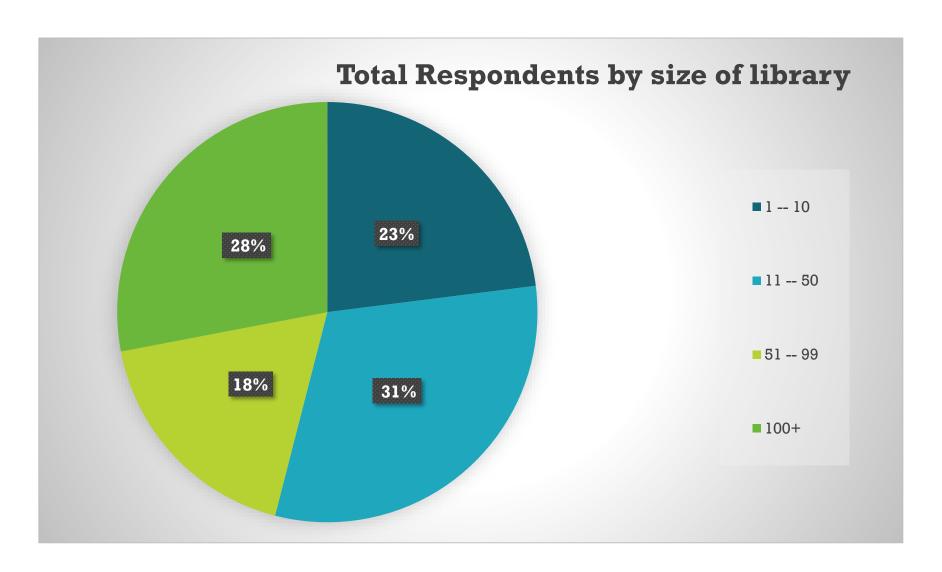
Volume 31, number 4

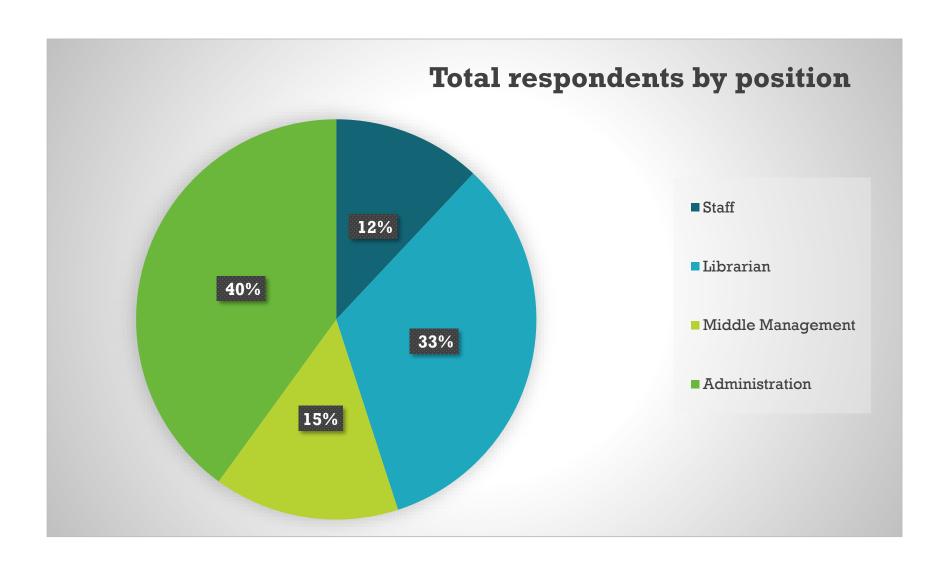
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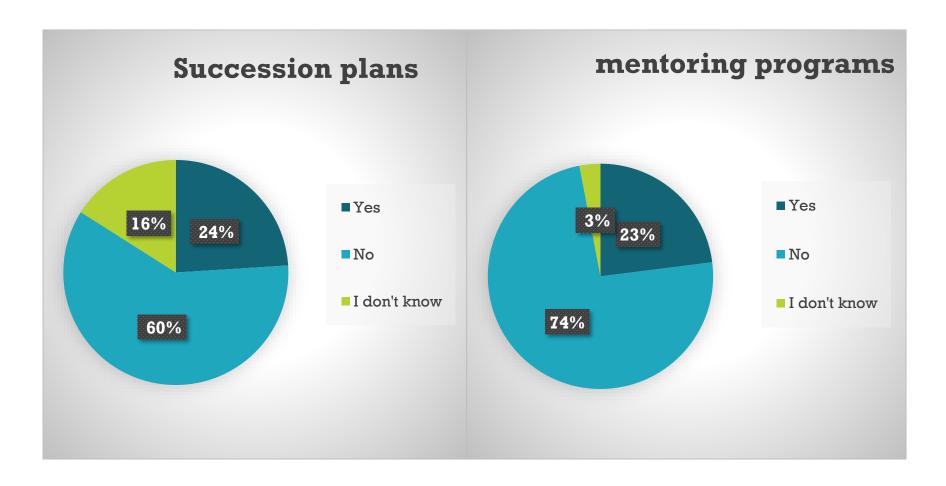
Our research

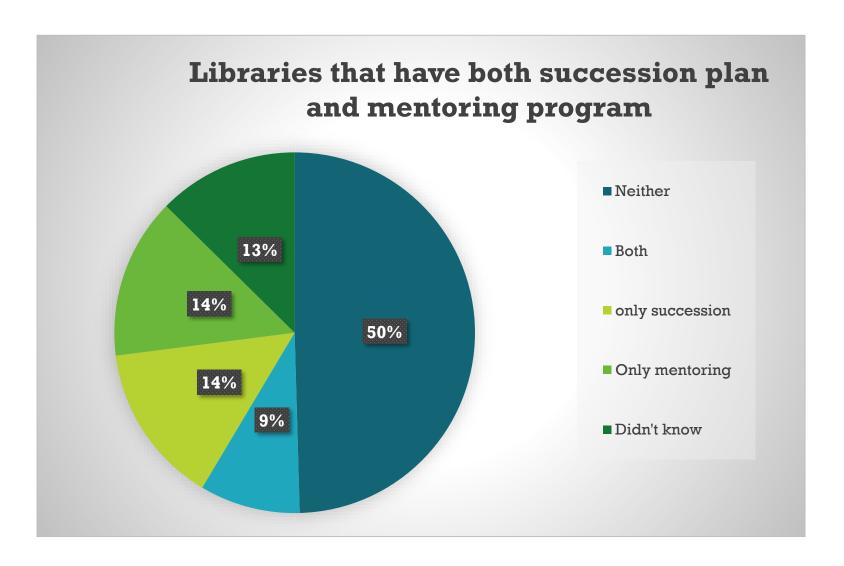
- Who is responsible for succession planning in the library?
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Who *bears* responsibility for succession planning in the library?



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How does mentoring enhance succession planning in the library?



What are the challenges involved with succession planning and mentoring in the library?

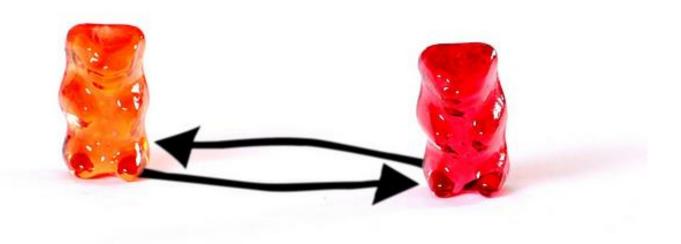


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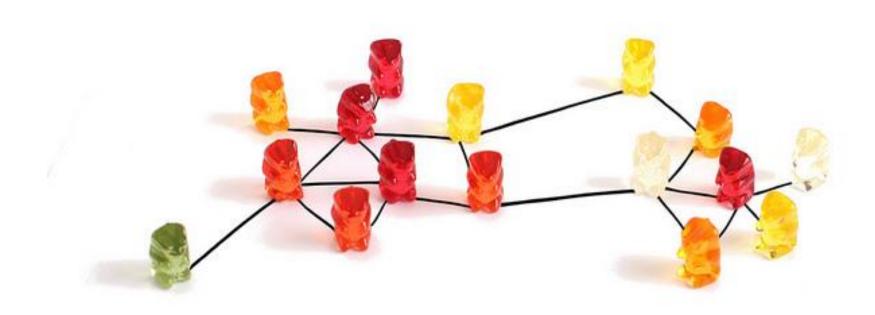
When can succession planning through mentoring be applied to other areas of the library besides management?



Recommendations – Keep mentoring in mind



Recommendations – mentoring networks



But I work in a health science library. How can this work for me?



Professional association mentoring and leadership programs

NLM/AAHSL Leadership Fellows Program http://www.aahsl.org/leadershipfellows

Texas Library Association New Member Round Table Mentoring Program http://www.txla.org/groups/NMRT-mentor

Texas Library Association TALL Texans Leadership Institute http://www.txla.org/texas-accelerated-library-leaders

American Library Association New Member Round Table Mentoring Committee http://www.ala.org/rt/nmrt/nmrt-mentoring-committee

ALA Emerging Leaders Program http://www.ala.org/educationcareers/leadership/emergingleaders

ALA Leadership Institute http://www.ala.org/educationcareers/leadership

Medical Library Association Mentoring http://www.mlanet.org/p/cm/ld/fid=45

Association of Research Libraries Leadership Fellows Program http://www.arl.org/focus-areas/arlacademy/leadership-development-programs/arl-leadership-fellows-program#. Wp8ppt-nGUk

Harvard Leadership Institute for Academic Librarians https://www.gse.harvard.edu/ppe/program/leadership-institute-academic-librarians

Recommended Readings

Ceylan, Humeyra. (2006). Learning in Spite of Being Solo. *Library and Information Update*, 5(1/2), 33.

Hussey, L. K., & Campbell-Meier, J. (2017). Is there a mentoring culture within the LIS profession?. Journal Of Library Administration, 57(5), 500-516.

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Murphy, W., & Kram, K. E. (2014). *Strategic relationships at work: Creating your circle of mentors, sponsors, and peers for success in business and life*. New York: McGraw Hill Education.

Singer, P. M., & Griffith, G. (2010). Succession planning in the library: Developing leaders, managing change. Chicago: American Library Association.

Sullivan, M., & Stueart, R. D. (2010). *Developing library leaders: A how-to-do-it manual for coaching, team building, and mentoring library staff.* Chicago: Neal-Schuman.



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Thank you! We would love to hear from you.

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