

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

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Poll: What type of Library?

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



Poll: Number of full-time staff?

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

In the beginning...

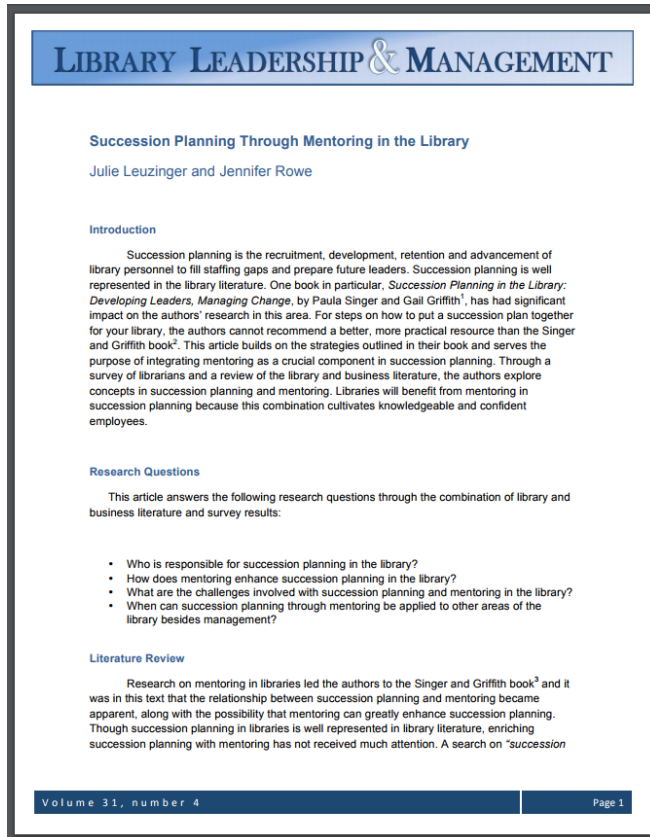
- Mentoring
 - A formal or informal professional partnership between individuals that includes teaching, supporting, advising, guiding, or advocating, and is beneficial for all parties.
- Succession Planning
 - Recruitment, development, retention, and advancement of library personnel to fill staffing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



Poll: Do you have a...

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

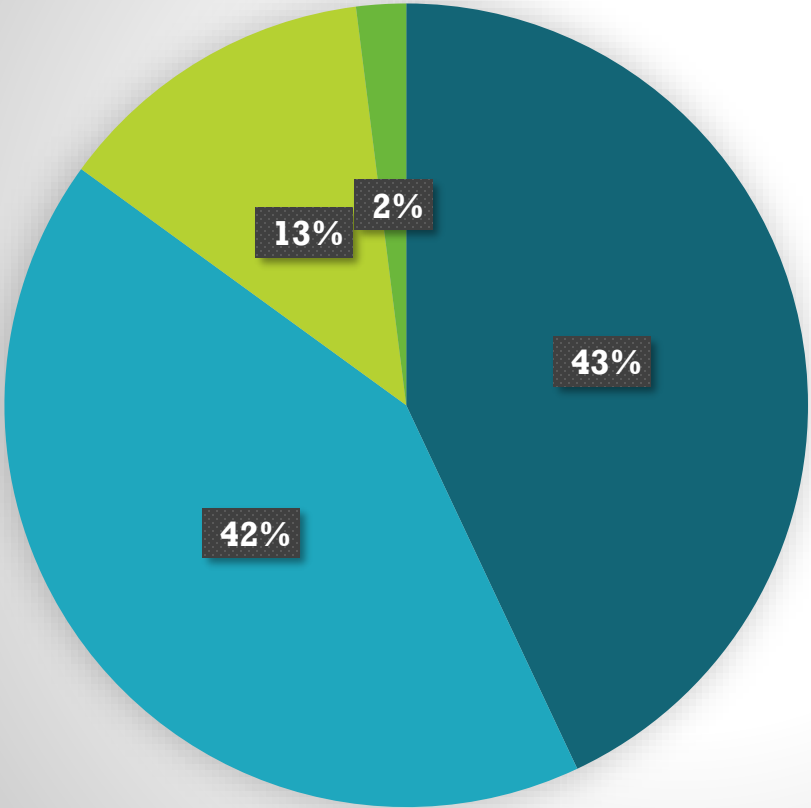
Our research



- 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 be applied to other areas besides management?

Responses to our survey

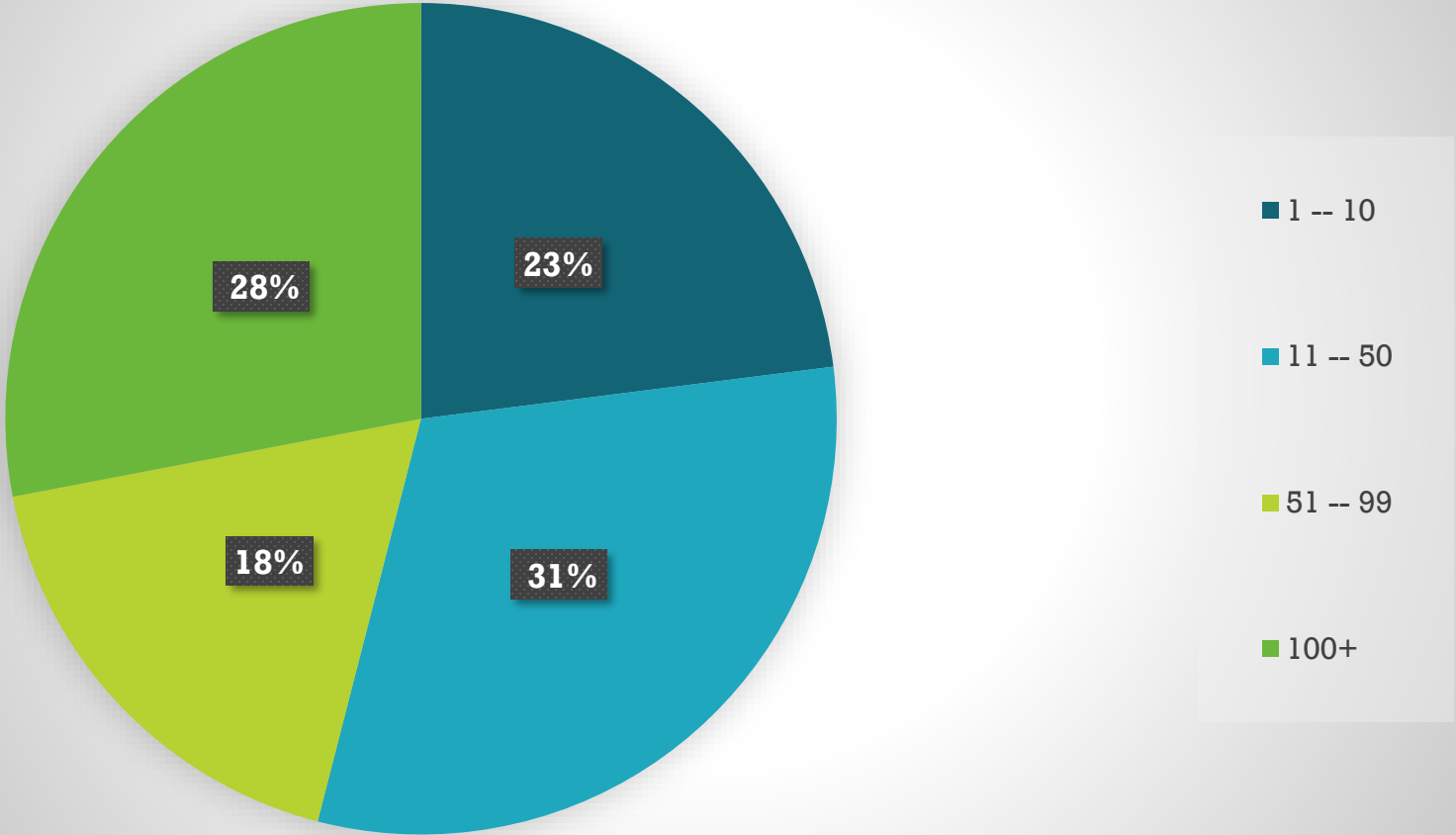
Total respondents by library type



- Public
- Academic
- School
- Special

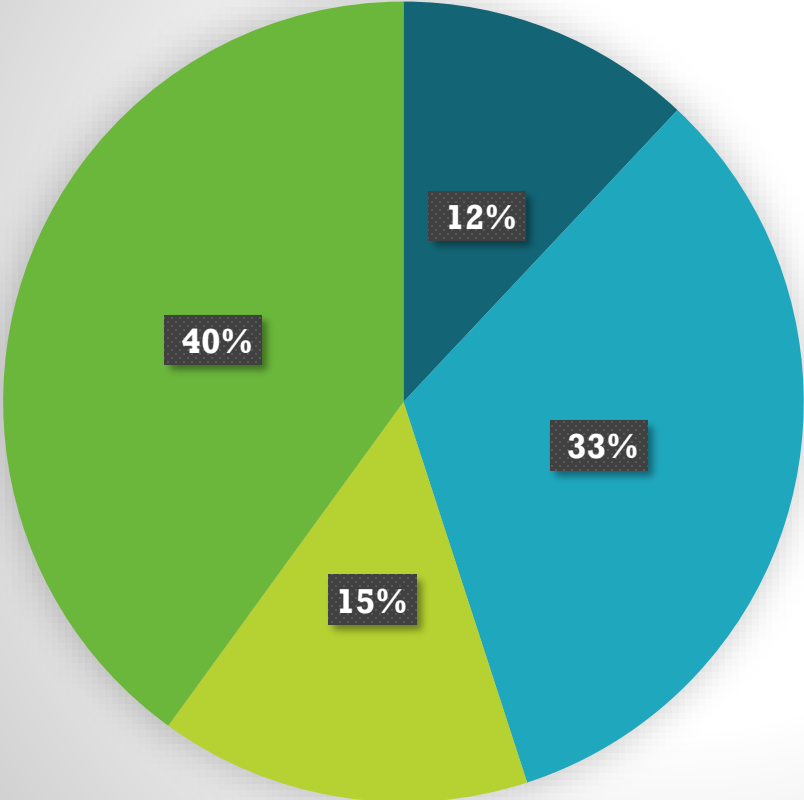
Responses to our survey

Total Respondents by size of library



Responses to our survey

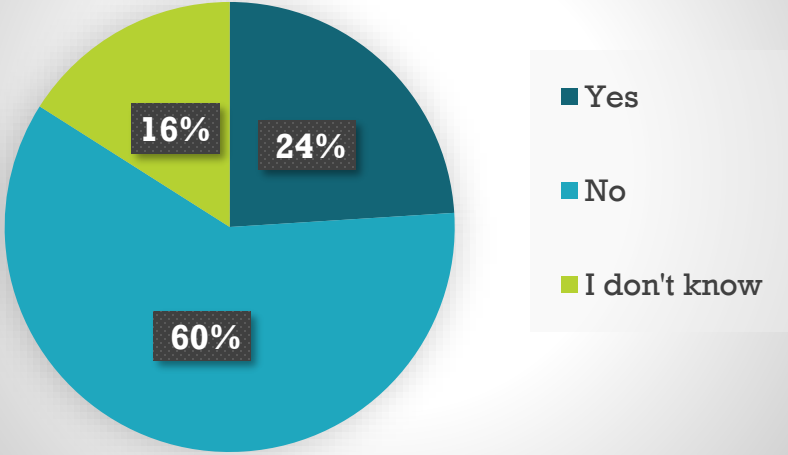
Total respondents by position



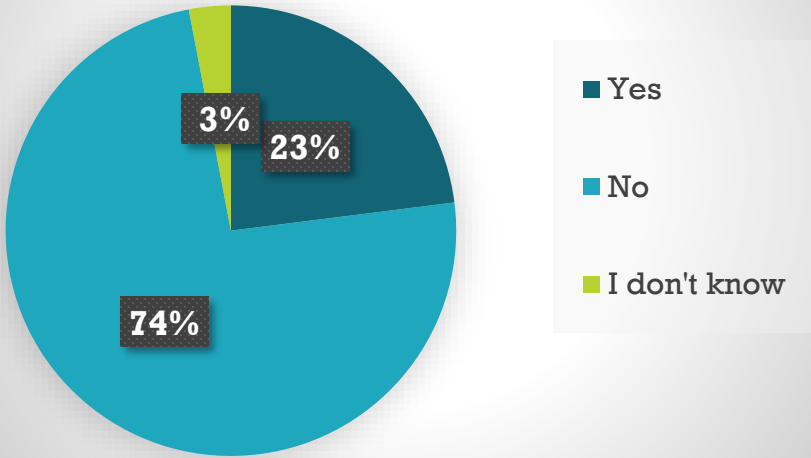
- Staff
- Librarian
- Middle Management
- Administration

Responses to our survey

Succession plans

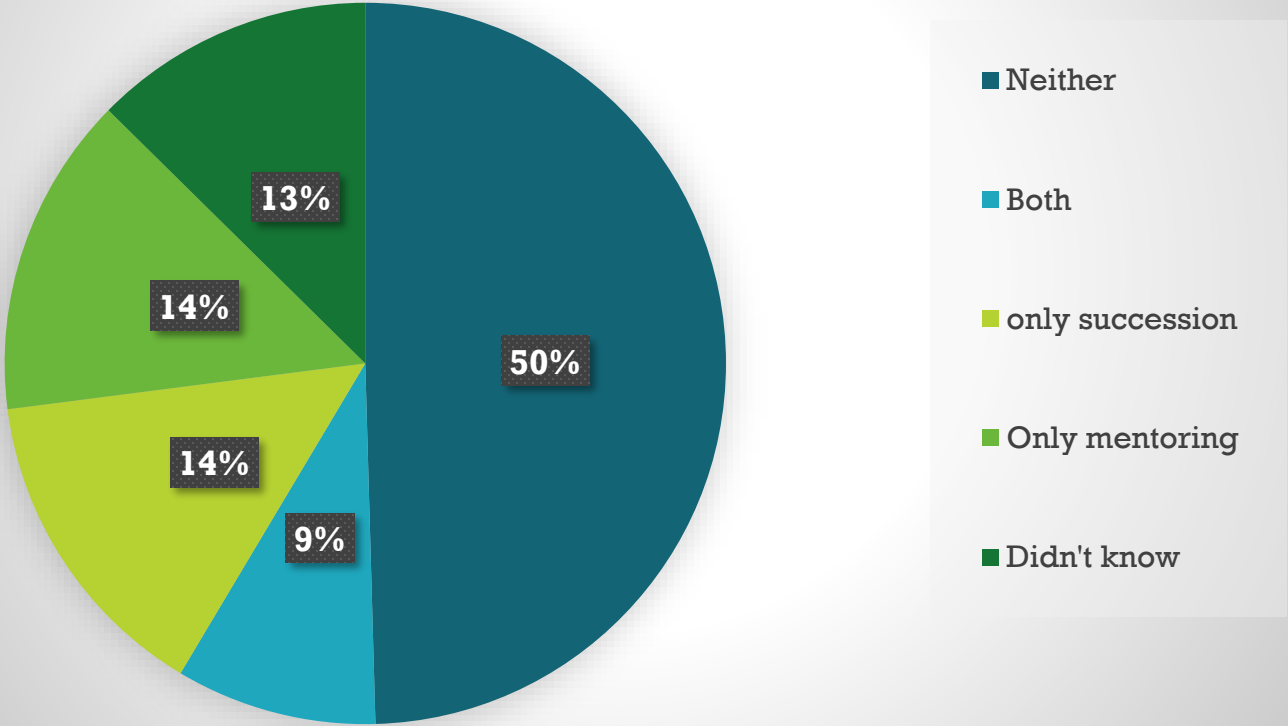


mentoring programs



Responses to our survey

Libraries that have both succession plan and mentoring program



Who *bears* responsibility 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?

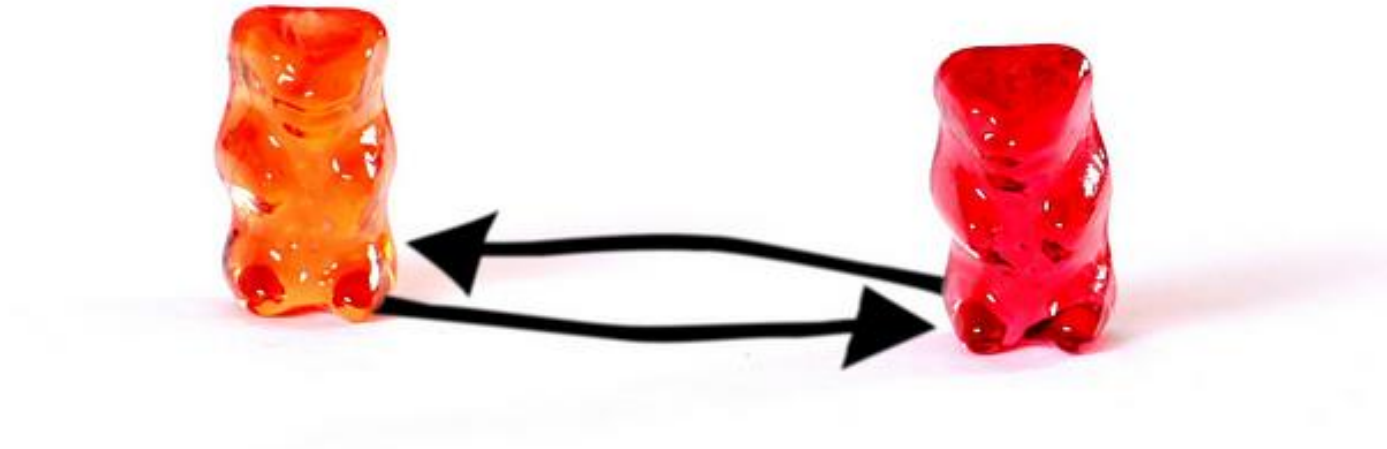


Challenge by [Institute for Web Science](#) : (CC BY-SA 2.0)

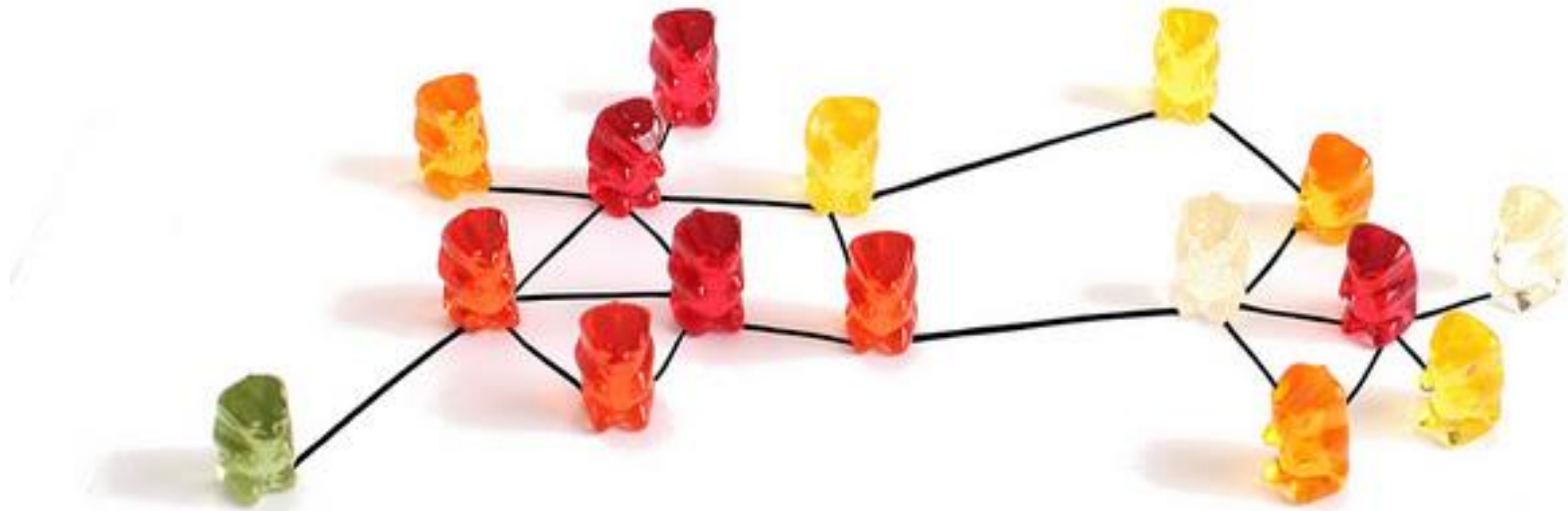
When can succession planning through mentoring be applied to other areas of the library besides management?



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.

Leuzinger, J., & Rowe, J. (2017). Succession planning through mentoring in the library. *Library Leadership & Management*, 31(4), 1-22.

<https://journals.tdl.org/llm/index.php/llm/article/view/7212>

Leuzinger, J. & Rowe, J. Succession planning through mentoring in the library survey [Dataset], May 8, 2016; <https://digital.library.unt.edu/ark:/67531/metadc848632/>

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.



Thank you! We would love to hear from you.

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