



Assessing the Success of a Mentoring Program for Academic Librarians

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Outline

Introduction

Literature
Review

Assessments

Conclusions

Why Assess a Mentoring Program?

Unbiased evaluation

Improve program

Share successes

Ensure support

Track goals



Pixabay images: <https://pixabay.com/>

University of North Texas Libraries

55 librarians

Faculty status

No faculty ranks
or tenure

Peer-evaluations



UNT Libraries' Mentoring Program

Mentor/Protégé Dyads

Mentoring Groups

Mentor Training



Goals of the Mentoring Program



Facilitate the professional development of protégés

Improve mentor competencies

Increase the confidence of participants

Expand future participation





Literature Review

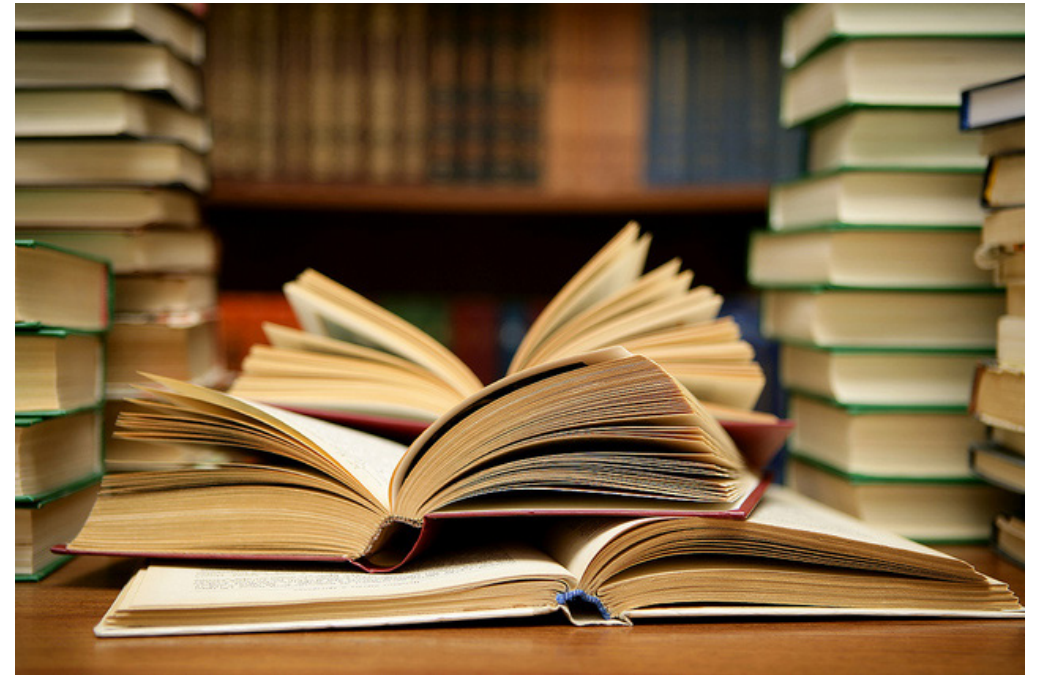
Little in library science

Mostly *surveys*

Questions *not shared*

Surveys *not tested*

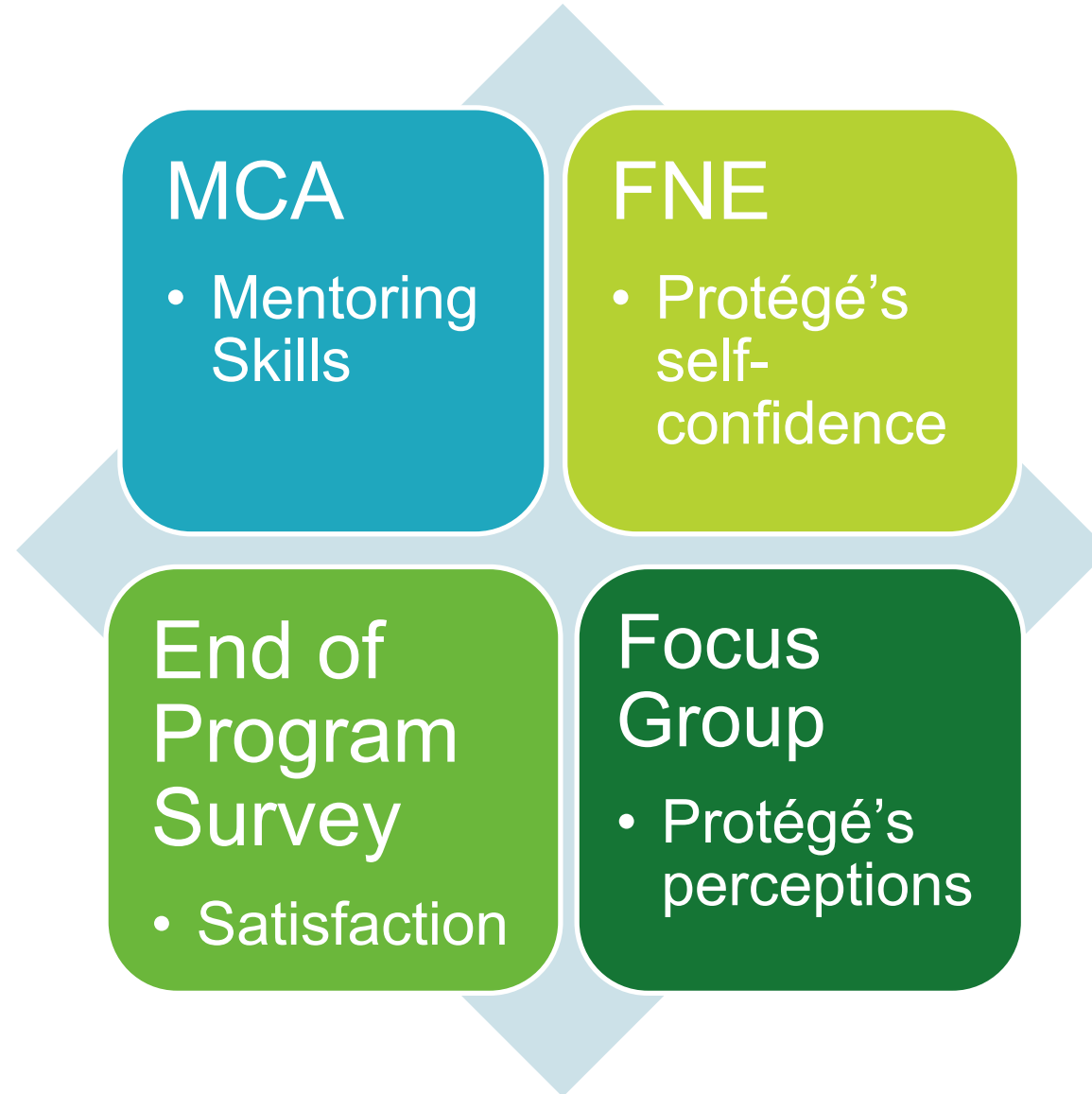
Focus groups *not confidential*



Books HD by Abhi Sharma.
<https://www.flickr.com/photos/abee5/8314929977>



Assessment Methods





Mentoring Competencies Assessment (MCA)

Developed for
clinical researchers

- Reliable
- Valid

25 items

- 6 categories of competencies

7-point Likert-type
scale

- 1 is low confidence
- 7 is high



MCA – Six Categories of Competencies

Effective *communication*

Aligning *expectations*

Assessing *understanding*

Fostering *independence*

Addressing *diversity*

Promoting *professional development*



MCA Pre-Test & Post-Test

Pre-test

- Mentors' **self-assessment**
- Protégés' *importance*

Post-test

- Mentors' **self-assessment**
- Protégés' assessment *of their mentors*



MCA *Pre-Test* Mean Scores

Acknowledging
contributions

4.8-5.9

Setting
expectations

Strategies for
achieving goals

5.3-6.6

Balancing
work-life

MCA *Post-Test* Mean Scores

Impact as a Role Model



3.2-6.2



Active listening

Active listening

5.6-6.8

Assessing protégé's
knowledge



Fear of Negative Evaluation Survey (FNE)

Developed in 1960's by Watson and Friend

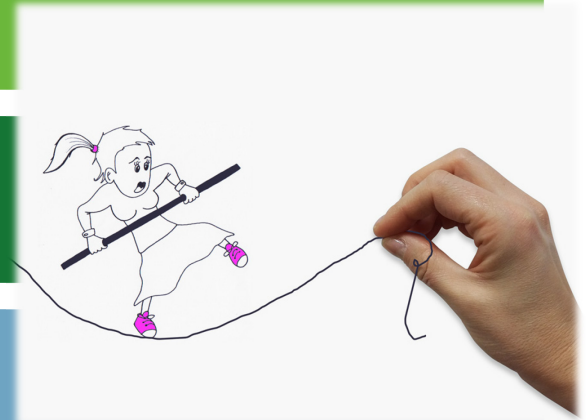
Theoretical base

- *"fear of loss of social approval"*

Tested

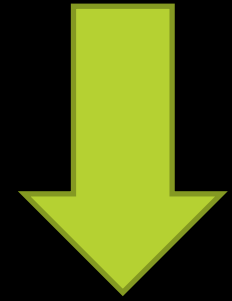
30 true/false questions

Score range 0-30 (least to most)





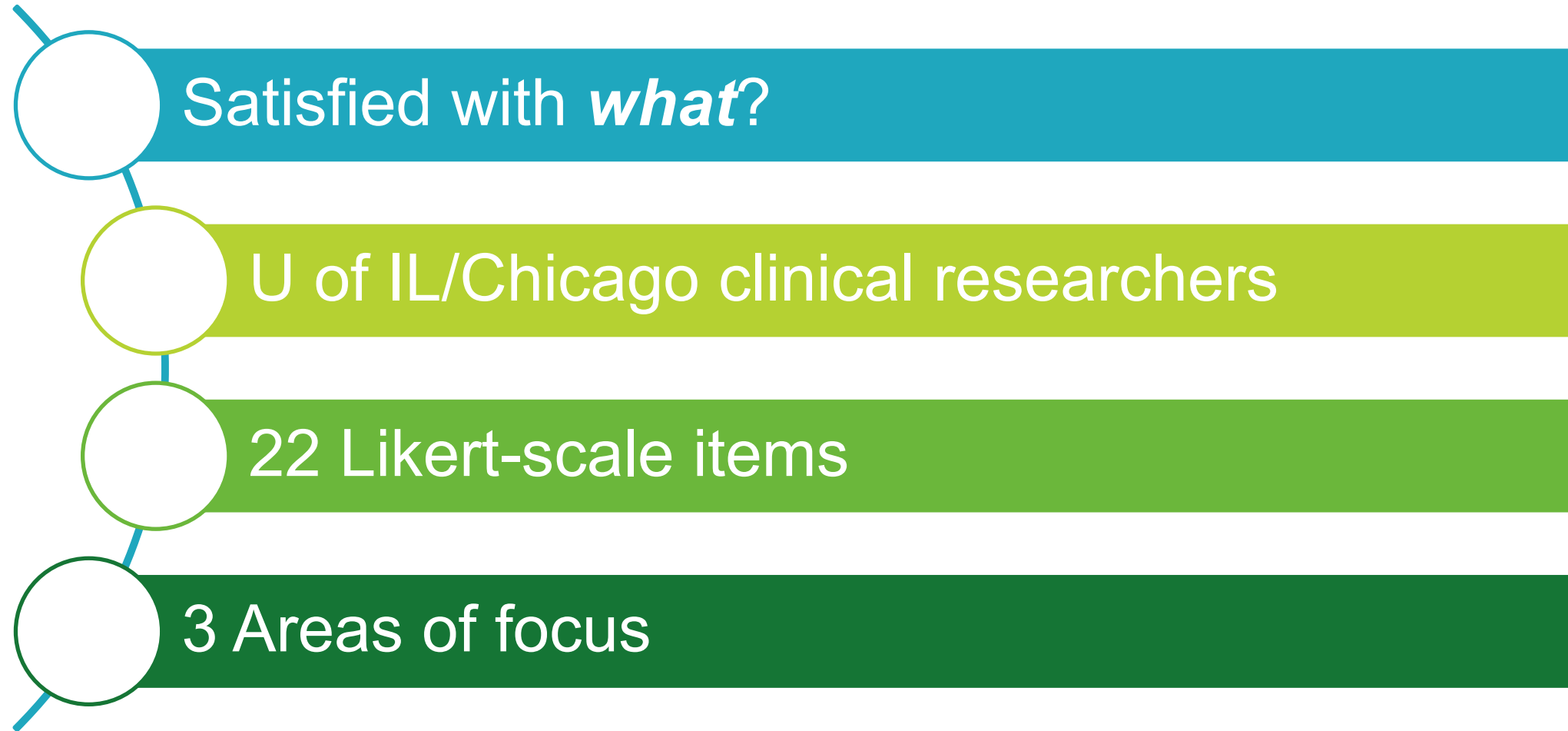
Results of Fear of Negative Evaluation Survey



or
e
e



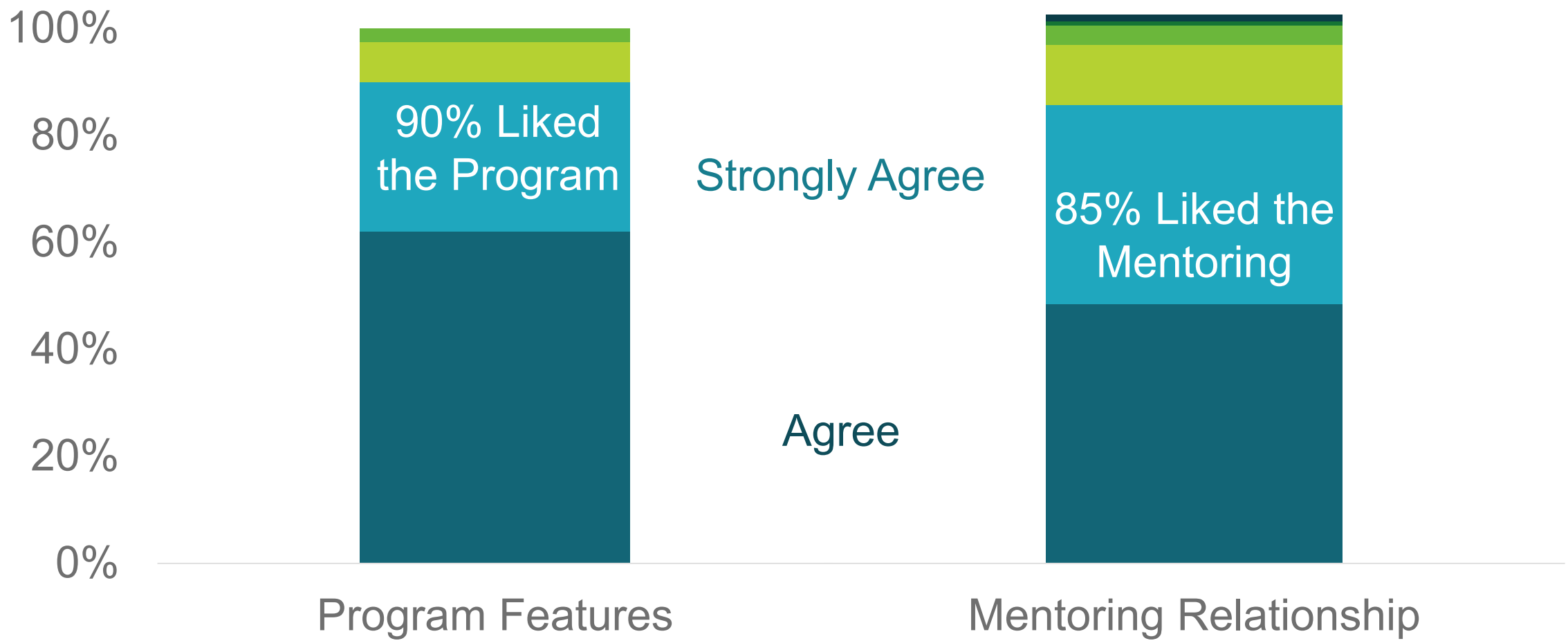
End of Program Evaluation





End of Program Survey

Agreement with Positive Statements





End of Program Evaluation Results

Overall Experiences



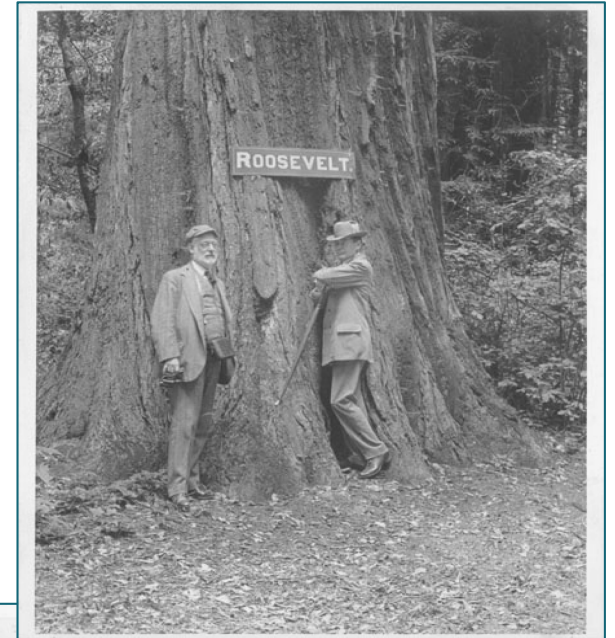
Focus Group Logistics

5 protégés and external facilitator

Measures to provide anonymity

Asked protégés about impact of . . .

- mentoring program on job and career
- dyad versus group mentoring



<https://digital.library.illinois.edu/items/69247960-2b7c-0134-1d8b-0050569601ca-e>



<https://digital.library.illinois.edu/items/6b63fa00-2b7c-0134-1d8b-0050569601ca-4>



Focus Group Results

Confirmed assessments

Mentors good with promotion

More training needed

Protégés value

- sense of belonging
- varied perspectives from peers

Pay it Forward



Alpha Stock Images <http://alphastockimages.com/>



Conclusions About Assessment

Multiple assessments measure different aspects of mentoring program

Mentoring
competencies

Protégés'
self-
confidence

Satisfaction
with program

Protégés'
perceptions



Limitations & Future Directions

Not assessed at the individual- or dyad-level.

- Tracking at all levels

Low response rates

- Incentives planned

Not assessing ultimate goal – career success

- Longitudinal study of CVs

Questions?

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