

Assessing an Academic Library Mentoring Program

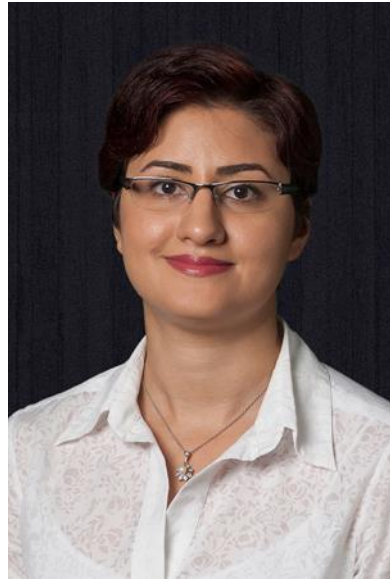
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Outline

Introduction

Literature
Review

Assessments

Conclusions

University of North Texas Libraries

- 55 librarians
- Faculty status
- No faculty ranks or tenure
- Evaluated annually on primary duties, scholarship and service



Goals of the Mentoring Program

- Facilitate the professional development of protégés
- Improve mentor competencies
- Increase the confidence of participants
- Expand future participation



Mentoring Program Work Group

- Manages the Mentoring Program
- Makes budget recommendations
- Addresses issues with mentoring partnerships, mentoring groups and mentor training
- Assesses the program



UNT Libraries' Mentoring Program

Mentor/Protégé Dyads

Mentoring Groups

Mentor Training



Mentor-Protégé Dyads

- Protégé's and mentors complete questionnaires
- Workgroup matches dyads with participants' consent
- Requests for reassignments allowed



Mentoring Groups

New Librarians Group

Research Methods Group

Preparation for Promotion Group

Mentor Training

- Focus on roles and responsibilities of mentors
- *Building Effective Mentoring Partnerships* <http://www.pcaddick.com/>
- Mentoring Program LibGuide

The screenshot displays the top navigation bar of the UNT Libraries website. On the left is the UNT logo with 'EST. 1890'. To its right, the text 'University Libraries' is displayed. Below this, a dark green navigation bar contains the following links: HOME, ABOUT, RESEARCH, SERVICES, SPACES, NEWS, EVENTS, ASK US, and ACCOUNTS LOGIN. Below the navigation bar, a breadcrumb trail reads: Home / Guides / Library Mentoring Program / Overview. The main heading is 'Library Mentoring Program: Overview'. To the right of the heading is a search box labeled 'Search this Guide'. Below the heading is a paragraph: 'This guide is designed to support protégés and mentors throughout their participation in the UNT Libraries mentoring program.' At the bottom, there is a horizontal menu with five items: 'Overview', 'For Proteges', 'For Mentors', 'StrengthsFinder', and 'Group Mentoring Programs' (with a dropdown arrow). Below this menu is another item: 'Topic-Based Resources' (with a dropdown arrow).

Why Assess a Mentoring Program?

- Gain unbiased information about changes needed
- Identify ways to improve the program
- Emphasize program success
- Ensure program support
- Track implementation goals



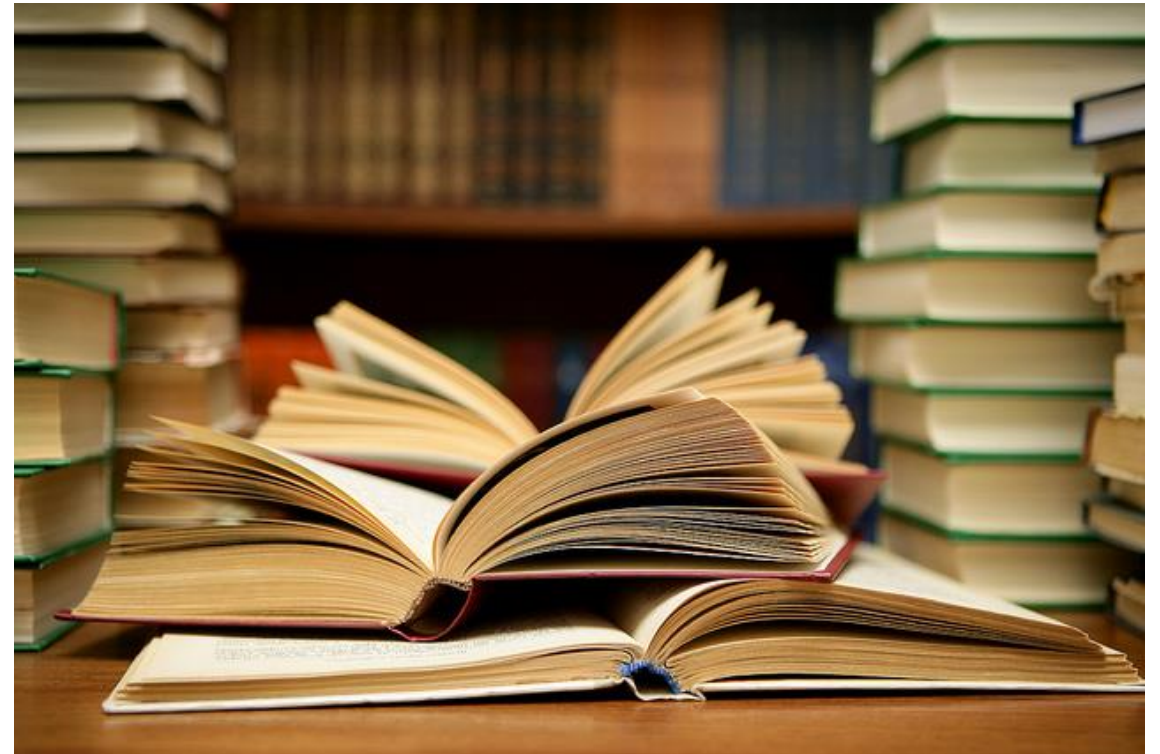
Literature Review

Little coverage of assessment of mentoring programs

Majority of assessments are *surveys*

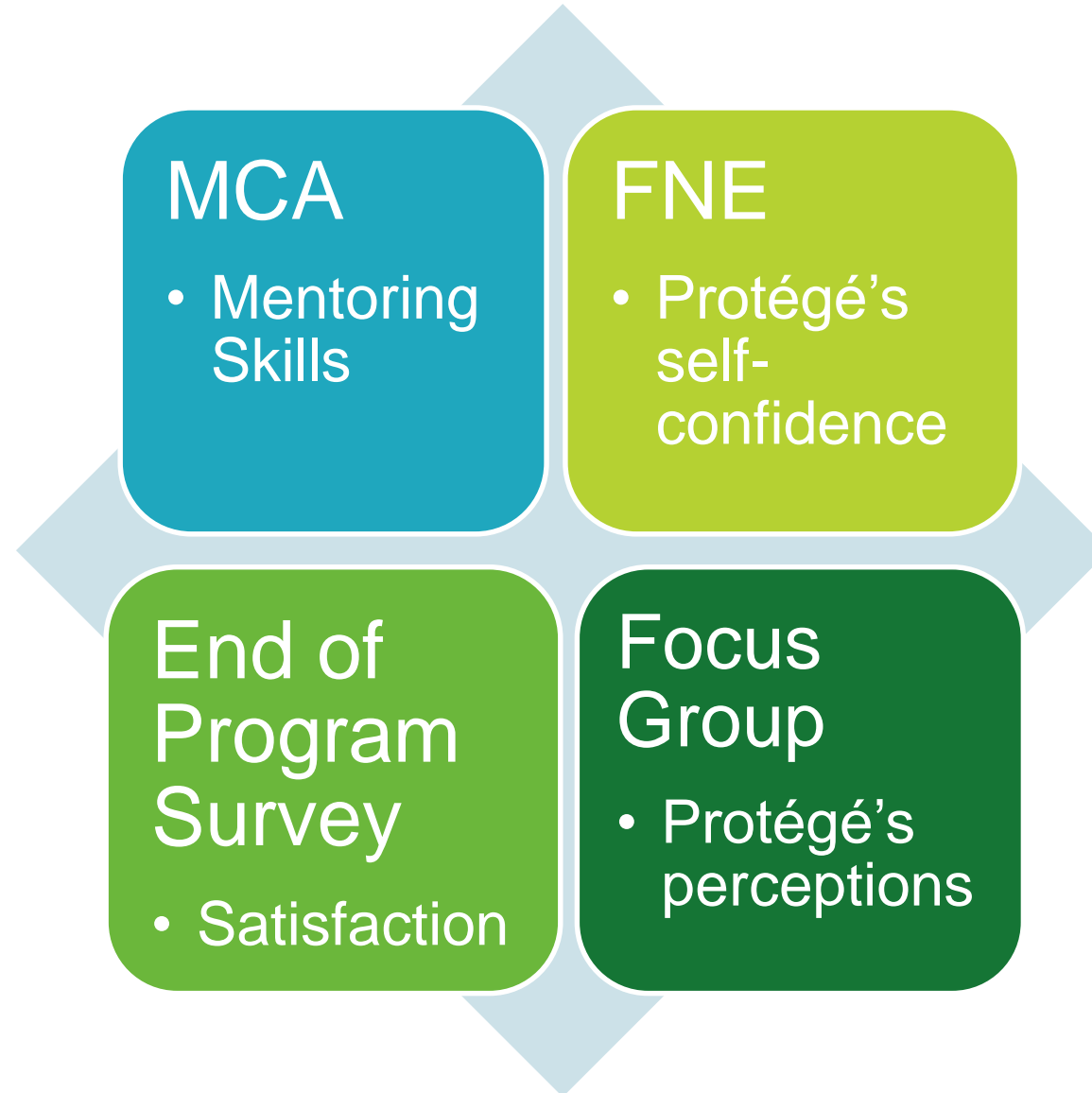
Instruments *neither shared* nor *tested* for validity or reliability

Qualitative methods *do not* provide *anonymity*



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

Maintaining
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*

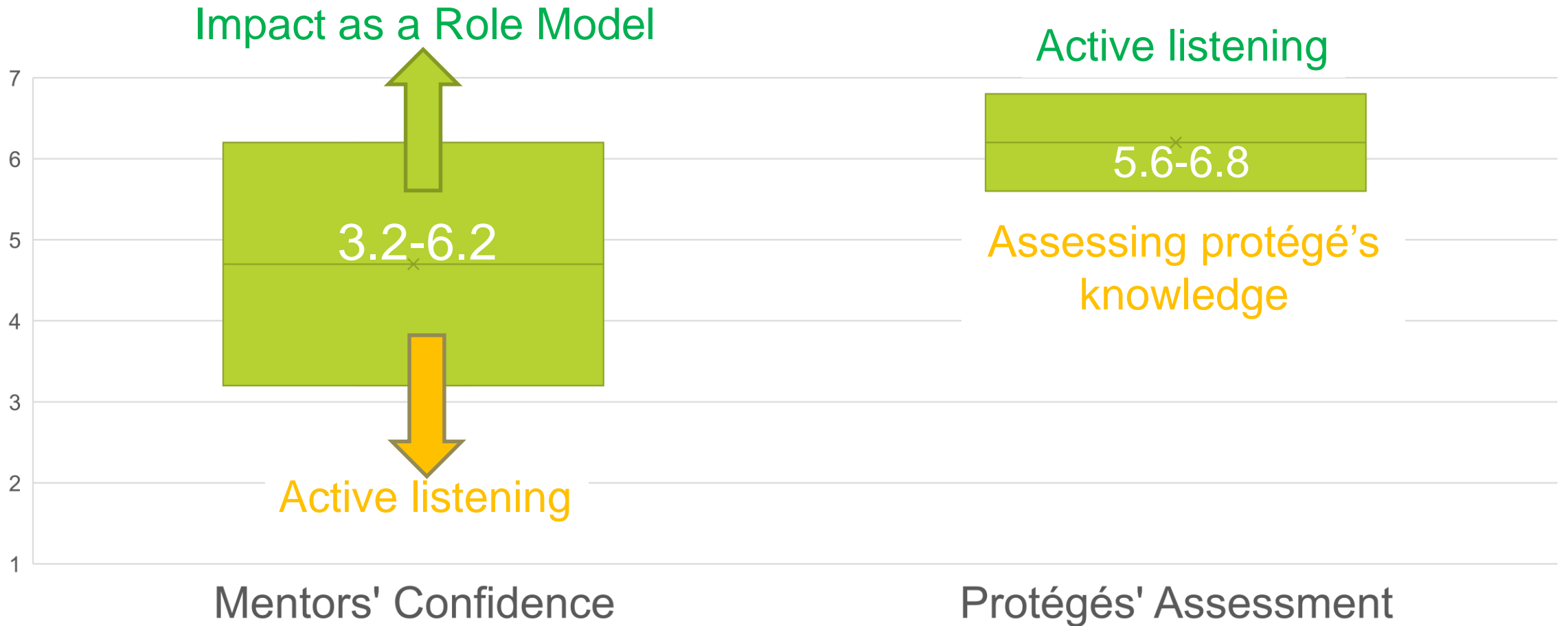
Post-test

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

MCA *Pre-Test* Mean Scores



MCA *Post-Test* Mean Scores



MCA Conclusions

Protégés appreciate their mentors' skills

Mentors are still insecure about their competencies.

More training needed for mentors on:

- Effective communication
- Assessing understanding
- Assessing protégé's knowledge
- Setting expectations
- Coordinating with supervisor

Fear of Negative Evaluation Survey (FNE)

Developed in 1960's by Watson and Friend

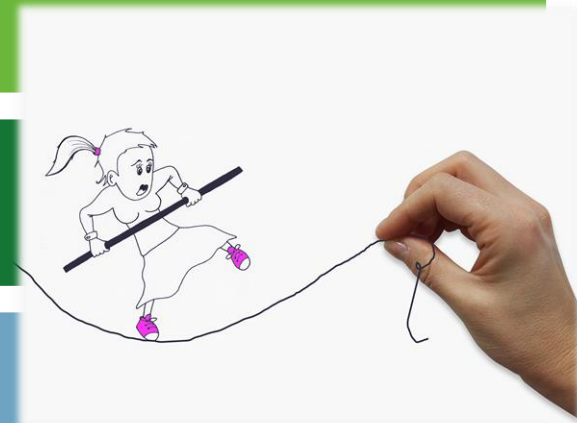
Theoretical base

- "*fear of loss of social approval*"

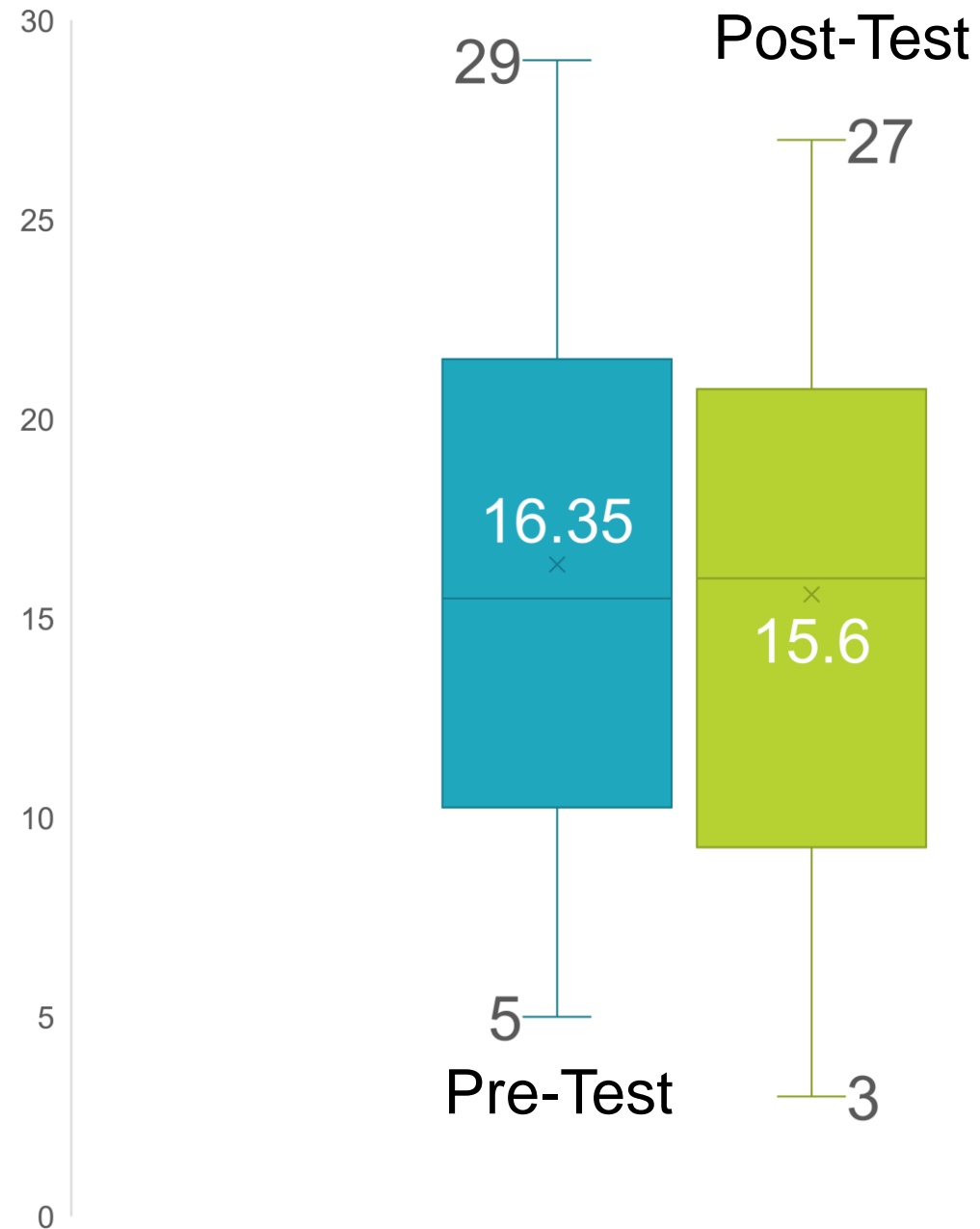
Tested

30 true/false questions

Score range 0-30 (least to most)

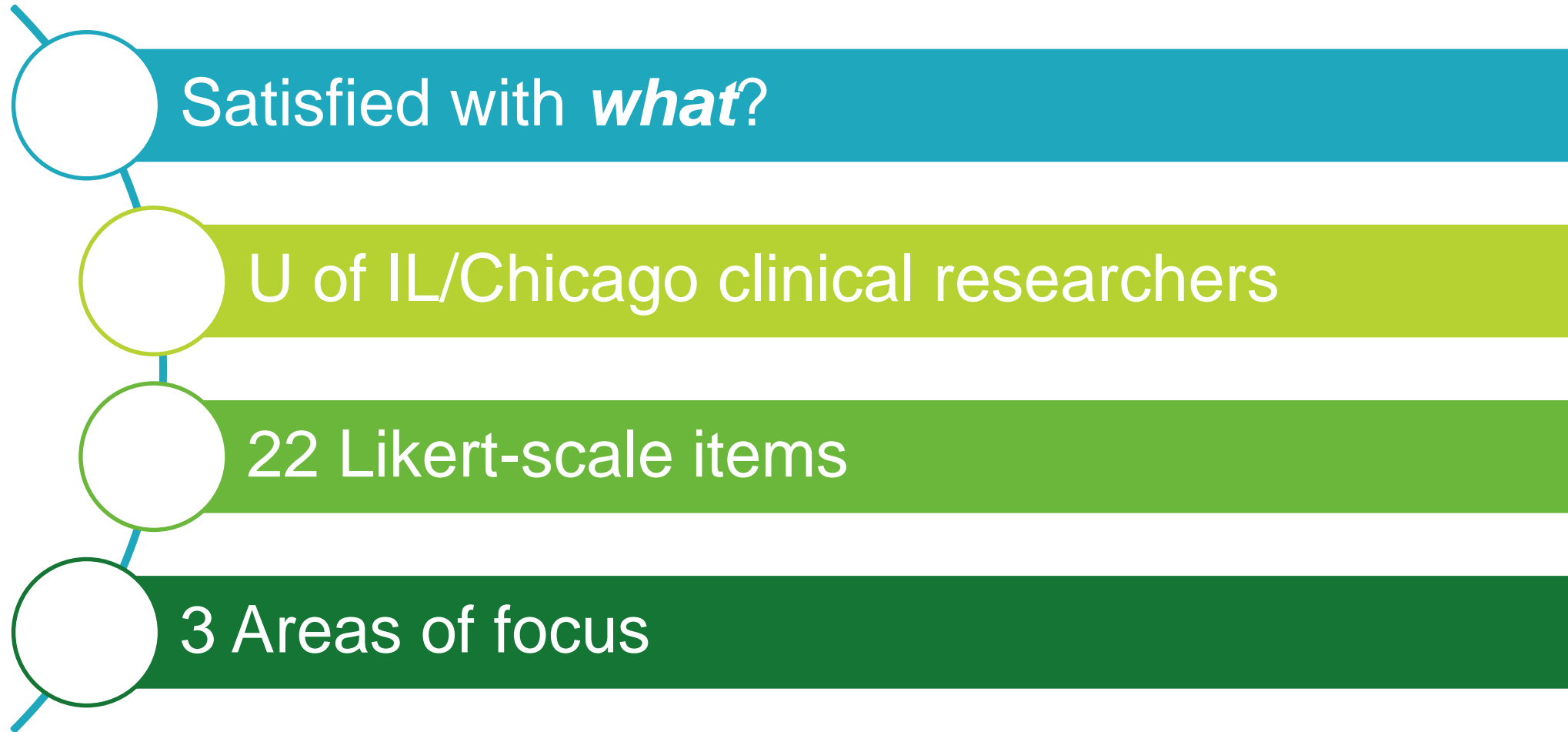


Results of Fear of Negative Evaluation Survey



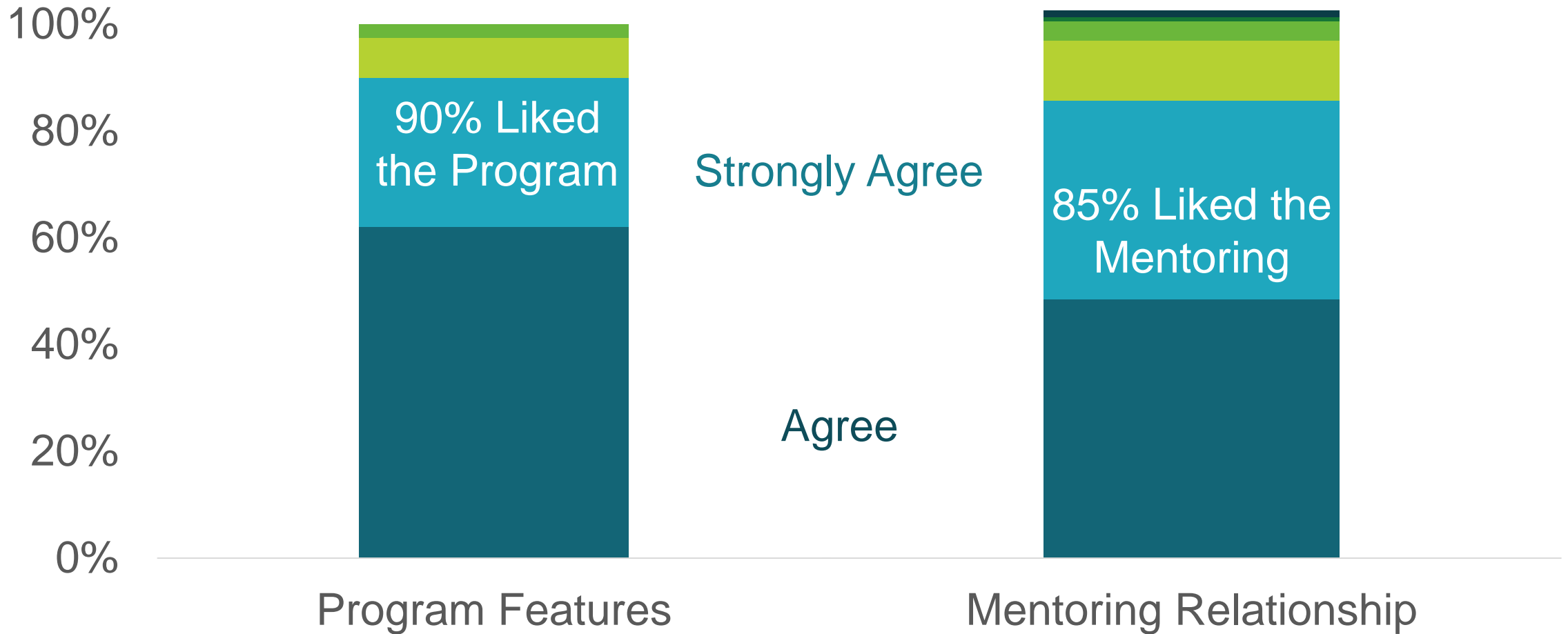
0.75 point decrease, or 4.6%, of the mean score

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



Focus Group Results

Confirmed assessments

Mentors good with promotion

More training needed

Protégés value

- sense of belonging
- varied perspectives from peers

Pay it Forward



<https://digital.library.illinois.edu/items/7bb68dc0-2b7c-0134-1d8b-0050569601ca-d>

Conclusions About Assessment

Multiple assessments measure different aspects of mentoring program

Mentoring competencies

- Mentors' self-confidence
- Protégés' impressions

Protégés' self-confidence

Satisfaction with program

Protégés' perceptions

Limitations & Future Directions

Not tracked at the individual- or dyad-level.

- Tracking at all levels

Low response rates

- Incentives planned

Not assessing career success

- Longitudinal study of CVs

Questions?

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