

University Library Mentoring Program

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About University Library

Unit Composition:

46 staff positions

16 tenured librarians (including 3 Associate Deans + Dean)

14 tenure-track librarians

Serving:

15 schools + 2 colleges

Program Goal & Objectives

The goal of the University Library Mentoring Program is to retain faculty with a professional mindset who can achieve tenure and be long-term productive employees.

Objectives to further our goal:

1. Assist with successful achievement of tenure
2. Provide guidance and support for professional development and service activities
3. Provide guidance in the area of faculty engagement

In this first phase of the program, we are therefore focusing on the tenure-track librarians as mentees while the tenured librarians are part of the mentor pool.

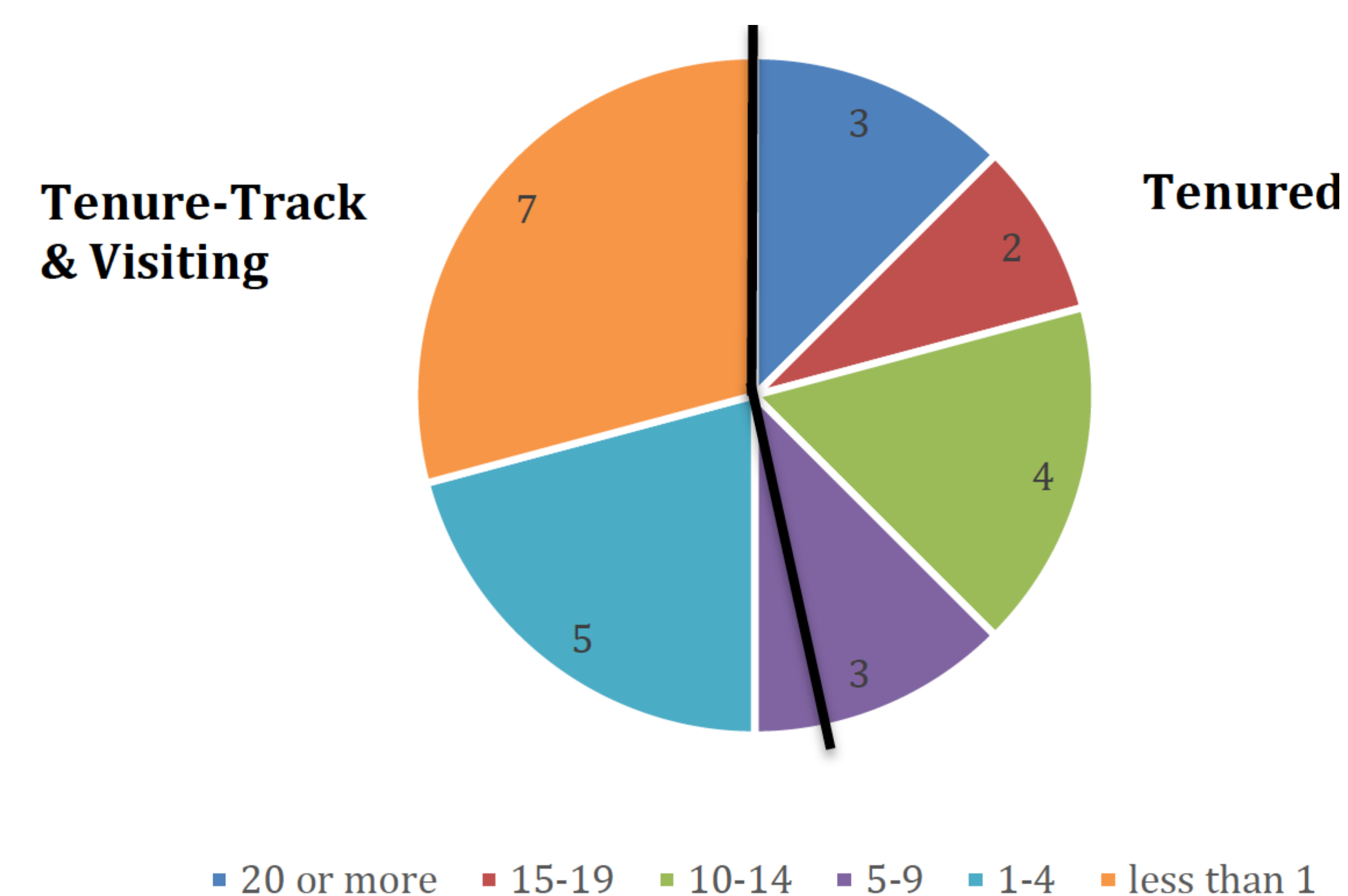


Figure 1. Librarian time at library when proposal was submitted



Obstacles & Lessons Learned

- Scarcity of Time
- Engagement
- Mentees: Mentors

Short-Term Outcomes

- Increased professional development activities among librarians
- Beginning to create a mentoring culture
- 42% of tenure-track librarians present at beginning of program have chosen mentors

Sustainability

- Determine how to introduce new hires to the program
- Assign responsibility for future programming, monitoring, etc.

Evaluation

Continuous:

Program event evaluations

January 2017:

Overall program evaluations by mentees and mentors
Assessment of short-term goals

Mentees obtain necessary information to shape and improve:

- Level of service
- Level of professional development
- Ability to research, write and publish
- Knowledge related to being a professional librarian
- Comfort with position and path towards tenure

Acknowledgements

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