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Mentoring: Essential 2 formal and informal education

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Mentoring:
Essential 2 Formal and Informal Education

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Florida Library Association. Annual Conference
May 10-12, 2017
Orlando, Florida

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PRESENTERS

Veronica Gonzalez, Sound and Image Librarian. FIU

Sarah J. Hammill, Business & Online Learning Librarian. FIU

Mentor:

WE ARE HERE TO HELP

- An experienced and trusted advisor in organizational or individual settings. (Oxford Dictionaries, 2016)

- Greek mythology, a character from the Homer's Odyssey.

Mentoring Survey Florida Libraries

Librarians, library staff, students

Academic, Public, K-12, Special

FLA Email List, FACRL list, FVLC list, USF list, Facebook, Twitter

Participants: 272

- 81% Female

- 55% Academic
- 36% Public

- 18% 31-35 years
- 16% 41-45 years
- 14% 56-60 years

- 54% librarians w/ 2+ years experience
- 25% library staff
- 10% newly hired librarians

"Mentors learn as much if not more during the mentoring process… It provides an opportunity to engage and interact with colleagues which in turn leads to better relationships ..."

"… So much of what I have learned throughout my career is not taught in a classroom. .... I was lucky to have a few people who helped me and now I am passing it on."

"Re-energized me to stay involved."

"It gave me hands-on experience, encouragement, and helped me set goals."

"Lifelong friendship"

"strong sense of the importance of collaboration and committee work"

"I am learning more about myself through another perspective. I feel encouraged to pursue a leadership role in my library. My confidence has increased so that I ... want to be a mentor ..."

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Survey Results

- Does your library currently have a formal or informal mentoring program beyond new librarian training?
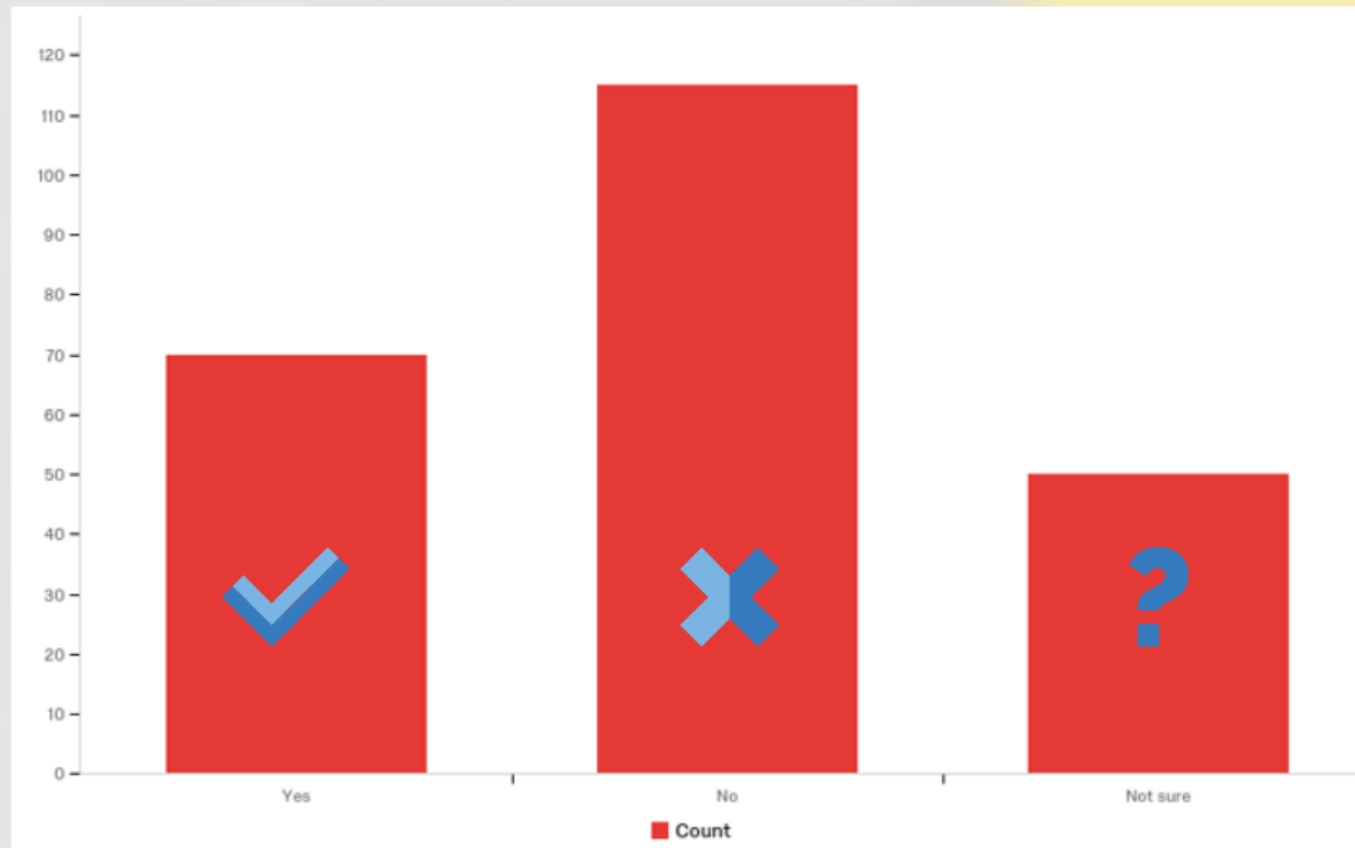
Percentage of survey takers with library formal or informal mentoring program beyond new librarian training

Survey Results

Tools applied for goal-setting (percentage)

Emails or other correspondence 77 %

Face to face meeting requirement 68%

Regular meetings 60%

Suggested and recommended readings 44%

Problem detected: Time. Potential reason:

Concrete measurable goals   **38%**

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Survey Results

Areas addressed by mentoring programs

High:
Professional Development   67%
Leadership Development   57%
Confidence Building   43%

Less
Grant Writing   4%
Retention Effort   10%
Publishing   15%

Priorities in mentoring relationship

High:
Professional Development   63%
Socialization Within the Institution/
Profession   49%
Confidence Building   41%

Less
Retention Effort   7%
Writing skills (journal articles, grants,
book chapters, etc.)   10%
Publishing/Research   8%

GIVE WAY

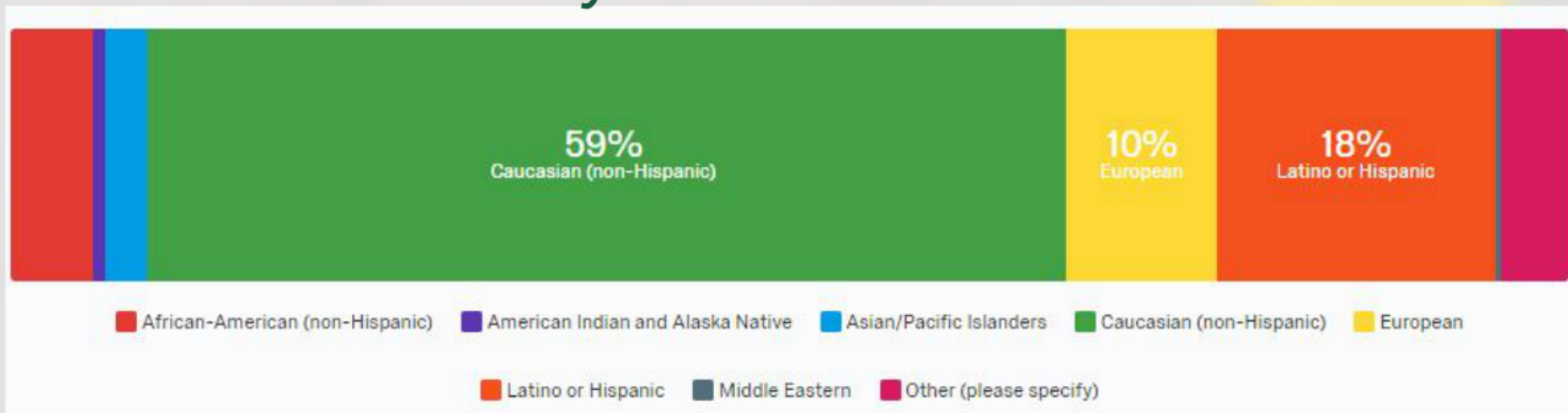# Good, Bad, and not so Pretty

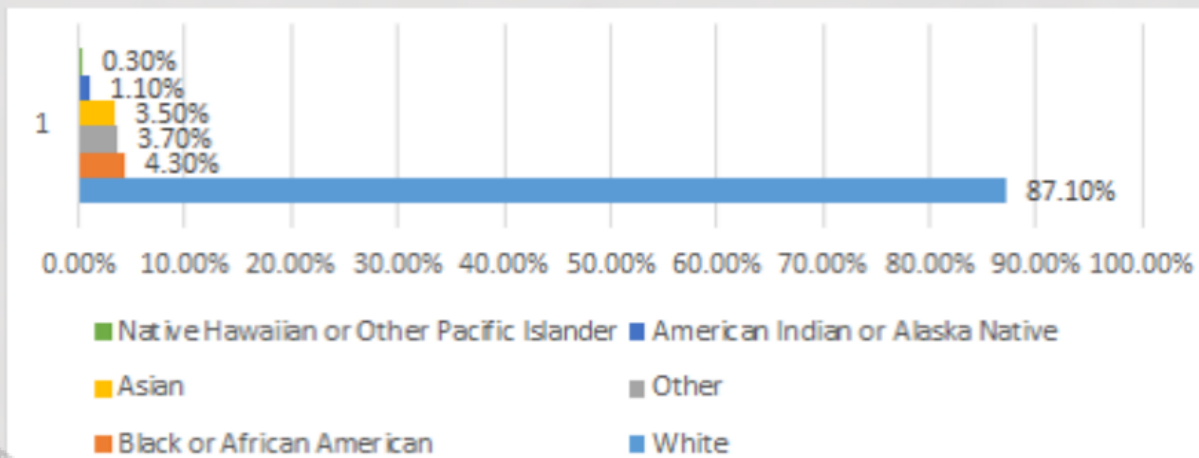Good Mentor

Mentoring Relationships

Demographic Data in the Field

Florida Data: Survey Results. 2017

59% Caucasian (non-Hispanic)	**10%** European	**18%** Latino or Hispanic	

- ■ African-American (non-Hispanic)
- ■ American Indian and Alaska Native
- ■ Asian/Pacific Islanders
- ■ Caucasian (non-Hispanic)
- ■ European
- ■ Latino or Hispanic
- ■ Middle Eastern
- ■ Other (please specify)

National Data. ALA Statistics. 2014

0.30%
1.10%
3.50%
3.70%
4.30%
87.10%

0.00% 10.00% 20.00% 30.00% 40.00% 50.00% 60.00% 70.00% 80.00% 90.00% 100.00%

- ■ Native Hawaiian or Other Pacific Islander
- ■ American Indian or Alaska Native
- ■ Asian
- ■ Other
- ■ Black or African American
- ■ White

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FLA Opportunities Abound!

- Library Career Development

- Leadership Development

- Continuing Education

- Colleagues

- Friends

- Strangers