

# **Mentorship Rocks!... If Done right**

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# Why Mentorship ?

To socialize at work

To snoop on each other

To impress our bosses

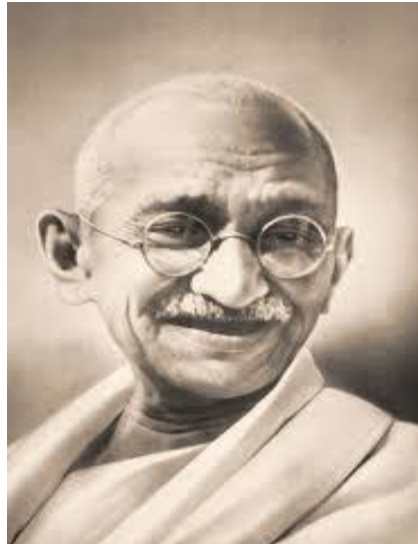
To develop professionally

# So They Say!

"Do not wait for leaders; do it alone, person to person."

"Be the change you want to see in the world."

"The unselfish effort to bring cheer to others will be the beginning of a happier life for ourselves."

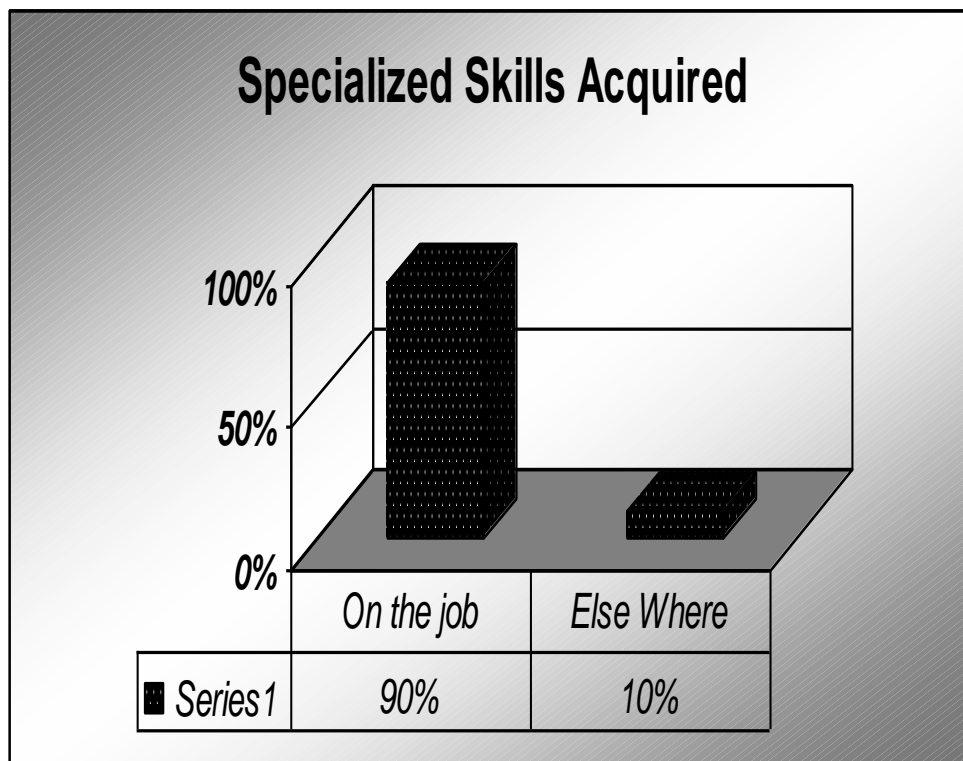


# Librarianship skills are best learnt on the job

“Continuing Education  
of Health Sciences  
Librarians: A National  
Survey 1990”

--By Azra Qureshi  
from Kent state Univ.

“Of 102 American health  
sciences librarians, none  
held degrees in the health  
sciences.”



“In the “pure sciences,” biology was the most commonly held degree, with 14 of the 29 Respondents holding a degree in that field”

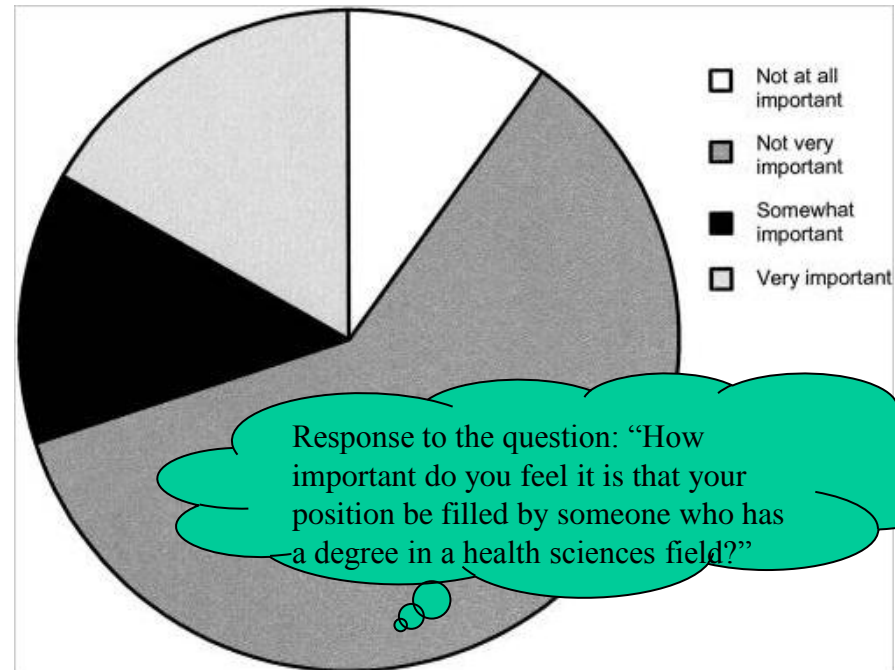
# Medical library skills are more important than a medical background

## “Experience more important”

Iglauer, Carol. *My future as a health sciences librarian* [Listserv]. MEDLIB-L

## “librarian with a health science background a rarity”

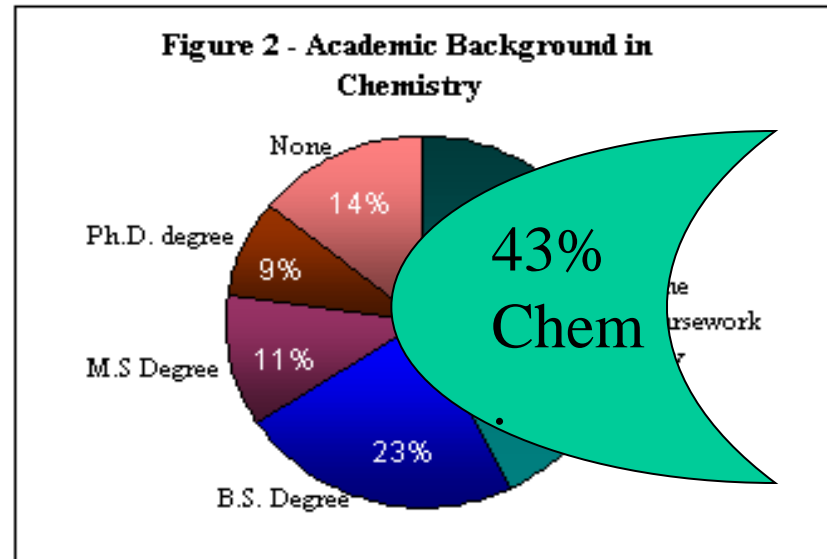
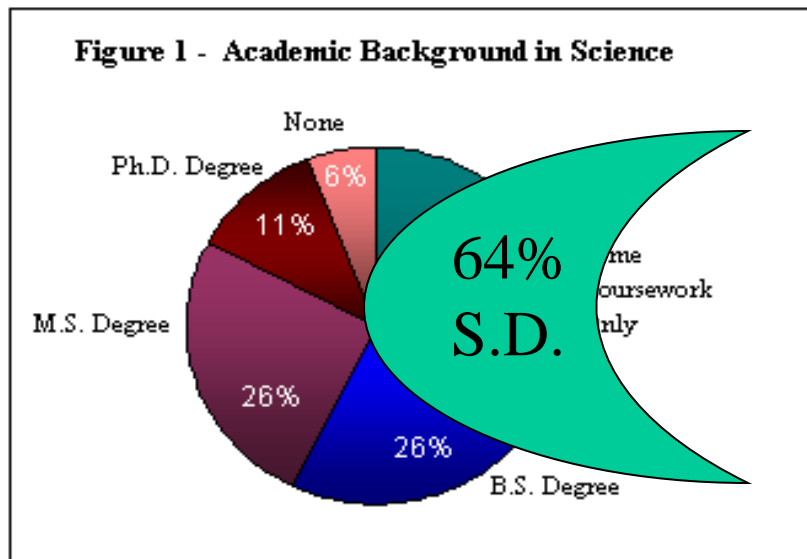
Dixon, Vickie. *My future as a health sciences librarian* [Listserv] MEDLIB-L



From: “Subject knowledge in the health sciences library: an online survey of Canadian academic health sciences librarians” Watson, E. J Med Libr Assoc. 2005 October; 93(4): 459–466.

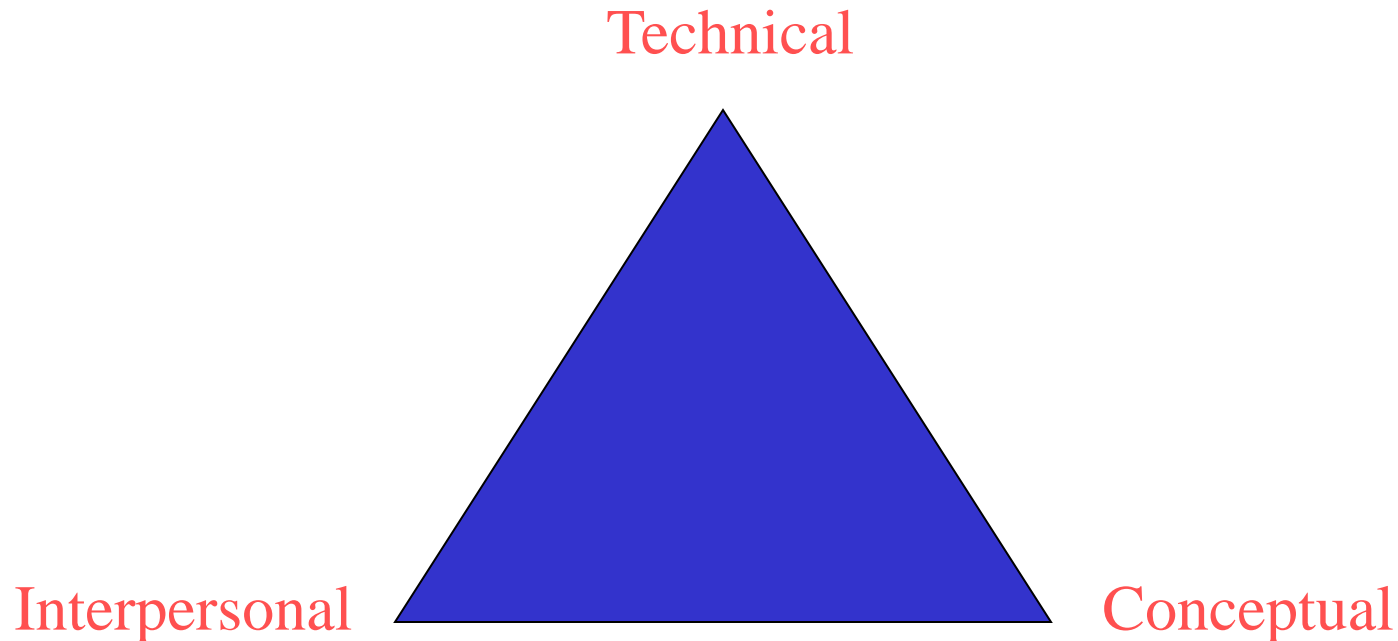
# How science librarians obtain and maintain subject knowledge

(Surveys by Hooper-Lane and Winston)



Major	Percentage of Respondents
Biology	20.0%
Physics or Chemistry	12.2%
History	11.1%
Other	8.9%
English	7.8%
Foreign Languages	5.6%

# Three Crucial Areas for Professional Development



Miller, Bob, and Naomi Warren. "Professional Development: the missing ingredient in improving instruction." In *Leadership in Higher Education: a handbook for practicing administrators*, edited by Bob W Miller, Robert W. Hotes and Jack D. Jr. Terry. Westport, Conn.: Greenwood Press, 1993.

Relationship

Partnership

What is Mentorship ?

Commitment

Mentors are not:  
role models  
perfect figures  
preceptors

Mentors are:  
advisor  
Coaches  
counselor  
tutors  
compasses  
sculptors  
safety nets  
beacons of hope



# What is Mentorship

## Relationship

- \* Long-term
- \* easy transition into the profession
- \* find professional identity

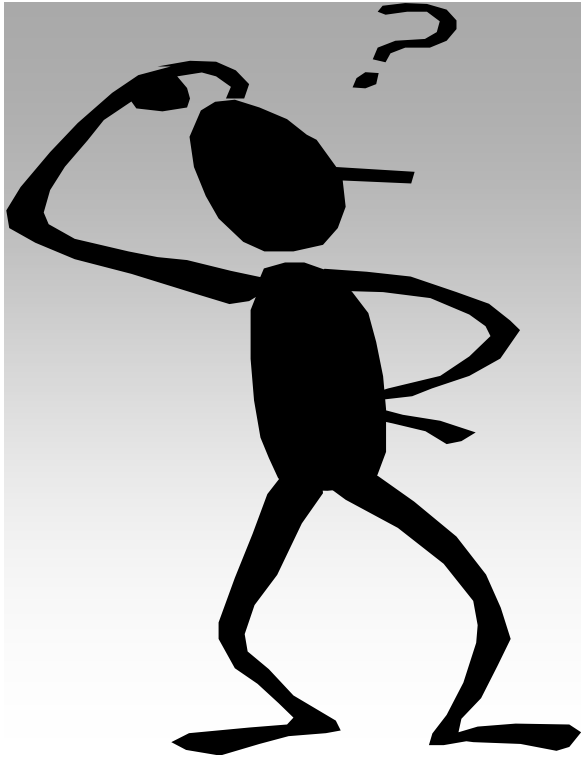
## Partnership

- \* partners in learning
- \* mutual benefits
- \* both parties contribute

## Commitment

- \* notion of life-long learning process
- \* time consuming
- \* take efforts to make it work

# Mentoring: a Personal Retrospective



***How did I come this far ??***

# How did we do it ?

## Structure

- \* informal
  - natural selection
- \* unstructured
  - length of contract
  - planned activities
  - arrangement

## Characteristics

- \* context
  - within workplace
- \* purpose
  - goal setting
- \* participants
  - one-to-one

## Process

- \* when
- \* what
- \* how

## Results

Wonderful

# Advantages

- For mentors
  - contribute to the profession
  - share knowledge
  - provide insight
  - achieve a sense of fulfillment
  - get credits or monetary rewards for travel
- For mentees
  - get help with goal setting
  - participant in professional opportunities
  - insight into the management of institution
  - learn specialized skills from someone who knows

# Potential Risks



- \* Mismatch
- \* favoritism
- \* dependence
- \* time consuming
- \* equity at the system level
- \* conflict between the mentor and the mentee's immediate supervisor



# What makes a good mentor/protege?

## Good Mentor:

- \* Has the ability to get things done
- \* Reliable
- \* Positive attitude
- \* Patient
- \* Empathetic
- \* Experienced and knowledgeable

## Good Protégé:

- \* Intellectual curiosity
- \* Strong communication
- \* Flexibility
- \* Positive mind
- \* Adaptability

Personal core competencies outlined in ALA, SLA documents.



- “Now and then occasions arise in which the physician is bound to take up the position of teacher and mentor, but it must be done with great caution, and the patient should be educated to be liberated and to fulfil his own nature and not to resemble ourselves.”

Questions ??

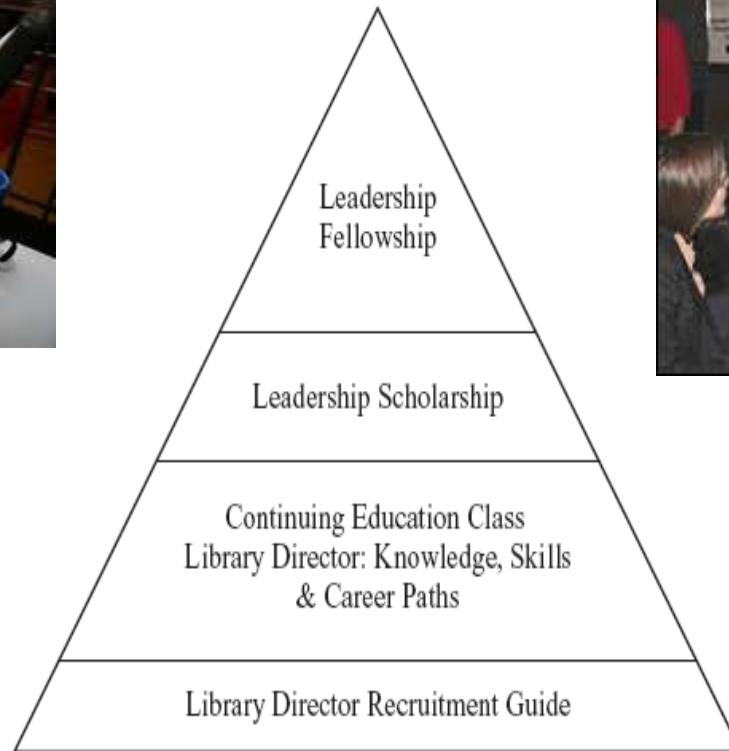


Thank you !



# Mentoring Models/Resources

*Building the Next Generation of Leaders*



**SLA:**  
The Mentorship  
Handbook: A Guide f  
or SLA Chapters and  
Divisions t o Establish  
Mentorship Programs

MLA/AAHSL : Leadership Program Curriculum framework.

[www.sla.org/pdfs/mentorsh.pdf](http://www.sla.org/pdfs/mentorsh.pdf)

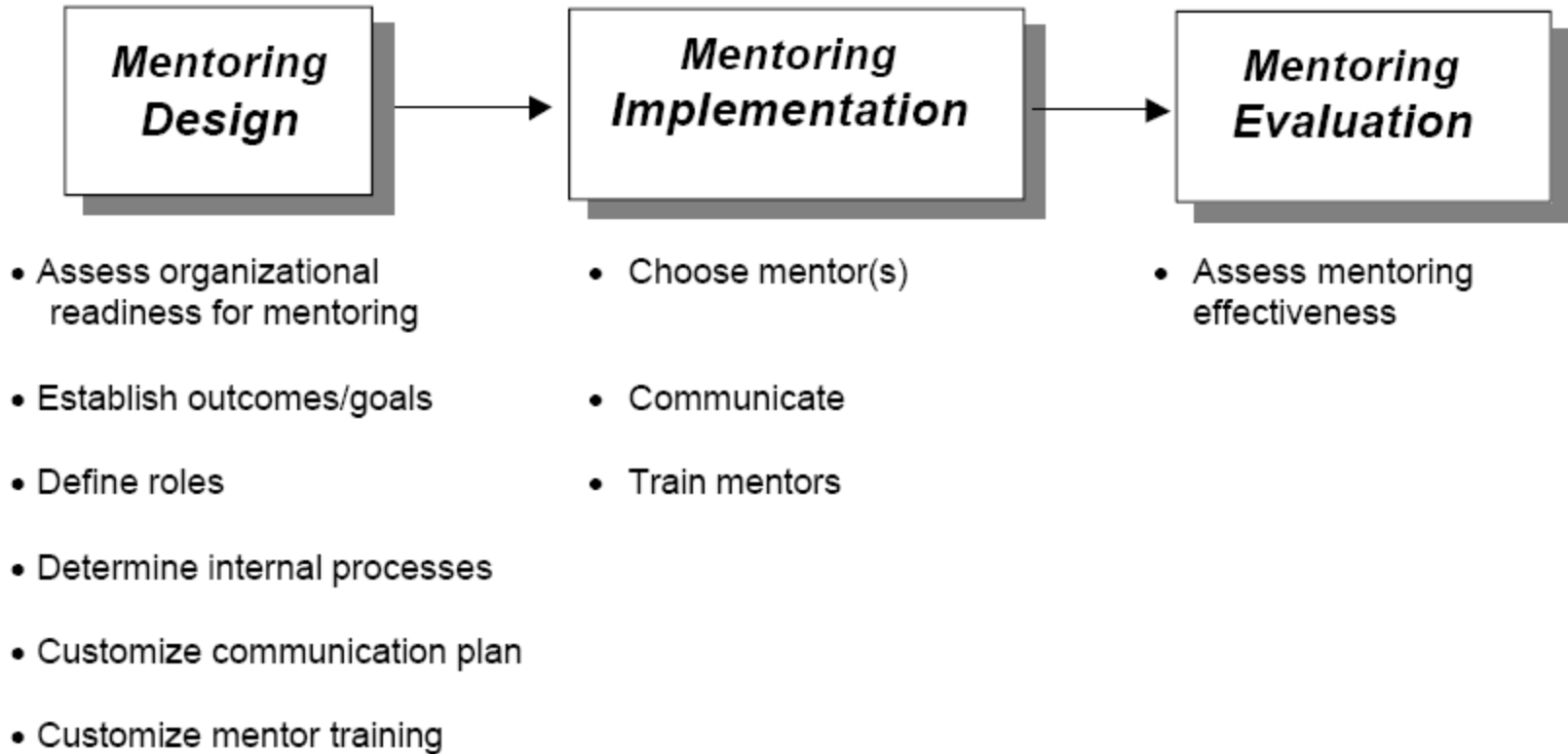
# How Effective?

- AAHSL Leadership Fellows Program
- Started in 2002
- By 2009, 35 fellows had finished the program. Of this pool, 11 had become directors of AAHSL libraries and 7 others had received promotions to positions of higher responsibility

# Tips

- Good planning with detailed design
- Get supervisor support and set up a goal
- Think small – start with a pilot program
- U/S of no "plug and play" formula

# Mentoring Program Phases



## Primary Purpose for the Programs

