Mentorship Rocks!... If Done right

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Why Mentorship?

- To socialize at work
- To impress our bosses
- To snoop on each other
- 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.”

mentoring rocks!
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”

Response to the question: “How important do you feel it is that your position be filled by someone who has a degree in a health sciences field?”

How science librarians obtain and maintain subject knowledge
(Surveys by Hooper-Lane and Winston)

Figure 1 - Academic Background in Science
- 64% S.D.
- 11% M.S. Degree
- 26% B.S. Degree
- 6% Ph.D. Degree
- None

Figure 2 - Academic Background in Chemistry
- 43% Chem
- 23% B.S. Degree
- 11% M.S. Degree
- 9% M.S. Degree + coursework only
- 14% None
- 6% Ph.D. Degree
- None

<table>
<thead>
<tr>
<th>Major</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biology</td>
<td>20.0%</td>
</tr>
<tr>
<td>Physics or Chemistry</td>
<td>12.2%</td>
</tr>
<tr>
<td>History</td>
<td>11.1%</td>
</tr>
<tr>
<td>Other</td>
<td>8.9%</td>
</tr>
<tr>
<td>English</td>
<td>7.8%</td>
</tr>
<tr>
<td>Foreign Languages</td>
<td>5.6%</td>
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</tbody>
</table>
What is Mentorship?

Mentors are not:
- role models
- perfect figures
- preceptors

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

Relationship

Partnership

Commitment
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*

MLA/AAHSL: Leadership Program Curriculum framework.

SLA: The Mentorship Handbook: A Guide for SLA Chapters and Divisions to Establish Mentorship Programs

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

**Mentoring Design**
- Assess organizational readiness for mentoring
- Establish outcomes/goals
- Define roles
- Determine internal processes
- Customize communication plan
- Customize mentor training

**Mentoring Implementation**
- Choose mentor(s)
- Communicate
- Train mentors

**Mentoring Evaluation**
- Assess mentoring effectiveness

The Hayes Group International, Inc. Mentoring Methodology
Primary Purpose for the Programs

- Promotion
- Library's knowledge
- Help with Vita
- Campus culture
- Research direction

[Bar chart showing percentages for each purpose]