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Building Bridges Across Mentoring: Emerging Leaders

Christina Bailey Congressional Research Service

Emily Chan San Jose State University, emily.chan@sjsu.edu

Annie Schutte Maret School

Yvonne Stephenson Amarillo Public Library

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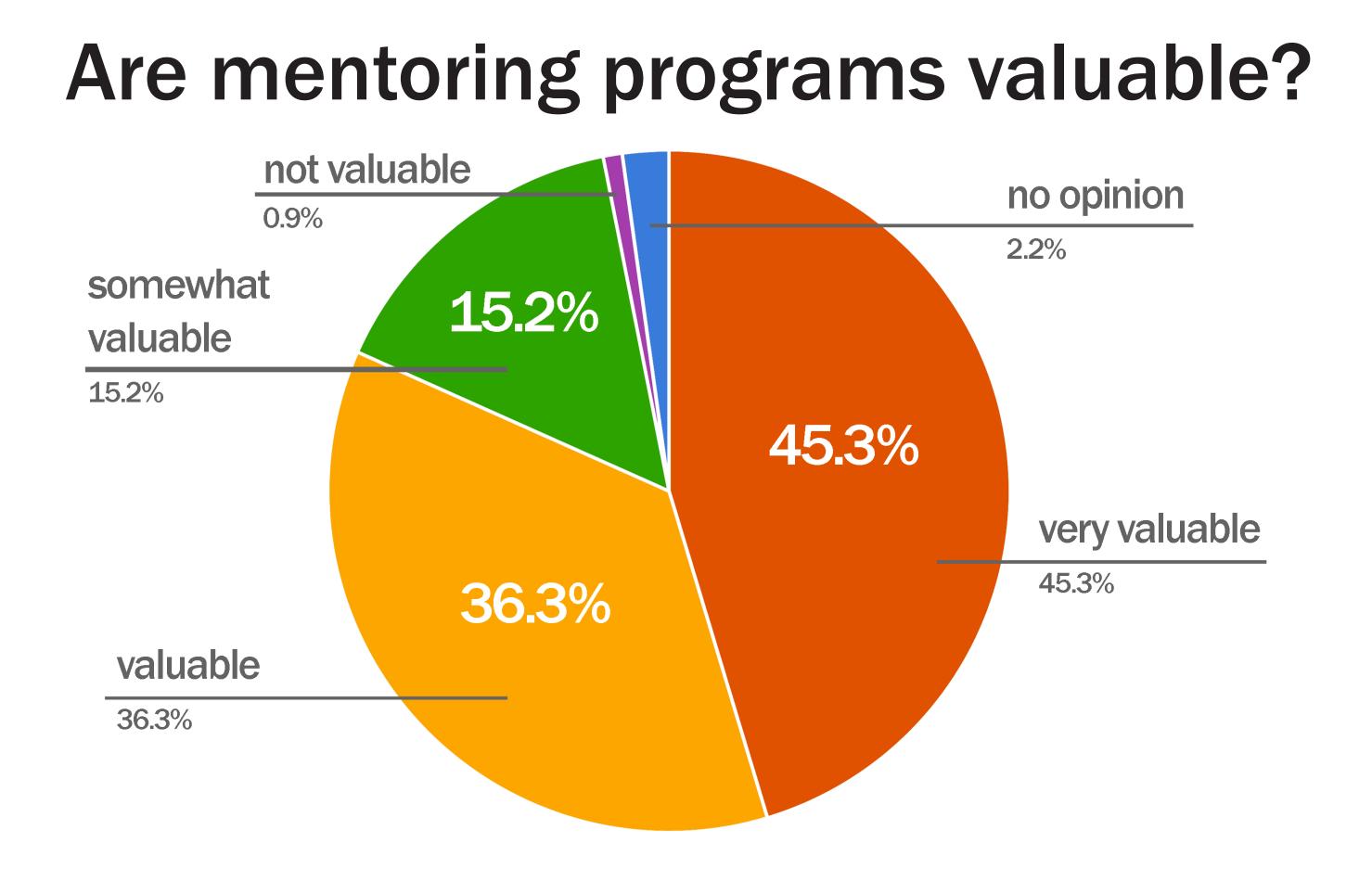
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Building Bridges Across Mentoring Emerging Leaders 2013, Project L

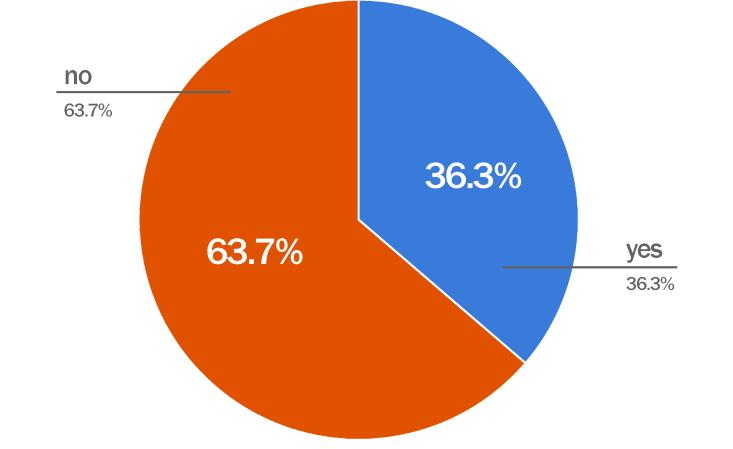
Librarians want mentoring What can ALA do?



In our survey of 322 participants, 81.6% said they think mentoring programs are valuable or very valuable.

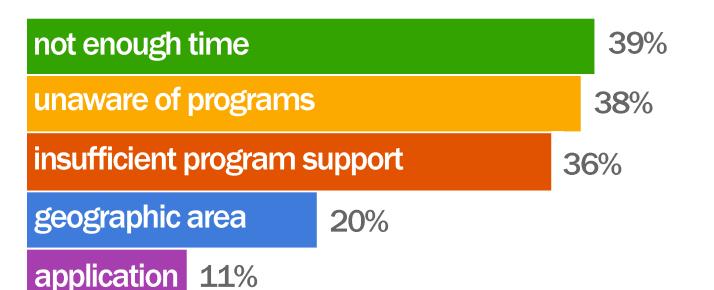
But they're not getting it

Are you in a mentoring relationship?



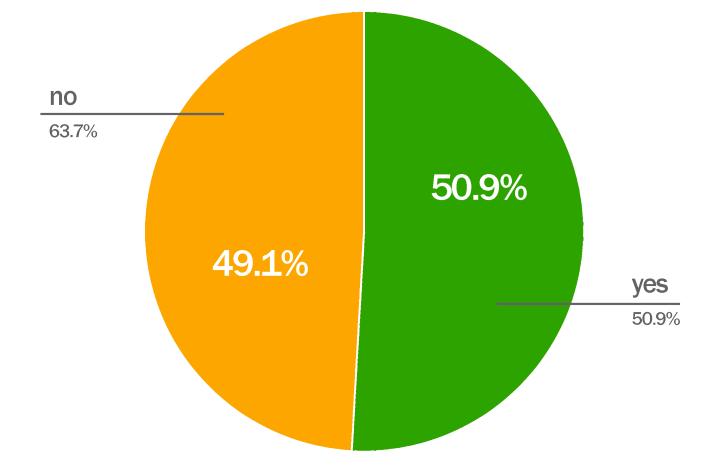
Only **36.3%** are in a mentoring relationship.

Why aren't you in a mentoring relationship?



38% say it's because they are unaware of any programs.

Are you aware of any ALA mentoring programs?



49.1% are not aware of ALA programs.

Other cited barriers to participation:

- ALA membership too costly
- Inability to commit to a program due to job instability
- Mentoring limited to full-time employees
- Too old to be a mentee, too young to be a mentor

1. Centralize mentoring information

- 2. Upgrade MentorConnect
- **3. Promote best practices**

1. Centralize mentoring

ALA	American Library Association	Contact ALA GiveALA Join/Renew Login Search
Committees » Divisions » Offices	Round Tables » Publications » Related »	Contact Congress Feedback
Mentoring About Mentoring	Search for Mentoring Opportunities	What ALA Members Are Saying About Mentoring:
ALA MentorConnect For Mentees •Guidelines •Mentoring Awards For Mentors •Guidelines •Mentoring Committees	Image: state of the state	<text><text><text><text><text><text></text></text></text></text></text></text>
Mentoring Programs Divisions Roundtables Affiliates Search for Mentoring Opportunities	Mentees Mentors I am a member of: Association of College & Research Libraries (ACRL) (Select one) (Select one)	"My mentor introduced me to his extensive library network and has connected me with other librarians in the field." -Emily C.
Share this page:	(Select one) I am a: Spectrum Scholar ▼	"I love librarianship and have gained a lot of knowledge throughout my career. Mentoring is one way I give back and influence the profession. -Annie S.
Send via email Print Cite		"Mentoring has made all the difference in the success of my career and library!" -Richard S.
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There are dozens of mentoring programs across ALA. Bringing information about them together into a centralized web space on ALA.org would make it easier

for librarians who want to be mentees or mentors to find a program that meets their mentoring needs.

2. Upgrade MentorConnect

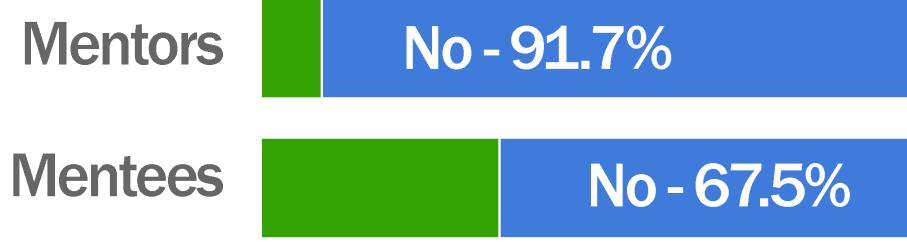
MentorConnect is a an online network that allows mentors and mentees to create profiles and find each other through ALA Connect.

Current Challenges

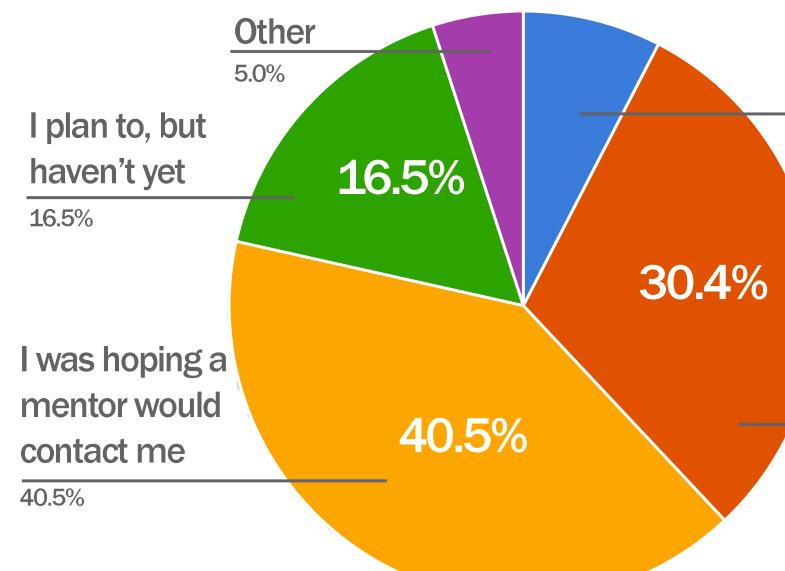
fiftifit There are 440 mentees, but only 75 mentors.

Most users have never initiated a mentoring relationship.

Many have failed to connect because they don't understand how the service works.



Mentees—Why haven't you contacted anyone?



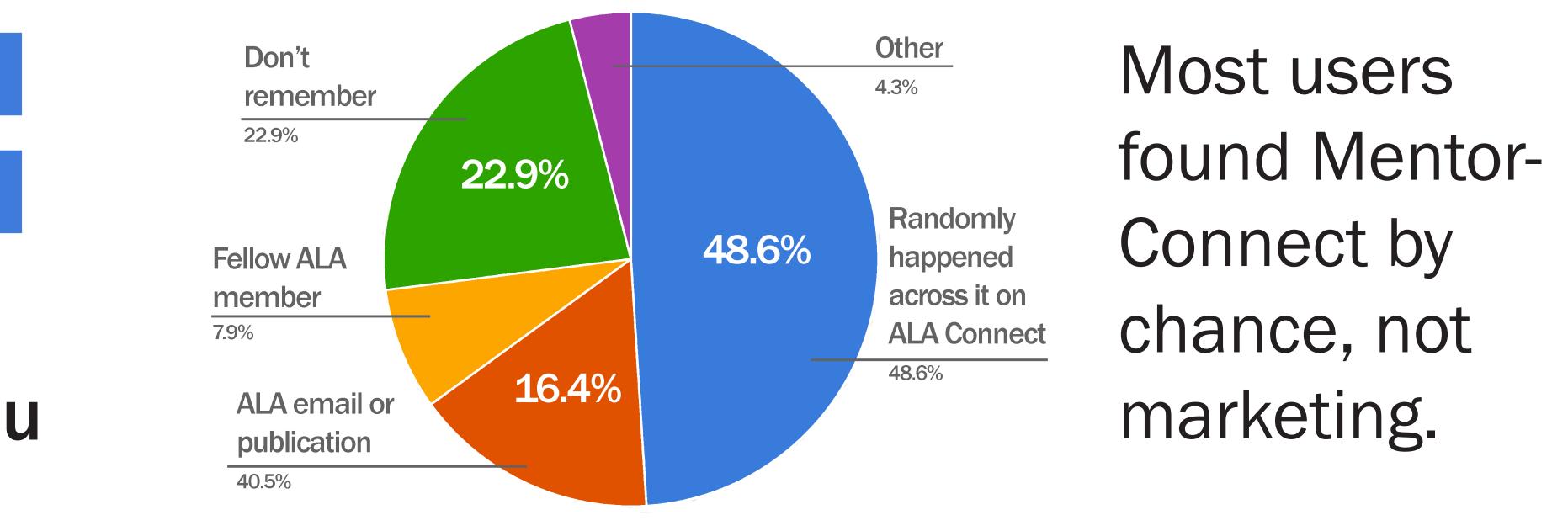
3. Promote best practices

- Manage your time
- Expectations
- Not confused with networking
- lell and show
- Lasy going or formal forming
- End-results

- Manage your time
- Expectations
- Not your average librarian
- leach
- Open minded

Christina Bailey Congressional Research Service Emily K. Chan San José State University Annie Schutte Maret School **Yvonne Stephenson Amarillo Public Library**

Have you contacted anyone? How did you hear about MentorConnect?



my interest ar

l didn't realiz you could search and

Suggested Improvements

- Clear instructions and best practices
- Streamlined profiles
- Geographic location
- Allow first contact outside Connect
- Send reminders
- Market the service

Results