We're all in this together: Mentoring in Academic Libraries (poster)

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What We Think

Structured mentoring programs give librarians a head start in their career, and introduce new hires to GVSU’s culture of collaboration. Preselected mentors ease the transition for a new librarian, giving them an advantage by establishing the relationship’s terms before it begins, and removing the burden of making the first move.

Cara Cadena, Business Liaison Librarian

As a new academic librarian, I find our mentoring is essential for orientation, understanding faculty status and the tenure process, and building a foundation for professional success. I’m not a liaison, so I don’t always fit into our programs, but the extent of GVSU’s formal mentoring reflects a strong commitment to supporting librarians, and I see that commitment in the informal mentoring relationships which continually support and inspire me in my work.

Matt Ruen, Scholarly Communications Outreach Coordinator

Even an experienced librarian needs a mentor. The Libraries mentoring program has been carefully thought out and provides the support I was craving at my old job. For me, the tenure track is both exciting and terrifying! Knowing my mentors are invested in my success makes it a little less scary.

Betsy Williams, Health Professions Librarian

Survey Results

- 9 of MI’s 15 public universities replied
- 4 have formal mentoring programs that include librarians
- Programs: 4 months to 4 years
- All have informal mentoring
- All 9 want to see more research!
- "All of my mentors ask me for best practices...all the time."

GVSU Programs

First Year Faculty Mentoring:
- Mutual Mentoring Model
- Groups meet 6 times/semester
- Experienced faculty leader
- Content is planned but flexible and responsive to group’s needs
- Optional second year program (F2F)

Library Programs

First Year:
- Librarian Orientation Checklist
- Two instruction mentors appointed
- “Faculty Assembly Buddy”

Second and Third Years:
- Two peers: scholarship and service
- All years: Informal mentoring

Goals of Mentoring Programs

- Orientation and Acclimation
- Understanding Faculty Governance
- Developing Professional Skills
- Supporting Scholarship
- Navigating Tenure & Promotion