Annual Report

2008/2009

LAUC-SD Mentoring Committee

Committee Members

Jim Cheng, Maria Din (Ex Officio), Mike Smith (Co-Chair), Roger Smith, Marlo Young (Co-Chair)

The LAUC-SD Mentoring Committee was established in 2004 to provide mentoring to UCSD staff and students interested in a career in academic librarianship through its Mentoring Program. This year, the committee conducted an assortment of activities that support its core function, including a preliminary evaluation of the Mentoring Program with input from both mentors and mentees.

Highlights

- **Mentoring Program Participation**

  In February of 2008, the Mentoring Committee began tracking participation in the Mentor Program. This past year there have been a total of twelve mentee/mentor matches. Seven are UCSD library staff, one UCSD staff, one UCSD student, and three are not affiliated with UCSD. To date, there's been a total of nineteen mentee/mentor matches.

- **Mentoring Program Evaluation**

  In a preliminary attempt to evaluate the Mentoring Program, the committee administered surveys to mentors and mentees who have participated in the program. Even though response rates are low, we now have valuable feedback from six mentors and four mentees. In general, participants find the program useful, but there is room for improvement. Recommendations include:

  o Sending out a program email announcement to library employees quarterly, or biannually, since most of the mentees heard about the program from a UCSD librarian, or staff colleague, and from an email announcement.
  o Contacting mentors and mentees at one month and six month intervals to ascertain if the match is working and still ongoing, and to administer a short evaluative survey to help track program effectiveness.
  o Conducting an annual "lunch and learn meet and greet" for mentees and mentors to network and share experiences.

- **Mentoring Resources Toolkit**
  In order to establish mentoring support for LAUC-SD librarian mentors, the committee created a Resources Toolkit on its internal website. Mentors can now access national, regional, and UCSD resources,

including a Mentorship Guidebook containing tips, strategies, and tools, as well as our *Academic Librarianship: A Career Possibility for You* recruitment brochure and website. The Guidebook was produced by UCSD's Career Connection Mentorship Program and uploaded with its approval.

- **UCSD Career Connection Mentorship Program**

  The committee continued conversations with UCSD's longstanding Career Connection Mentorship Program to identify opportunities to collaborate. In talking to the Program's Director, Jorge Rios, we have learned that UCSD's senior administration strongly supports the campus mentorship program. A list of UCSD mentors and their respective campus department is provided to Sr. Vice Chancellor Drake each year. There are natural synergies between the two programs and the committee will continue to explore how best to leverage and support the campus Mentorship Program.

- **Programming**
  The committee sponsored a Lunch and Learn program open to all library staff on effective mentor and mentee practices. Jorge Rios was the presenter. We also co-sponsored the ARL Career Enhancement Program Fellow's welcome reception potluck with the LAUC-SD Diversity Committee.

Horizon Issues

- UCSD Career Connection Mentorship Program Exploration
- On-going Assessment
- Budget Funds