

LAUC-SD Mentoring Committee
Annual Report 2005 / 2006

Mentoring Committee: Maria Din, Katy Farrell, Elisabeth Leonard, Duffy Tweedy (chair), Esteban Valdez

Created in April of 2005, the Committee's original charge was simple: to find library student workers and staff who might be interested in pursuing librarianship as a career, and match them with established librarians who could help them explore that goal. Our group decided to adopt much more ambitious goals, which included inviting speakers to campus and hosting round-table discussions. For this reason we received a budget of \$1,500 per year, for a two-year trial period. The committee created the application form, defined the roles and responsibilities of the mentee and mentor, and put out a call for applicants in January of this year.

The actual results of the committee so far are more in line with the original, straight-forward charge, in that we have matched three library staff with mentors but have not sponsored any events or made any calls on our budget. This underperformance relative to our revised goals is largely due to increased workload in the primary jobs of our committee members, and now obviously the loss of Katy and Lis.

The past year did give us some idea of what we might expect in terms of applicants, and there were surprises. We had thought the typical applicant would be a staff member or student worker in one area of the library (i.e., technical services) who wanted to explore professional opportunities in another area (i.e., public services). In one case however we heard from an applicant who wanted to know about professional vs staff possibilities within her current area of work, which could best be handled by her talking to librarians in her own department--hardly requiring a mentoring committee. In another case an applicant was finishing her MLS and wanted help finding a job--again, not what we envisioned. Finally, we felt handicapped in that all members of the committee were from public services, whereas applicants can come from technical services as well.

We recommend that when the two new members are appointed the group look again at its goals and decide whether they are realistic. With a full committee we can at least publicize the program better to the campus, and be a "matchmaking" service between applicants and mentors. That would fulfill the charge originally given by LAUC-SD, and would itself be a valuable service.