Annual Report, 2010-2011
LAUC-SD Mentoring Committee

Committee members

- Mary Linn Bergstrom (1st year)
- Lia Friedman, co-chair (2nd year)
- Maria Din, ex officio

- Annelise Sklar, co-chair (2nd year)
- Aislinn Sotelo (1st year)
- Jeff Williams (1st year)

Activities

Lunch n Learns
The committee held five "lunch and learn" sessions in 2010-2011. The first, new session held in April, was a facilitated group discussion for potential UCSD librarian-mentors to share questions and ideas about being an effective mentor. The four panel discussions in July were planned around the arrival of the ARL Career Enhancement Program (CEP) fellows and aimed to answer the common questions and concerns new and future librarians have about the profession. Two, on applying for jobs and on professional development, were topics covered in 2009-2010 as well. The other two, on technology trends and "a day in the life of…," were new sessions.

Special thanks go out to those who volunteered to participate in the panels.

April 25: Being a Better Mentor (new for 2010-2011)
Program: Group discussion on *being a better mentor, including shared tips and pitfalls to avoid*
Facilitator: Adele Barsh

July 6: Technology Trends in Libraries (new for 2010-2011)
Program: Panel discussion covering the various *technologies* new libraries should know about
Speakers: Roger Smith, Dan Suchy, Jenny Reiswig

July 13: Applying for Jobs as Librarians
Program: Panel discussion covering *resume and cover letter writing, resources for finding positions, and references and interviewing*
Speakers: Catherine Friedman, Heather Smedberg, Adele Barsh

July 20: A Day in the Life of… (new for 2010-2011)
Program: Panel discussion covering *typical activities in a librarian's workday*.
Speakers: Roger Smith, Jeff Williams, Bee Bornheimer (of Qualcomm)

July 27: Professional Development
Program: Panel discussion covering *choosing professional association activities, publishing and research, continuing education opportunities, LAUC*
Speakers: Dominique Turnbow, Cristela Garcia-Spitz, Mary Linn Bergstrom

Attendance at the programs was excellent, with over 20 attendees per session. The invitation was sent out to a listserv for San Jose State Library School students who live in San Diego County as well as to LIB-ALL and the mentees currently signed up with the committee's mentoring program.

UCSD Career Connection Mentorship Program
In May 2011, former mentoring committee co-chair Marlo Young also participated in a Campus Mentoring Program panel that was sponsored by the UCSD Human Resources and Career Connection. She discussed the partnership and synergy between the campus and Libraries' mentoring program as well as her experiences as a mentee in the campus program.

Funding

For the April lunch and learn session, refreshments were purchased at Costco for approximately $65. The cost of the drinks and snacks purchased through UCSD catering for the four July lunch and learn sessions was $193.50 each [total $774 for the four sessions]. This cost is a benchmark for future programming of this sort.

A request for approximately $1000 in funding for the coming year should meet the needs of the committee in the year ahead, allowing for similar programming and printing of any additional copies of the committee's "Academic Librarianship: A Career Possibility for You" brochure.

It should be noted that in both September 2010 with the start of the new LAUC fiscal year and July 2011 with the end of the UC fiscal year, the committee ran into some confusion with the Libraries Department of Business and Finance (DBF) over carry-over of committee funds. Hopefully these issues will be resolved for the 2011-2012 year, but future committee chairs will want to be vigilant in monitoring funds.

Horizon Issues

Outreach
In the 2008-2009 and 2009-2010 years, the committee began to develop a relationship with the UCSD Career Connection Mentorship Program. All mentors were asked to sign up as mentors in the campus database, and eligible mentees [UCSD staff] were asked to join as well, and report back to their mentors on the programs and resources directed their way via the campus program. In 2010-2011, few of the new mentees were eligible for the campus program. However, the committee may want to renew the relationship with the campus program in the future.

In 2009-2010, the campus mentoring program's mentoring guidebook was distilled into a one page handout with bulleted highlights representing key concepts for mentors to consider but never finalized and uploaded to the committee's web site. This draft could be revised and added to the mentoring website as a resource along with the longer version.

Another potential project for the 2011-2012 year is the creation of updated, video profiles of librarians illustrating the variety of career paths available in the profession. It is anticipated that short, three minute segments would be hosted by Youtube and linked to the mentoring website where print biographies are now in place.

Evaluation
In 2008-2009 a survey was conducted of mentors and mentees in the program. This was not repeated in 2009-2010 or 2010-2011, but the chair(s) in the coming year may wish to run a survey once more. The principle goals will be to assess to what degree the campus program has added value to the experience of mentees, how often mentors/mentees meet and to what detail they go in their relationship (course selection, professional development, mock interviews, etc.)

In 2010-2011, the committee solicited new volunteer mentors. It is recommended that the committee contact mentors/mentees annually to update the status of their involvement with the program and the personal information recorded in the Excel sheet the committee uses to track mentee match ups.

Website
In 2011, the LAUC website was migrated into the CMS. Several page names were changed and the left-hand navigation links were reordered. The "For Mentees" main page could be further revised to reflect the new left-hand navigation, and the committee may want to review the content on the site, both for mentors and mentees.

Culture of mentoring
It is acknowledged that there are many informal mentoring relationships within the libraries. It is worthwhile to consider how these can best be "channeled" through the mentoring program so as to leverage the formal benefits and resource of the library and campus programs. For example, an informal mentoring relationship may miss the opportunity for the mentee to explore a wider variety of areas of librarianship they may be interested in, available through the contacts facilitated by the committee.

Respectfully submitted,
Lia Friedman & Annelise Sklar
LAUC-SD Mentoring Committee, Co-Chairs 2010/2011