

A Two-Way Street

Planning a RUSA Mentoring Program

For more information see:

[http://wikis.ala.org/emergingleaders/index.php/K_\(2008\):_Mentoring](http://wikis.ala.org/emergingleaders/index.php/K_(2008):_Mentoring)

Mentoring Program Goals:

1. To provide additional networking opportunities for RUSA members.
2. To encourage and develop participation within RUSA, not only for this program but also within other committees.
3. To facilitate the exchange of expertise between RUSA members with differing areas of knowledge and experience.
4. To support the development of library professionals in their career.
5. To provide an enriching professional experience.
6. To reenergize professionals and to spark increased enthusiasm in their work through the process of building a relationship with another librarian.

What is a Mentor?

Merriam Webster defines a mentor as a “trusted counselor or guide”. Within the context of the proposed RUSA mentoring program, a mentor is a RUSA member who is motivated to provide guidance and support as a resource to another librarian or library science student.

What is a Mentee?

A Mentee is a library science student and/or librarian seeking to establish a professional relationship with an experienced RUSA member who can help the mentee negotiate many of the challenges encountered during their professional life. Although mentees are often perceived to be limited to new professionals, RUSA would like to extend this definition to include more experienced librarians who would also benefit from the input of a peer. This might occur when the experienced mentee gains new responsibilities, such as becoming a manager or obtaining a new position in the field. Mentees are

ALA members and preferably RUSA members who have an interest in becoming actively involved in their professional organizations.

The Plan:

1. Perpetual program managed by rotating committee.
2. Online social network leveraged to let mentor/mentee pairs match themselves.
3. Formal one year (or more) program for pairs.
4. ALA Annual social kick-off for pairs.
5. Monthly topics to help keep conversation going.
6. Online forums for further interaction.
7. Encourage local meet-ups.
8. Encourage pairs to collaborate on professional development activities like article writing or conference presentations.
9. Attention must be paid to marketing.

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