IS Mentoring Program Resource List


In this case study, new librarians were placed with three separate mentors in their own academic institutions for six months to provide multiple perspectives for the mentee. The authors describe the rationale for mentees working with multiple mentors, best practices for this type of mentoring program, and the challenges and successes they experienced.


Crumpton considers the role of emotion in a mentoring relationship, especially as it relates to stress during tough economic times. Given the current economic situation, this article is timely for those who have financial and/or budget-related job responsibilities.


This article provides a template for academic libraries who want to re-establish an official mentoring program. It also includes a substantial resource list and mentoring program resources such as activities, procedures, and guidelines.


This study examines attitudes and the architecture needed to support virtual mentoring relationships in academic libraries that foster research, learning and community. Finlayson describes the challenges of time constraints and setting realistic goals. This article is supplemented by a list of research skills which can be developed among participants in electronic mentoring programs.

A thorough overview on mentoring that includes historical background, potential benefits and negative aspects, and mentoring models. Freedman’s personal experience as a mentee lends personal insight to the benefits of a mentoring relationship.


Ghouse and Church-Duran outline their academic library's experience in creating a mentoring program. Particularly helpful is the authors' insight about committee structure for program oversight, the process for matching pairs, and a mentoring agreement. The mentoring agreement is included as an appendix.


This article introduces the idea of e-mentoring and using Web 2.0 tools such as virtual worlds, wikis, and instant messaging. This pilot did not take place in an academic library, but it did involve library school alumni and current students. The author discusses how e-mentoring can help with issues such as generational differences and recruitment in librarianship.


Drawing heavily on previous literature of "best practices," Goldman lays the groundwork for formal, informal, and alternative mentoring scenarios for new librarians in academic libraries. The methods described have application for local and regional mentoring opportunities for first-year and less experienced librarians.


This article discusses the process by which newly hired librarians at the University of Idaho were primary decision-makers in determining the model for the Library's new mentoring program. A review of the types of mentoring models as well as a thorough introduction to the chosen model, Community of Practice, is included. Particularly helpful are the authors' discussion about how the new model was implemented, challenges encountered, and ways to improve the program.

Hines outlines the creation of an early online mentoring program conducted by ALA’s New Members Round Table Mentoring Committee during 2004-2005. Helpful resources include the program description, participant guidelines, a monthly topic list, an application form, a template for monthly email communication, and an evaluation form.


The authors provide a solid introduction to diversity and mentoring. To build the groundwork for the diversity discussion, a review of the benefits of mentoring and a brief examination of the informal mentoring model are included. From there, Moore et al., examine some of the challenges faced by librarians of color and provide best practices for "cross-race mentoring."


Although the traditional hierarchical structure of mentoring programs can be beneficial, Murphy suggests rethinking this structure given changes in librarianship. Peer mentoring and developmental relationships offer potential alternatives that might be a better fit and serve more than the tenure-track goals of traditional models. Murphy concludes, "While the traditional hierarchical mentoring relationship does not necessarily need to be abandoned, its value in concert with other forms of developmental relationships resides in its ability to expose the individual to a wider variety of perspectives, experience, and tacit knowledge."


Based on a study of the leadership program/institute offered by the Association of Research Libraries (ARL) Leadership and Career Development Program (LCDP), the authors find, "Mentoring relationships are critically important for some, depending on the emphasis and effort placed on this element by program coordinators; and long-lasting relationships with cohorts, colleagues and fellow participants, provide long-term, much-needed and appreciated support." The article describes the need to correlate professional development opportunities with mentoring opportunities for mentors and mentees alike.


The authors of this article surveyed mentors to assess their attitudes about and experiences with inter-generational mentees. They provide insight and suggest practices for improving interpersonal communication and good mentoring practices for inter-generational mentor/mentee relationships.

Challenges in recruiting and retaining minority librarians and the benefits of diversity in the work place are well documented. Olivas and Ma find that minority librarians who have had constant interactions with mentors, regardless of distance, tend to have better job satisfaction and go on to become mentors and leaders themselves. Librarians who did not believe that they were mentored were more likely to leave the profession but consider staying if they had a more personal connection with a senior librarian to help them navigate the profession. This article provides evidence for the need for mentoring relationships and programs for retention of minority librarians.


Ptolomey looks at mentoring from the perspective of a freelance library and information professional. The author discusses picking the model that fits an individual's given situation and provides personal experience in using action and reflection when part of a mentoring relationship.


This collection of essays provides a comprehensive look at mentoring with topics ranging from establishing a program to mentoring library school students.