Mentoring Program

Association of College and Research Libraries Instruction Section

IS Mentoring Program Resource List

Ferriero, David S. 1982. ARL directors as protégés and mentors. *The Journal of Academic Librarianship* 7 (6): 358-365.

This article reports on a questionnaire survey of the library directors within the Association of Research Libraries institutions, determining the directors' mentoring experiences. Of particular interest is Appendix A, which includes a list of mentor characteristics provided by the respondents.

Field, Judith. 2001. Mentoring: A natural act for information professionals? *New Library World* 102 (1166/1167): 269-273.

The article includes helpful mentoring information for librarians, including benefits, roles, and characteristics for mentors, as well as attributes of both formal and informal mentoring programs.

Golian, Linda Marie, and Michael W. Galbraith. 1996. Effective mentoring programs for professional library development. *Advances in Library Administration and Organization* 14: 95-124.

The authors provide useful information defining mentoring, discussing formal versus informal programs, characteristics of good mentors and mentees, the roles and phases of mentoring, and the benefits to both the individual and the library profession.

Hall, Liz. 2005. IT support. *People Management* 11 (6): 34-37.

The article discusses many of the positive aspects of mentoring with e-mail as the sole communication medium.

Hass, V. Heidi, and Tony White. 2005. Mentorship task force report, Professional Development Committee, ARLIS/NA." *Art Documentation* 24 (2): 49-56.

This is a report by the Professional Development Committee's Task Force of ARLIS/NA (Art Libraries Society of North America) on a proposal for a pilot mentoring program starting in 2006. The report contrasts the role of mentor with that of the manager or coach. Programs at various library schools are listed. The article also includes discussions of definitions, characteristics, and responsibilities of mentors and mentees.

Johnson, W. Brad, and Charles R. Ridley. 2004. *The elements of mentoring*. New York: Palgrave Macmillan.

An excellent book on mentoring that discusses what good mentors do, provides traits of excellent mentors, details how to arrange mentor/mentee relationships, describes ways to restore a strained mentor/mentee relationship, and provides methods on closure at the end of the mentoring relationship.

Law, Margaret. 2001. Mentoring programs: In search of the perfect model. *Feliciter* 47 (3): 146-148.

The article explores three mentoring pilot projects in an academic library setting, defining differences between training, coaching, and mentoring relationships.

Mavrinac, Mary Ann. 2005. Transformational leadership: Peer mentoring as a values-based learning process. *portal: Libraries and the Academy* 5 (3): 391-404.

(Author abstract): This paper discusses the complex nature of transformational change required to achieve a learning culture. Peer mentoring will be discussed as an example of a learning process that is in harmony with the values-based transformational leadership and change process, the professional values of librarianship, and the democratic nature of a learning culture.

Metz, Ruth. 2002. *Coaching in the library: A management strategy for achieving excellence*. Chicago: American Library Association.

This book defines coaching as "the purposeful and skillful effort by one individual to help another achieve specific performance goals." Law describes what it means to coach, why coaching is important, and also how to be a good coach.

Shontz, Priscilla K. 2004. *The librarian's career guidebook*. Lanham, MD: Scarecrow Press.

Chapter 54, "Mentoring, A Primer," by Carol Ritzen Kem defines the terms mentor and mentee, outlines various types of mentoring including informal, peer, and structured, and provides elements of successful mentoring activities.

Woodd, Maureen.1997. Mentoring in further and higher education: Learning from the literature." *Education + Training* 39 (9): 333-343.

The article concentrates on the mentoring support for teachers in higher education. Woodd discusses the need for peer mentoring, and provides models for mentoring, as well as mentoring styles, skills, and guidelines.

Last revised 3/2007