Mentoring Program

Association of College and Research Libraries Instruction Section

Mentor Roles, Competencies, and Expectations

Psychosocial Roles

- **Role Modeling** – provide an excellent professional example
- **Encouraging** – provide emotional support and positive feedback
- **Counseling** – provide a forum for discussion of career issues
- **Colleagueship** – enable feeling of being a valued peer

Vocational Roles

- **Educating** – teach; challenge; evaluate knowledge and skills
- **Consulting** – clarify politics and power; coach for success
- **Sponsoring** – provide visibility and exposure
- **Protecting** – shield from damage by the system or others

Competencies

- Leadership
- Management
- Organizational knowledge/know-how
- Content knowledge / experience / expertise
- Communication/Interpersonal skills
- Availability

Expectations

- Willing to commit to a 1-year program
- Participate in mentor orientation / training
- Help to establish goals and expectations of mentee
- Establish relationship/build rapport with assigned mentee
- Communicate with mentee on regular basis
- Be available for questions/consultation, as needed by mentee
- Provide general guidance and support
- Help resolve problems/difficulties in accomplishing goals and expectations
- Give professional career-related advice
- Facilitate professional networking and contacts

- Help acclimate mentee to IS / ACRL / ALA
- Be open to modifications of mentor/fellow relationships if needed
- Communicate with and provide feedback to IS Mentoring Committee at least two times per year
- Recommended: Attend IS functions/events, when possible