Leadership Update: No change in leadership. Members are:
Chair: Anna Simon, Georgetown University
Meghan Peterson, Currier Museum of Art
Jessica Shaykett, American Craft Council
Heather Slania, National Museum of Women in the Arts

2013-14 Recap:
For the 2013-14 mentoring program we had 10 pairs (later 9, as one woman decided to change her career plans and leave art librarianship). Two or three of these matches were between mentors and early-mid career (around 5 years) professionals, a demand that is growing. As mentioned in previous reports, for the Pasadena workshop we decided not to use the Margaret Law training DVD that has been the basis of the program since its inception in 2002. We felt that watching a DVD for several hours—even with activity breaks—was too passive an approach to learning the material. Instead, we combined key information from the DVD with activities from Pay It Forward: Mentoring New Information Professionals (Mavrinac and Stymest, 2012) and our own experience. We decided to emphasize that outcome-oriented, personalized goal-setting should provide the outline of the mentee’s yearlong relationship with their mentor. Since unrealistic mentee expectations were one of the consistent issues the committee dealt with, we hoped realistic goal-setting based on what the mentee wanted to learn would overcome that. Post-workshop surveys were generally positive—16 participants responded with mostly 4 and 5 marks (out of 5)—and we received some helpful feedback that is being incorporated into this year’s workshop, which Heather Slania and I are revising and updating again. After we do a program completion survey with this year’s cohort we’ll know more about how the yearlong program worked.

Current Activities:
The 2014-15 program has 11 pairs. Four of the participating mentees are considered nearly or definitely “mid-career”. We are committed to supporting mid-career professionals and hope to see more programming within ARLIS/NA that does so. We were only able to match 11 mentees by using two of own committee members and asking others to play dual roles (one mentor was cold-called since we thought she’d be an excellent match for a mid-career mentee; another mentor isn’t attending the conference, but we paired him with a more independent mentee who is comfortable with this arrangement). Four potential mentees were not accepted into the program due to their late application, weak application, and/or lack of a mentor. We need help from the Board in encouraging established professionals to participate in the program so our
mid-career mentees have appropriate mentors. I welcome ideas about how we might approach prospective mentors in order to continue to grow the program.

**Upcoming Plans:**
The Committee will be launching a pilot chapter mentoring program at this year’s conference. This is our alternative offering to the virtual mentoring program, which was difficult for the Committee to manage. The chapter mentoring program will provide a template, with all needed materials and timelines, for chapters to administer regional programs. It is our hope that we can then train one liaison from each program in a webinar on how the program functions, things to look out for, common questions, etc. We will debut this program directly to the Chapter Chair’s Roundtable. I would also like to make an announcement/plug at the membership meeting or another appropriate group venue.

The program’s 10-year anniversary will be celebrated at the Fort Worth conference. We plan to undertake a deeper evaluation of the program, including interviewing past participants about how the program has contributed to their career development, looking at the web of participants and how they currently contribute to ARLIS/NA, and soliciting feedback about the role society mentoring currently plays in their professional life.

We would like to strengthen our awareness and alliances with other ALA mentorship groups. We undertook this a couple of years ago, but it proved to be difficult. Believe it or not, there is not a lot of concrete program information available on ACRL, ALA, and SLA groups. As our ten-year anniversary approaches, it is important to see how other groups approach similar issues—we can always use new perspectives. If you will, the mentoring subcommittee could always use an influential program “mentor”. Efforts to find this in the International Mentor Association—for which we purchased a one-year membership—proved disappointing.

Data management: We missed our window of opportunity to work with TEI (Aug-Dec) to devise a data management solution. We will continue to pursue this in the upcoming year, since we have more documents, records, and databases then we can currently handle. We have started to use BaseCamp, but it doesn’t solve our data management issue. Ideally the Mentoring committee would have an online database that is connected to the ARLIS/NA membership database and shared only among subcommittee members.

**ARLIS/NA Strategic Plan items:**
- **Goal II: Expand Mentoring, Management, and Transition Skills.**
  - A. Introduce additional mentoring opportunities that increase the possibilities for informal and less structured support and learning experiences for new professionals.
    **Status: Pending.**
    A chapter mentoring program training kit will be introduced to chapter chairs at the conference; as long as there is enough interest we’ll coordinate a virtual training session for a chapter liaison from each group on how to run the program at the chapter level.
    - **A-1: Encourage opportunities for early career professionals to serve on ARLIS/NA and chapter committees.**
      **Status: Ongoing.**
For the 2013-14 cohort we introduced “conversation club” conference calls for the mentees that were designed to introduce key members of the ARLIS/NA leadership, their roles in ARLIS/NA, and their career experiences. Our goal was to create opportunities for new professionals to learn about ARLIS/NA leadership in a casual, informative way, as we expect the mentees of today will become the Society leaders of tomorrow. We had hoped to have several of these sessions but only ended up having one. Our goal is to do at least 3 for the upcoming year and to have the speakers planned at the outset of the mentoring year. We’re happy to take volunteers for speakers!

C-1: Enhance the visibility of all ARLIS/NA and chapter mentoring efforts. Develop a web presence for the promotion of both Society-wide and local mentorship programs.

**Status: None—pending.**

In early 2014 I noticed the AWS had reverted to a previous iteration, and the mentoring committee information and links were dated. After several months—but not before numerous people had noticed and/or filled out the wrong application form—this was fixed. As for developing a web presence to promote the mentorship program, this was not on the committee’s 2013-14 agenda. I’d be interested to know how the PDC and Board envision this so we can fulfill expectations.

**Issues for the Executive Board:**

How can the Board help us promote the national (and upcoming chapter) mentoring program and recruit mentors? Do you have suggestions for promotion? I would like to feel more support and interest from leadership as we steward this program into its tenth year.

The Mentoring Committee is committed to expanding our support for mid-career professionals. We would like to work with other parts of the PDC to be involved in the broader move to offer mid-career programming and outreach.

How does the Board and/or the PDC envision the development of a web presence to promote the mentorship program? The committee would be happy to move forward on this with some input and guidance.