Mentoring Subcommittee
– Professional Development Committee

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Committee members:
Lynn Cunningham
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Leadership update:
Lynn Cunningham is due to roll off the committee at the New Orleans Conference. We will be searching for another committee member after the conference.

Activities:

Yearlong Mentoring Program Cohort 2016-2017
• This is the first cohort to go through the Leadership theme.
• For the 2016-2017 cohort, there were 9 pairs. The subcommittee was able to pair a mentor with every applicant and no applicants were turned away.
• Throughout the program we have heard positive feedback from mentees and mentors about how beneficial their mentoring relationships have been.
• Mentoring pairs will be surveyed after the program is over in February.

Yearlong Career Mentoring Program
• Because the conference was much earlier in 2017 than previous conferences, the subcommittee had to start its work early in the summer for the mentoring program instead of the fall. Since the holidays would fall in the recruitment cycle, we moved the Call for Mentors and Mentees to early September instead of early January.
• We updated the Call for Mentees form to ask if the mentee was also participating in a Chapter Mentoring Program so that we could give priority to those without mentors.
• We have six mentoring pairs for the 2017-2018 cohort.
• The Mentoring Committee had worked with the Diversity Committee and agreed that the winner of the Student Diversity Award for Conference Attendance will have a reserved spot in both the Yearlong Mentoring Program and the Conference Networking Program (if the winner choses to do either or both). The 2017-2018 cohort includes the winner of the Award.
• The subcommittee talked with 2016 workshop attendees and read the surveys and decided to further revamp the Mentoring Workshop. Overwhelmingly, the mentees and mentors want to spend as much time as possible with each other. The workshop has been revamped so that both mentors and mentees will attend the full four hours together.
• The mentors-only section, which repeated program expectations and other program information, has been re-imagined to be an activity about mentoring qualities.
• The committee has worked hard to add more time for paired discussion and more active learning, such as mentees workshopping SMART goals with their mentor and sharing with the whole cohort as well as time to plan ways to reach the SMART goals.
• Mentees were asked to do pre-work much earlier (in October) than previously to address feedback that they did not have enough time to work on goals. We sent out some videos and worksheets explaining SMART goals and asked mentees to come up with 2-3 SMART goals. Jennifer and Shira worked with the mentees via email to further shape their beginning goals into SMART goals. Mentees were also asked to read an article about goals and the mentoring relationship ("Begin with the End in Mind: The Goal-Driven Mentoring Relationship" by Lois Zachary and Lory Fischler).
• Mentors received an email at the same time as mentees, but theirs asked them to read an article about mentee goal-setting ("Facilitating Mentee-Driven Goal Setting” by Lois Zachary and Lory Fischler). They also received a copy of the email sent to mentees.
• We had considered having a pre-conference phone call for mentors, but scheduling was difficult and after we re-designed the workshop, we realized we didn’t have a lot of content. Our plan is to survey the mentors from this cohort mid-program to see what ideas they might have for what would be useful for mentors to discuss prior to participating in the program. We’ll also ask that question of the 2016-2017 mentors.
• We are adding two activities at the conference for the mentoring program:
  o Coffee Meet-Up: this event is for the 2017-2018 cohort. We are planning to meet at Café Du Monde on Wednesday morning to discuss how everyone’s conference experience was and answer any questions before they start the program.
  o Mentoring Program Alumni Meet-Up: this event is for all previous mentoring program participants. We will be meeting for drinks at Barcadia to celebrate the program and everyone’s participation in it. The event was listed on the registration form and has been advertised on ARLIS-L. We will also be emailing those who registered for it or expressed interested in it closer to the conference as a reminder.
• We successfully asked for the Mentoring Workshop to be kept off the registration form. There was a lot of confusion when the workshop was on the registration form since we generally have the mentoring pairs set by the time registration starts. Since we know our max number of attendees, we gave that information to the Conference Planning Committee for scheduling rooms. We also adjusted our description for the program so that the first sentence states that it is an application-only workshop.

Conference Networking Program
• The subcommittee has renamed the program to “Conference Guides” to help clear up some of the confusing between the program and the Yearlong Mentoring Program.
• We currently have 10 people signed up as newbies and 6 people signed up as guides. As we get closer to the conference, we will ask the Conference Planning Committee for the names of the registrants and if they indicated First-Timer. We hope to use this list to directly email people who are attending to see if they would be a conference guide. We’re always short on guides.
• We created separate tip sheets with tips and expectations for conference guides and conference newbies. This will be sent to them prior to the conference. We’re hoping that this helps with expectation mismatch.
• We’ll be surveying the 2017 conference participants in the program about their expectations of the program and whether or not those expectations were met as well as their suggestions for improving the program.
• We planned to work with Membership to develop a guide (whatever format seems reasonable) for first-time attendees that would be sent to them when they register and would promote the Conference Networking Program and give conference attendance tips. We didn’t accomplish this task this year, but we’re going to try this year to complete this.

Chapter Mentoring Program
• The Mentoring Subcommittee provides materials and guidance to Chapters interested in implementing a formal mentoring program at a local/regional level modeled on the ARLIS/NA Career Mentoring Program.
• 7 Chapters have implemented or are continuing the Chapter Mentoring Program: Mid-States, Mid-Atlantic, New England, New York City, Northern California, Southeast and Twin Cities.
• Ohio Valley is still doing mentoring on an informal basis.
• We are planning on following up with all Chapters after the New Orleans conference since leadership on the local level will have changed.

Topic-based Mentoring initiative
• Because we needed to move up all our work for the Yearlong Mentoring Program, we did not address this initiative this year.
• Jennifer Friedman will be contacting Margaret Webster to accept an offer of help in coordinating this initiative with the Retired Members SIG.

Other
• The Subcommittee worked with PDC to develop a page dedicated to mentoring opportunities in the organization.

ARLIS/NA Strategic Directions:

Art Information Professionals
The Society shall support the evolving role of art information professionals through education, mentoring, and professional development opportunities that foster excellence and innovation.

Action Item: Yearlong Mentoring Program
Status: Ongoing

Action Item: Conference Guides
Status: Ongoing

Action Item: Topic-Based Mentoring
Status: Ongoing

Diversity and Inclusion
The Society shall promote diversity and inclusion within the profession including the makeup of its workforce, the design of services and programming, the development of intercultural fluency skills and competencies, and the practice of inclusive collections building.

Action Item: Student Diversity Award for Conference Attendance winner
The Award winner will have a reserved spot in the Yearlong Mentoring Program and the Conference Networking Program.
Status: Ongoing