Working Lunch: Building Successful Mentoring Relationships
Sarah LeMire and Lorelei Rutledge

Why discuss mentoring?

Many libraries have orientation, onboarding, or mentoring programs or some combination of the three. Benefits for the organizations may include:

- Employee retention
- Employee satisfaction
- Employee motivation

What about new employees?

Mentoring helps us:

- Develop familiarity with departments
- Build new relationships across the library and campus
- Engage in library activities effectively
- Form a cohort of new and tenured librarians

Mentoring at the Marriott Library

First Stage:
- Fostering employee through orientation tasks
- Visiting different areas on campus

Second Stage (beginning at 90 day review):
- Mentor may change based on preference
- Focus shifts to retention, promotion, and tenure activities
- Meetings may be less frequent
- The relationship may end after the 90 day review or continue indefinitely throughout the tenure process

Benefits

- Understanding the organization's rituals, cultures, and customs
- Managing differences between expectations and reality
- Facilitating introductions
- Familiarization with library and campus
- Information about navigating institutional hierarchies
- Building a support network of other new librarians

Potential Challenges

- Managing expectations about the relationship
- Managing personality conflicts or differences of opinion
- Scheduling regular meetings
- Time of year when the new librarian joins the organization