



THE UNIVERSITY OF UTAH

J. Willard Marriott Library

# Working Lunch: Building Successful Mentoring Relationships

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## 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 acculturation



## What about new employees?

Mentoring helped us:

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

## Mentoring at the Marriott Library

First Stage:

- Ushering 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



New Fine Arts Librarian Luke Leither (right) poses beside Interim Dean Rick Anderson, his mentor since July 2012.

New Research and Information Services Librarian Lorelei Rutledge (left) poses with her mentor since April 2012, Research and Information Services Librarian April Love.



New Research and Information Services Librarian Sarah LeMire (right) poses with her mentor since October 2012, Scholarly Communications and Copyright Librarian Allyson Mower.

New Head of Cataloging and Metadata Services Jeremy Myntti (right) relaxes with his mentor, Alfrad Mowdood, Head of Research and Information Services.



## 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

