Mentoring in Academic Libraries: A Canadian Perspective
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This study is an exploration of mentoring in Canadian Academic Libraries, from expectations of recent MLIS graduates to experiences of practicing librarians and the support provided by administration.

Types of mentoring
Formal – organized by administration, expected to participate
Informal – independently seek someone out with more experience

Who are potential mentors?

1. Recent MLIS Graduates*
   - Seeking Academic Library position
   - Mentoring expectations
   - *in progress

2. Academic Librarians
   - Mentoring experiences
   - Mentoring expectations
   - Demographics

3. Academic Administration
   - Mentoring experience, expectations...
   - Institutional support
   - Success / Costs / Risks

Preliminary findings
Does your academic library have a mentoring program?
- Librarians
  - No program 45%
  - Informal 36%
  - Formal 12%
  - Both 2%
  - Other 4%
- Administration
  - No program 71%
  - Informal 19%
  - Formal 10%

Are you a mentor within your institution?
- Librarians – 27%
- Administration 45%

Are you a mentor outside your institution?
- Librarians – 17%
- Administration 33%

When you began your career as a librarian were you mentored?
- Librarians – 33%
- Administration 29%

A cross-country response:

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<tr>
<th>Province</th>
<th>Librarians</th>
<th>Admin</th>
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Mentoring activities:
Role Model
- act as a professional role model
- share professional experiences
- keep communications confidential
- act as a research resource
- assist with grant writing
- help with orientation to library culture
- provide knowledge of a discipline or subject area

Expertise / Experience
- show interest
- listen to my professional concerns
- provide encouragement
- provide candid feedback
- offer challenges
- share library gossip
- advise on preparation of promotion and tenure materials
- open doors for opportunities
- help with setting professional goals
- assist with networking

Future work:
- Complete survey distribution
- Investigate research questions:
  1. What are the mentoring expectations of new academic librarians?
  2. Has mentoring changed over time?
  3. Are current mentors those who expected mentoring when they were new to librarianship?
  4. Does a Collective Agreement affect mentoring programs?
  5. Does mentoring aid succession planning?

As a mentor, I learn as much as I give ... a fresh perspective from a younger colleague.

...a mentor should provide real wisdom and insight regarding the organisational or professional culture.