

7-28-2016

What am I Supposed to do Now? The Benefits of Building a Mentoring Relationship

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Recommended Citation

Gonzalez, Veronica and Hammill, Sarah J., "What am I Supposed to do Now? The Benefits of Building a Mentoring Relationship" (2016). *Works of the FIU Libraries*. 49.

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What am I Supposed to do Now?

The Benefits of Building a Mentoring Relationship

Veronica Gonzalez, Sound and Image Librarian

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SEFLIN Regional Conference

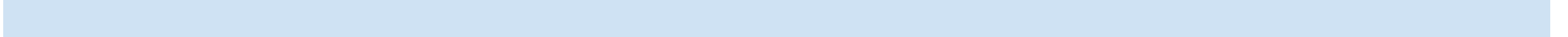
Thursday, July 28, 2016 Kovens Conference Center - Miami, FL

Mentor:

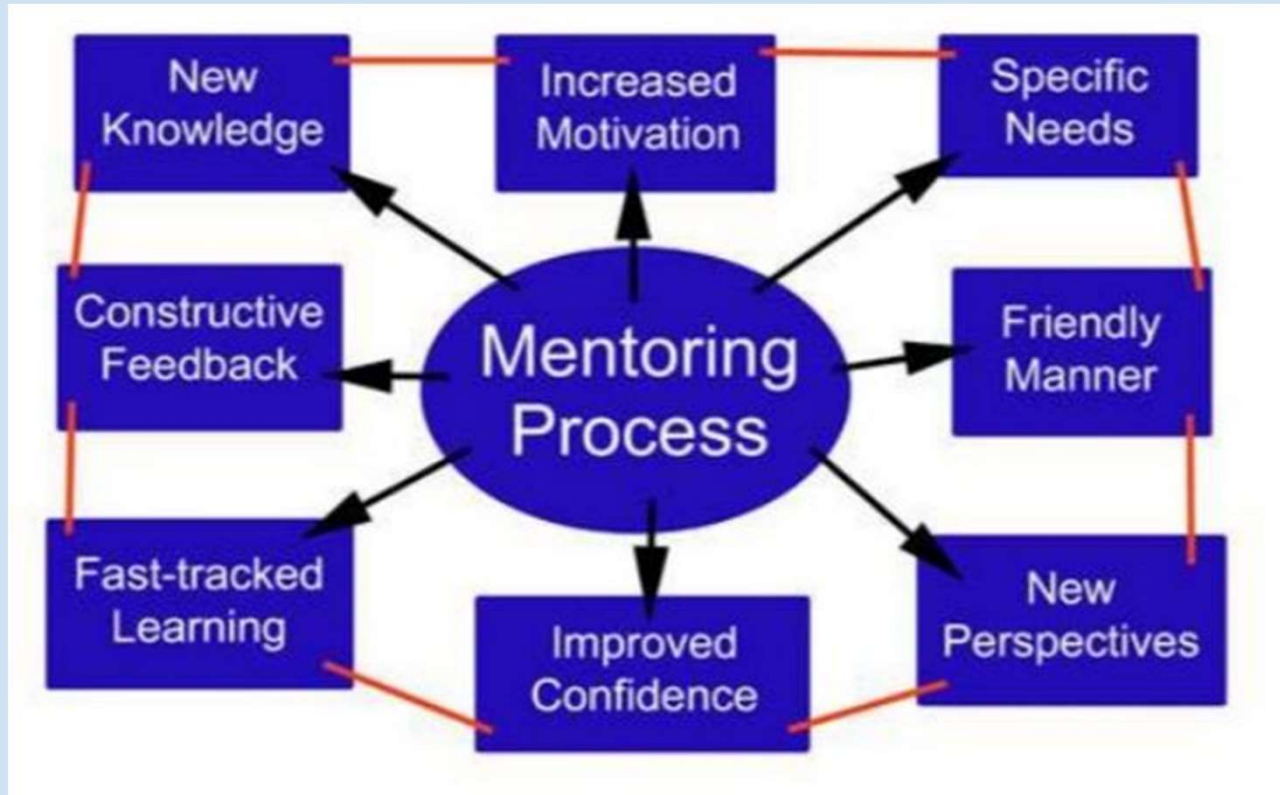
- ❑ An experienced and trusted advisor in organizational or individual settings. (Oxford Dictionaries, 2016)
- ❑ Greek mythology, a character from the Homer's Odyssey.







The Benefits of Mentoring



Potential results: Solve difficult situations, develop skills, integrate, expertise, career development, confidence, etc.

Good, Bad, and not so Pretty



Good Mentor

Formal, Informal, or Both?

Formal

- Period of time (short/long)
- Established goals
- Open access for all who qualify
- Contract
- Schedule
- Report/measurable outcomes
- Direct organizational benefits
- Business commitment

Informal

- Period of time (short/long)
- Self-selection of mentors and mentees
- No contract
- Flexible time
- No reports/unknown outcomes
- Indirect organizational benefits
- Emotional commitment

Pros & Cons to Mentoring Relationships

Pros

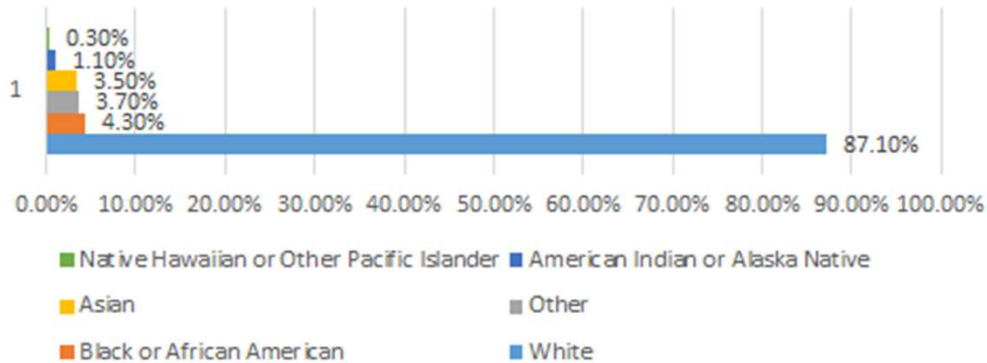
- Retention
- Motivation
- Promotion
- Confidence (exposure)
- Development of leadership
- Encouragement
- Learn new skills (visibility)
- Manage job transitions

Cons

- Forced connection
- Formality of meetings
- Time

Current Racial Composition of Librarianship in USA

ALA Demographics Studies September 2014



	Actual # of Librarians	Target # based on racial representation (2013)	Difference between reality & representativeness
White	104,392	74,760	-29,632
African American	6,160	17,800	11,640
Latino/a	3,661	20,173	16,512
Asian/Pacific Islander	3,260	6,289	3,029
2 or more races	1,008	2,848	1,840
Native American (including Alaskan Native)	185	1,424	1,239

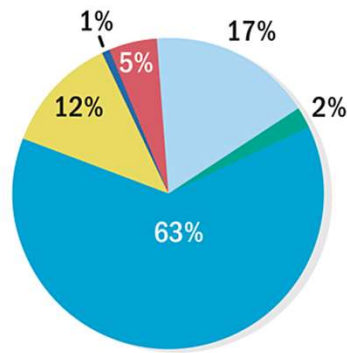


Source: The unbearable whiteness of librarianship
 (<https://chrisbourg.wordpress.com/2014/03/03/the-unbearable-whiteness-of-librarianship>).

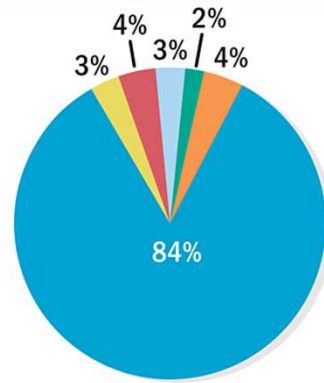
Are We Diverse Yet?

Recent MLS grads compared to the U.S. population

U.S. Population

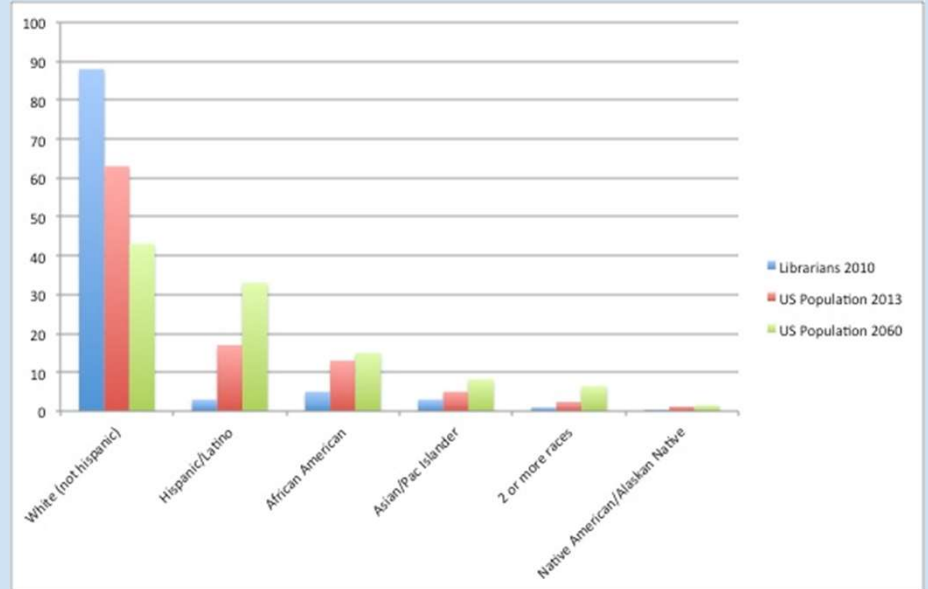


2012 Graduates



Sources

—Library Journal Salaries & Placements Survey, 2013 (2012 data).
Total respondents = 2,012. —U.S. Census Bureau 2012: <http://1.usa.gov/1bfMTT>



Comparing percentage of librarians by race (2010, based on ALA Diversity Counts data), with percentage of US population by race in 2013, and projected percentage of US population by race in 2060:

I love asking kids what they
want to be when they grow up
because I'm still looking for ideas.



KILROY.NO



- Reforma
- ALA New Members Round Table
- FLA
- SEFLIN

- Colleagues
- Friends
- Strangers
- Online
- Google
- Radio
- Books

Questions?

