MENTORSHIP/SCHOLARSHIP TEAM

Overview:
The Mentorship/Scholarship Team enhances faculty development through the creation of formal and informal mentorship opportunities and fostering a supportive academic community via co-working and professional development opportunities.

Library KPIs:
- ~~Library Faculty Scholarship (Primary)~~

Objectives (includes timebound goals and projects):

Create cohort communication venues and mentorship possibilities for new librarians
- **Why:** Create cohesion and inclusion for new librarians
- **How:** Monthly/bi-Monthly meeting of new librarians, facilitated by team member Conversations and inquiries to new librarians over the year regarding their need for collaboration or mentorship
- **Success looks like:** Documented mentorship and collaboration occurring among new librarians and between new librarians and those further along in their career.
- **Fall update:** We organized two virtual gatherings for the seven newest members of our faculty (Tyler, Andrew, Norm, Rebecca, Kelley, Pam, and Leesa) to learn about important aspects of Library culture and processes, as well as facilitate open conversations. The first meeting was essentially a check-in to see how folks were doing in their first several months and solicit feedback on the topics they'd like covered in future meetings. The second meeting covered preparing for annual reviews, formatting CVs, and general productivity hacks. In the spring there are one or two more meetings planned, at least one of which will be dedicated to the lifecycle of a scholarly publication.
- **Spring update:** We organized one virtual gathering of the seven newest faculty members in January, during which time Jylisa Kenyon gave an overview of the scholarly publication lifecycle and then answered questions from attendees. We organized one in-person gathering in May to cover topics including university hierarchy, communicating across campus, and scheduling and leading meetings. That was facilitated by Dean Ben Hunter, Devin Becker, and Dulce Kersting-Lark. A social hour followed the meeting, which offered a nice opportunity for the new colleagues to reflect on the academic year.

Facilitate formal and informal collaboration opportunities for faculty
- **Why:** Support faculty librarian scholarship and improve library culture
- **How:** Facilitate First Friday scholarship sessions and invite all faculty. Facilitate one sprint-like activity over a span of time that allows faculty to devote specific time for advancing scholarship activities.
- **Success looks like:** Activities and sessions have been offered.

- **Fall update:** Over the fall semester the team organized three "Friday Faculty Meet-ups." The location of each meet-up changed – at IRIC, in Brink Hall, and at One World Cafe. Attendance ranged from 4 to 8 attendees over the course of the semester. In addition to the meet-ups, the team felt that more intentional celebration of our colleagues' successes would benefit our overall culture of scholarship. We developed a form to better track the proposals and publications of significant work by librarians.
- **Spring update:** Four "Friday Faculty Meet-ups" were offered in the spring semester, held alternately at One World Cafe and in IIRC. Attendance held steady at between 4 and 8. The "[Faculty Scholarship Wins](#)" form was used throughout the semester. Since it launched in November, it has been used 19 times. During the two spring faculty meetings, the most recent submissions to the form were shared with the assembled group as a way to celebrate the success of our colleagues.

Final Outcomes: The team had a successful year and met the majority of its goals. Although it did not hold a sprint as originally planned, it did pursue meaningful ways to support junior colleagues and encourage scholarly productivity across the faculty. The New/er Faculty Cohort was a useful vehicle for mentoring the large number of recently hired librarians. The outlines from each of the four gatherings held over the year can be used as a template moving forward for mentoring additional new colleagues, even if it is in a one-one setting rather than a seven-person cohort.

Challenges and Opportunities for Next Year: In the next two to three years there will be many librarians going through their 3rd year review and/or going up for tenure. The Mentorship-Scholarship Team should be on the lookout for ways to support those colleagues. One option would be to offer "office hours" with Associate Dean Devin Becker who could review CVs or scholarship plans with faculty who would like additional guidance. We anticipate at least one new librarian will be joining the faculty in the coming months, so the team will plan a handful of meetings with that new colleague to go over the basics that the cohort covered this year. Finally, the scholarly landscape continues to change in both large and small ways. The sudden termination of relevant grants this year needs to be discussed as a faculty, as does the evolution of open access publication. Some brown-bag type meetings could be organized during the academic year to bring about those conversations.

Unit/Team Metrics:
- # First Friday Sessions
  - Fall update (Aug. 15-Dec.31): 3
  - Spring update: 4
- # of sprints
  - Fall update: 0
  - Spring update: 0
- # of meetings for new librarians
  - Fall update: 2
  - Spring update: 2

- Mentorship/collaborations among/between librarians new and experienced:
    - Fall update: we are choosing to pursue this through the new faculty cohort meetings
    - Spring update: nothing to report

Membership:
- Devin Becker
- Dulce Kersting-Lark (Lead)
- Marco Seiferle-Valencia

Reporting to:
- Associate Dean, Research & Instruction