

# Mentor Program

## Overview

**The goal of MLA's Mentor Program is to support career development by providing encouragement, support and guidance to library science students, early-career librarians, mid-career staff looking to advance within their field, or library staff looking to transition into another position.**

### **The Matching Process**

In order to run a successful program, matching of mentors and mentees must be done with care. This is the first step in an effective relationship. MLA will utilize the information provided on the mentor and mentee applications to make thoughtful and informed matches.

### **Required Activities**

1. Each pair will define their own goals and objectives at the beginning of their mentoring relationship
2. Establish a communication plan that both parties are willing to follow
3. Activities specific to the mentee's professional goals and interests
4. Complete program check-in survey and evaluation

# Mentor Program

## Timeline

### MENTORS

The Mentor Application will remain open on the MLA website throughout the year. Your submitted mentor application will remain on file until you request to be removed from the pool of prospective mentors.

MLA will contact all prospective mentors every February and August to confirm their information is still accurate and they wish to continue mentoring.

### MENTEES

The Mentee Application will open each August and February. If an acceptable match cannot be found, the mentee application will remain on file for one full year or until a match is identified. Previously matched mentees who wish to be rematched will need to submit a new application.

### THE PROGRAM

Matches will be made each March and September for partnerships beginning in April and October respectively.

Spring partnerships are expected to last from April to September.

Autumn partnerships are expected to last from October to March.

# Mentor Program Timeline

## ALL YEAR

Mentor application open

## FEBRUARY

Mentee application open for spring partnerships

Mentors confirm interest in spring partnership

## MARCH

Autumn partnerships conclude

Matches made for spring partnerships

## APRIL

Spring Partnerships begin

## AUGUST

Mentee application open for autumn partnerships

Mentors confirm interest in autumn partnership

## SEPTEMBER

Spring partnerships conclude

Matches made for autumn partnerships

## OCTOBER

Autumn partnerships begin

# Mentor Program

## Testimonials

"The relationship between mentor and mentee is definitely not a one-way street! It is so interesting and exciting to see the library world through their eyes, and listen to their ideas and things they want to do. They are up on trends and are so enthusiastic and passionate! It gives me great hope for the future and re-energizes me in my job."

I think we both benefited from the mentor program experience and helped us do our jobs better."

"It really can be the most beneficial and rewarding partnership. I am so proud of my mentees and feel like I am a better person for knowing them."