



# Mentoring the Next Generation of Librarians

Tiffney Gipson, Head of Collections

University of Louisville Kornhauser Health Sciences Library

# Overview of Presentation

- We'll discuss...
  - Why mentoring is important
  - Terms associated with mentoring
  - Different types of mentoring models
  - Appealing to the needs of the millennial generation
  - Modern vs. traditional mentoring tactics
  - Benefits of mentoring programs
  - Personal impact of mentorship

# Mentoring is important because...

- The retirement rate is increasing
- A new generation is entering the library workforce
- The next generation needs an updated approach to mentoring
- Strong mentoring relationships benefit all involved

# Terms

- Mentoring terms
  - Mentor
  - Mentee (protégé)
  - Mentoring
- Additional terms
  - Baby boomers
  - Millennials

# Types of Mentoring Models

- Formal mentoring relationships
- Informal mentoring relationships



# Appealing to the Needs of Millennials



- Millennials need
  - Their values to align with the work they do
  - A sense of purpose in their work
  - Feedback
  - Honest, open communication
  - Collaboration

# Mentoring Tactics for the Next Generation

- Informal mentoring
- Reverse or co-mentoring
- Group or team mentoring
- Peer mentoring
- Mentoring 2.0 (e-mentoring, crowdsource mentoring, anonymous mentoring, micro mentoring)
- Mentoring network or mentoring circles
- Diversified mentoring relationships

# Traditional Mentoring Tactics



## One-to-one mentoring

- Partnering senior level mentors to junior level mentees
- Mentoring partnerships often lack diversity



# Benefits of Mentoring Programs

- Benefits for
  - Mentors
  - Mentees
  - Organization



**MENTORING  
WORKS**

**HELLO**

my name is

Millennial

# Personal Impact of Mentorship

- Mixture of both formal and informal mentoring
- Diverse mentoring
  - Peer mentoring
  - Reverse mentoring
- Different mentoring relationships have served different needs for different phases of my career
- Strong, trusting mentoring relationships



# References

- Brousell, Lauren. "Six ways to give millennials the mentorship programs they want." *CIO*, 2015, [www.cio.com/article/2948816/mentoring/6-ways-to-give-millennials-the-mentorship-programs-they-want.html](http://www.cio.com/article/2948816/mentoring/6-ways-to-give-millennials-the-mentorship-programs-they-want.html).
- Freedman, Shin. "Effective Mentoring." *IFLA Journal*, vol. 35, no. 2, 2009, pp. 171–182., doi:10.1177/1340035209105672.
- Inzer, Lonnie D, and C.B. Crawford. "A Review of Formal and Informal Mentoring: Processes, Problems, and Design." *Journal of Leadership Education*, vol. 4, no. 1, 2005, pp. 31–50.
- Meister, Jeanne C, and Karie Willyerd. "Mentoring Millennials." *Harvard Business Review*, 2010, [hbr.org/2010/05/mentoring-millennials](http://hbr.org/2010/05/mentoring-millennials).

# References

Michel, Aaron. "This Is What Millennials Want From a Mentor." 2016, [www.thindifference.com/2016/07/millennials-want-mentor/](http://www.thindifference.com/2016/07/millennials-want-mentor/).

Ross, Kevin. "Purposeful Mentoring in Academic Libraries." *Journal of Library Administration*, vol. 53, no. 7-8, 2013, pp. 412–428., doi:10.1080/01930826.2013.882195.

Santamaria, J.O. "Mentoring Develops High-Potential Employees." *Asia Africa Intelligence Wire*, 2003.

