**Program Goal & Objectives**

The goal of the University Library Mentoring Program is to retain faculty with a professional mindset who can achieve tenure and be long-term productive employees.

Objectives to further our goal:
1. Assist with successful achievement of tenure
2. Provide guidance and support for professional development and service activities
3. Provide guidance in the area of faculty engagement

In this first phase of the program, we are therefore focusing on the tenure-track librarians as mentees while the tenured librarians are part of the mentor pool.

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**Obstacles & Lessons Learned**

- Scarcity of Time
- Engagement
- Mentees:Mentors

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**Short-Term Outcomes**

- Increased professional development activities among librarians
- Beginning to create a mentoring culture
- 42% of tenure-track librarians present at beginning of program have chosen mentors

**Sustainability**

- Determine how to introduce new hires to the program
- Assign responsibility for future programming, monitoring, etc.

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**Evaluation**

**Continuous:**
Program event evaluations

**January 2017:**
Overall program evaluations by mentees and mentors
Assessment of short-term goals
Mentees obtain necessary information to shape and improve:
- Level of service
- Level of professional development
- Ability to research, write and publish
- Knowledge related to being a professional librarian
- Comfort with position and path towards tenure

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