

Mentorship Task Force Report and Membership Survey

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- A note on terminology
- Definition of mentoring
- Contrasting mentoring with other types of relationships
- Characteristics and responsibilities of Mentors and Mentees

Mentor Characteristics and Responsibilities

- **Expect excellence**
- Encourage and support
- **Offer counsel in difficult times**
- Protect when necessary
- **Be an intentional model**
- Give mentees exposure and promote their visibility
- **Provide correction – even when painful**
- **Nurture creativity**
- Display dependability
- Affirm, affirm, affirm and affirm some more

Mentee characteristics and responsibilities

- Intelligence
- Enthusiasm
- Ambition
- Loyalty
- Dedication
- Integrity
- Professional competence
- A desire to learn
- Ability to take responsibility
- Ability to take initiative
- Ability to work with others
- Ability to ask for guidance
- Willingness to speak up and at times to disagree

- Methods, techniques and processes
- Formal programs
- Informal programs
- Advantages and challenges of mentoring
- Advantages of mentoring
- Challenges of mentoring

ARLIS/NA Survey on Mentoring

Are you interested in being:

	Response %	Response Total
A mentor?	46.7%	35
A mentee?	53.4%	40
Total respondents		75

Mentee questions

Which role best identifies you?

	Response %	Response total
Graduate student	44.7%	17
Emerging professional	44.7%	17
Mid-career professional	10.5%	4
Total respondents		38

Which type of art librarianship is of most interest to you (check all that apply)

	Response %	Response total
Academic	81.6%	31
Museum	68.4%	26
Public	21.2%	8
Special	34.2%	13
Visual resources	39.5%	15
Other	00.0%	0
Total respondents		38

Which area within art librarianship is of most interest to you (check all that apply)

	Response %	Response total
Administration	26.3%	10
Archives	36.8%	14
Instruction	44.7%	17
Reference	76.3%	29
Technical services	23.7%	9
Visual resources	47.4%	18
Total respondents		38

How many years have you been in the profession?

	Response %	Response total
0-5	94.7%	36
6-10	2.6%	1
11-20	2.6%	1
20+	0.0%	0
Total respondents		38

Have you been a mentee before?

	Response %	Response total
Yes	31.6%	12
No	68.4%	26
Total respondents		38

If you checked any boxes for question #7,
please describe your opinion of the outcome

	Response %	Response total
Strongly negative	0.0%	0
Negative	8.3%	1
Neutral	0.0%	0
Positive	41.7%	5
Strongly positive	41.7%	5
Other (please specify)	8.3%	1
Total respondents		12

How often do you attend regional ARLIS/NA chapter meetings

	Response %	Response total
Always	2.6%	1
Almost always	15.8%	6
Sometimes	28.9%	11
Never	52.6%	20
Total respondents		38

Do you plan to attend the ARLIS/NA annual conference in Banff, May 5-9, 2006?

	Response %	Response total
Yes	34.2%	13
No	65.8%	25
Total respondents		38

Mentor Questions

Which role best identifies you?

	Response%	Response total
Graduate student	0.0%	0
Emerging professional	30.8%	8
Mid-career professional	53.8%	14
Late career	15.4%	4
Total respondents		26

In which area of art librarianship is the majority of your professional experience
(check all that apply)

	Response%	Response total
Academic	69.2%	18
Museum	30.8%	8
Public	0.0%	0
Special	0.0%	0
Visual resources	7.7%	2
Other (please specify)	7.7%	2
Total respondents		26

Which area within art librarianship is of most interest to you (check all that apply)

	Response%	Response total
Administration	46.2%	12
Archives	19.2%	5
Instruction	15.4%	4
Reference	34.6%	9
Technical services	23.1%	6
Visual resources	11.5%	3
Other (please specify)	23.1%	6
Total respondents		26

How many years have you been in the profession?

	Response%	Response total
0-5	26.9%	7
6-10	23.1%	6
11-20	23.1%	6
20+	26.9%	7
Total respondents		26

Have you been a mentor before?

	Response%	Response total
Yes	53.8%	14
No	46.2%	12
Total respondents		26

If Yes, in a (check all that apply)

	Response%	Response total
ARLIS/NA annual conference	57.1%	8
Formal mentoring program	7.1%	1
Informal mentoring program	21.4%	3
Graduate school program	7.1%	1
Professional association program	0.0%	0
Workplace program	28.6%	4
Other (please specify)	7.1%	1
Total respondents		14

If you answered Yes to question #16,
please describe your opinion of the outcome

	Response%	Response total
Strongly positive	78.6%	11
Positive	14.3%	2
Neutral	7.1%	1
Negative	0.0%	0
Strongly negative	0.05	0
Total respondents		14

Projected hours available per month for a one-year commitment to a mentoring program

	Response%	Response total
0-3	46.2%	12
4-6	42.3%	11
7-10	3.8%	1
10+	7.7%	2
Total respondents		26

How often do you attend regional ARLIS/NA chapter meetings?

	Response%	Response total
Always	3.8%	1
Almost always	73.1%	19
Sometimes	19.2%	5
Never	3.8%	1
Total respondents		26

Do you plan to attend the ARLIS/NA annual conference in Banff, May 5-9, 2006

	Response%	Response total
Yes	53.8%	14
No	46.2%	12
Total respondents		26

Conclusion