MENTORING PROGRAM PILOT PROJECT, uOTTAWA LIBRARIES

NEED
Receiving more guidance when starting career

OBJECTIVES
- More structured orientation
- More training on day-to-day tasks
- Mentoring about career development
- Increased job satisfaction
- Understanding library culture

OBJECTIVES

RESULTS

Satisfaction with Mentoring Program (Mentees)

Being Paired to a Peer

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<th></th>
<th>Useful</th>
<th>Very useful</th>
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<tbody>
<tr>
<td>Useful</td>
<td>66%</td>
<td>33%</td>
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|                | Useful | Very useful |
|                | 50%    | 50%         |

| Felt Supported in Daily Tasks (Part 1) | 66% Yes |
| Helped Them Feel Welcome (Part 1)     | 66% Yes |
| Helped Integrate into Work Culture (Part 2) | 66% Yes |
| Received Mentoring for Career Development (Part 2) | 66% Yes |
| Would be a Mentor Again (Part 2)       | 66% Yes |
| Would Recommend Others Volunteer as Mentors (Part 2) | 66% Yes |

CHALLENGES
- Keeping track of new hires and contract length
- Determining eligibility requirements
- Recruiting mentors

CONCLUSION
- Pilot successful – now ongoing project
- Improvements suggested by participants

METHODODOLOGY

Consult colleagues (June 2013)

Draft program proposal / Form working group (July 2013)

Call for mentors (October 2013)

First mentors-mentee matches made (January 2014)

First mentors-mentees finish program / Evaluation survey sent (September – November 2014)

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