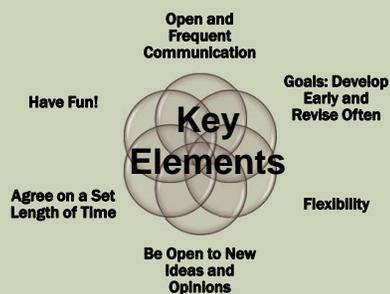


Creating a Successful Mentoring Program: Developing SANDALL Buddies

Abstract

The SANDALL Buddies program was created in the fall of 2010, in conjunction with San Diego Area Law Libraries (SANDALL), for library students with an interest in law librarianship. This poster details the initial development of the Buddies program as well as the steps used each summer when preparing for a new cohort. The aspects covered include: recruiting participants, developing goals, matching criteria, the technology used for virtual pairings and key sustainability elements.

SANDALL Buddies is now in its second year with some pairs in San Diego and some pairs matched virtually with participants located throughout California. The program has been fully adopted by SANDALL with the intent of continuing and expanding it in future.



Be Unique

There are many mentoring programs out there. In order for your program to succeed, it is important that your program fits a specific purpose or niche. SANDALL Buddies is aimed specifically at library students interested in law librarianship. The program was originally to be based in San Diego but, do to demand was expanded to include virtual relationships.

Call for Participants

Our call for participants initially went out through the SANDALL newsletter and by word of mouth. Since we received interest from mentees outside of the San Diego area, we decided to expand out to larger library organizations (AALL), library schools, and social media.



Recruiting for Mentees AND Mentors

Be sure to point out the benefit for both mentors and mentees when recruiting.

Why Should You be a Mentor?

- o Share your passion for librarianship
- o Build your communication and interpersonal skills
- o Help mentees develop skills essential to the field
- o Share resume and interview advice
- o Open doors for your mentee by expanding their professional network
- o Show your mentee the ropes at conferences and workshops
- o Attend fun social events with your mentee

Why Should You be a Mentee?

- o Learn what it's like to be a librarian firsthand
- o Job shadow your mentor or tour their workplace
- o Have your resume reviewed by a professional
- o Have someone you can turn to for questions and support
- o Attend conferences, workshops, and social events with your mentor where you can meet other law librarians
- o Get more involved with the SANDALL organization to build your network and resume

Goal Suggestions

Give your relationship focus. Come up with a set of discussion points and goal ideas before your first meeting. Here is a list of ideas passed out to SANDALL mentees and mentors.

Ideas for establishing goals:

- o Which skills to develop
- o What type of projects to work on
- o A specific area of the field to learn about
- o Networking and interviewing skills
- o Improving their resume
- o Revising their cover letter
- o Assistance with job applications
- o Assistance with a class project
- o Resolving conflicts with classmates or colleagues
- o Assistance in curriculum choices
- o Learning about scholarships, grants or fellowships
- o Learning about different career opportunities
- o Discussing the job market and job search techniques
- o Ideas for potential places to volunteer or intern
- o Learning about leadership development activities
- o Professional involvement on the local / national / international level
- o Job Shadowing / Internship
- o Creating a program
- o Getting published



San Diego based members of the 2010-2011 SANDALL Buddies Cohort

Matching Criteria

Mentees and Mentors filled out questionnaires on survey monkey and were matched in ways that we felt would be the most beneficial. The criteria used included:

- o Type of law librarianship (i.e. law firm, academic, government)
- o Specific areas of interest (i.e. technology, publication, teaching)
- o Library organization memberships
- o Geographical area

The Final Product : SANDALL Buddies

SANDALL Buddies is the San Diego Area Law Libraries Association's (a chapter of the American Association of Law Libraries) year-long mentoring program launched in 2010 that pairs professional law librarians with library students, new librarians and other information professionals who are interested in the field of law librarianship. The program goal is to encourage and support mentees by providing real world information, advice and access to networks that are sometimes unavailable to those starting out in this field.

MORE
INFORMATION ON
SANDALL BUDDIES

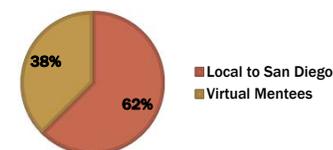


Allison T. Coltin, MLIS
Information Delivery Specialist,
University of Southern California

Program Statistics 2010-2011:

Participants: 7 Mentors & 7 Mentees

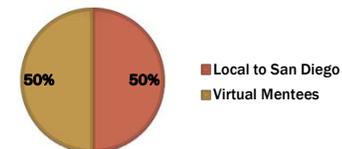
Student Location:



Program Statistics 2011-2012:

Participants: 5 Mentors & 4 Mentees

Student Location:



References:

- Stone, Florence. 2004. "The Three Stages of Mentoring." In *Mentoring Advantage: Creating the Next Generation of Leaders*. Chicago: Dearborn Trade.
- Lee, Marta K. 2011 *Mentoring in the Library: Building for the Future*. Chicago: American Library Association.

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