Librarians are inundated with useful information from e-mail, blogs, colleagues, professional journals, etc., that is often difficult to organize. A wiki provides members with a collaborative space to share ideas, tips, noteworthy articles and publications, conference deadlines, calls for submissions, etc. Members post relevant messages, notices, or other information to a collaborative blog. They also upload notable citations to a shared RefWorks account. The wiki also provides a space to document and provide access to the activities of the group.

http://lrtstenuresupport.pbwiki.com/

Monthly Meetings

Librarians new to an organization need opportunities to learn about organizational culture, opportunities for campus involvement, review processes, tenure and promotion, and more. With no formal mentoring program in place, members share responsibility for organizing monthly meetings, often with guest speakers on a given topic. The final meeting of the year is devoted to member presentations on current projects with which they are involved.
Mentoring Ourselves: Facing the Challenge of Tenure Collaboratively

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Problem Statement

Background:
The Library at St. Cloud State University functions under Learning Resources & Technology Services (LR&TS), an organization that also includes academic computing and technology support as well as technology-related instructional services. The LR&TS faculty includes librarians, instructional technologists, and full time teaching faculty. Each faculty member within LR&TS teaches at least one credit-generating course per year through the Center for Information Media. All faculty report directly to the Dean of LR&TS.

Problem:
LR&TS will have several new faculty librarians starting this year while other faculty members have been at St. Cloud State University for many years. What is the best way to bridge the gap between the two groups? No formal mentoring program exists in LR&TS and heavy workloads create a challenge for both mentors and mentees.

The Solution

Establish a peer-mentoring tenure support group for library faculty.

Tenure Support Group Charge

Purpose: To support untenured library faculty at LR&TS throughout the tenure process.

Goals:
• Develop research collaborations.
• Share teaching tips.
• Create a sense of community among the untenured faculty.
• Acclimate new faculty to LR&TS.
• Demystify Professional Development Plans and Professional Development Reports (PDPs and PDRs).
• Receive feedback on writings and presentations.
• Familiarize faculty with the St. Cloud State University campus.

Meeting frequency:
The LR&TS Tenure Support Group will meet monthly or more often as necessary. Additionally, meetings for the Reading & Writing Hour will be scheduled throughout the year.
Reading & Writing Hour

One problem faced by all librarians is keeping current with the relevant literature. Another problem is finding time for writing. Good intentions fall by the wayside when faced with tight deadlines at work. The intent of the Reading & Writing Hour is to provide structured time for both reading and writing. Each member reads the same article, book chapter, or web site for the meeting. The readings are chosen by the members themselves. Articles on teaching and instruction are popular. The readings are discussed at meetings where members look for ways to apply the reading to their work.

Research Plan

In addition to finding time to read and write, many librarians struggle to find time to develop clear research goals and establish timelines for scholarly activity. The Research Plan is one mechanism to streamline this process. Each member completes the plan and shares it with the group for feedback and to identify possible opportunities for collaboration. This document also aids members in writing their Professional Development Plan and Professional Development Report each year.