

level relationships from **different libraries**. For example, the business librarian at a library in one city might mentor a business librarian from a different city. Also unlike the tenure-mentoring model, our mentor/mentee pairs would **set their own goals** for the relationship. Some mentor/mentee pairs might decide to focus on resources; others might focus on library instruction and faculty outreach.

Possible topics or goals of the mentorship could include:

- reference resources;
- collection development;

- library instruction on the topic of business research;
- methods of training general reference librarians to handle business reference questions;
- options for continuing education;
- avenues for getting involved in professional associations (like BRASS);
- publishing;
- etc.

While the goals of each mentoring pair may vary, BLINC wanted to establish some **guidelines** for the roles and responsibilities of each mentor and mentee, as well as to establish confidentiality as a characteristic of these relationships. Confidentiality could be important in BLINC mentoring, since the mentor and mentee might discuss management or [Appendix](#) below. The guidelines are based in part on a review of this topic in library literature, although we modified what we found to reflect our needs and situations.

There are currently three BLINC mentorships running: 2 pairs of academic librarians and one pair of public librarians. The authors were the first pair to be formed. So far, we've talked over the phone, chatted over Instant Messenger, and visited each other's libraries. In the course of these interactions we've identified our numerous roles as academic librarians, established goals and priorities for our relationship, and begun a process of teaching and sharing that will fulfill the mentee's identified needs.

Getting the BLINC mentoring program started turned out to be pretty easy. We ended up with **three steps**:

1. Establish guidelines;
2. Recruit mentors and mentees, and match them up;
3. Review the program occasionally (ex. someone needs to check on how things are going with everyone involved once in a while; the guidelines might need adjustments; etc.)

future we'll publish an assessment of what happened with the various mentorships.

Appendix:

Define, with the mentor, the scope of the mentoring relationship and establish limits,