

2015-2016 CALA Annual Committee Report Template

Instruction:

1. Please use this template for your report and save final copy in PDF format
2. Name your to be submitted report and related files in the following way (for long committee name, abbreviation can be used)
 - a. 2016_rpt_annual_{com, tf, chapter, etc.}-name.pdf
 - b. 2016_rpt_annual_{com, tf, chapter, etc.}-name_attach1{.docx, .pdf, or .xlsx, etc.}
 - c. 2016_rpt_annual_{com, tf, chapter, etc.}-name_attach2{.docx, .pdf, or .xlsx, etc.}For example: 2016_rpt_annual_com_publications.pdf (Publications Committee's report)
3. When ready, submit your report at <http://cala-web.org/forms/com-report>

Your Name: Raymond Pun and Haiwang Yuan

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Committee Name: Mentoring Committee

Committee Roster:

- Ray Pun (Co-Chair) raypun101@gmail.com California State University at Fresno
- Haiwang Yuan (Co-Chair) haiwang.yuan@wku.edu Western Kentucky
- Zao Liu zliu@email.tamu.edu Texas A&M University
- Hongyang Mao homao@syr.edu Syracuse University (never responded to anything)
- Anlin Yang Anlin.yang@nih.gov National Institute of Health (email does not work)

Committee Charge: Support CALA mentorship program by matching CALA mentors/mentees

Tasks completed (according to the goals outlined in the CALA 2020 Strategic Plan if applicable- be specific):

- Sent out call for applications for mentors/mentees
- Received a total of 13 applications, of whom 10 were CALA members
- Matched 5 pairs for CALA Mentoring Program 2015-2016

Goals and objectives accomplished for the whole year (and highlight those accomplished after mid-year report):

- Collaborated with professional development committee to host a webinar for mentors/mentees and CALA members on Career Strategies (May, 31, 2016)
- Surveyed CALA mentors/mentees and gained 4/10 feedback on this program. The feedback, to be used to improve future programs, is shared below.

Goals and objectives not completed (and concerns):

- We had wanted to increase number of participants
- We were hoping to bring CALA mentors/mentees to ALA Annual to get together but many will not be attending this year; that could be a plan for next year for all ethnic caucuses and their mentoring program

Budget requirements or reimbursement Requests (if any): N/A

Questions/Comments/Suggestions for the Board (if any):

We received only 10 viable applications; matched 5 pairs. Some mentees were not responsive. Some CALA mentors/mentees suggested other ways that the program could be improved. Sample quotes:

“The fact that my mentor is also from a public library helped us get into conversations quicker. One challenge I faced with the mentorship is that sometimes it's hard to find a topic to kick start our conversation, which could be helpful if the committee can provide some sort of icebreaker in the beginning.

“To promote the program so that more young librarians can benefit from the service.

“Find out why a mentee dropped out; and a follow-up email or call would be helpful.”

“It would be nice to have icebreakers to help us get into conversations quicker. I'm very grateful to have a very supportive mentor and have no problem asking her questions. But even with how we are both willing to talk, sometimes our conversations get a little dry. Maybe provide expectation to mentee on their roles? Be active and engage.”

Most of these feedbacks were provided to us earlier and midway in the program. We reached out to mentors and mentees once a month since the start of the program as well. Mentees did not share any feedback at all.

Summary: In a few sentences, highlight your achievements, concerns, or suggestions that you mostly want addressed. This should be the main point of your committee report.

There's a lot of potential for CALA's mentoring program; if we can identify future library school students from China who will be attending a graduate program in the U.S. that would be one effective way to grow this program by matching mentors with mentees. Matching 5 pairs was a good start. The feedback was also very helpful to learn how to adjust the program for the future. We also collaborated with the Professional Development Committee this year and it has been successful.