

WOM Annual Reports 2001-2005

Welcoming, Orientation, and Mentoring Committee (WOM) Annual Report 2004/05

Report submitted by Janet Martorana.

Chaired by Janet Martorana, a member of the 2004/05 CAAR. Other committee members were Sylvia Curtis, Chuck Huber, Jim Markham, Elaine McCracken, Liza Posas, and Lucia Snowhill.

The Committee decided to organize and develop programs covering various areas within the scope of WOM: welcoming, orientation, and mentoring.

Welcoming

- Hosted a welcome social to new librarians:
 - Amy Weiss, Head of Cataloging & Database Management, November 16, 2004
 - Gary Johnson, Resource Sharing Librarian, July 1, 2005
- Hosted coffee socials prior to LAUC-SB business meetings
- Sent welcoming email with links to information for new librarians to Xima Avalos, the new Library Fellow, and Gary Johnson, after his acceptance of the Resource Sharing Librarian position.

Orientation

WOM organized a number of "get-to-know-the-Santa Barbara-area" outings for all interested library employees:

- March 12: a 2-hour docent-led hike through UCSB's Sedgwick Reserve in Santa Ynez Valley
- March 23: a "WOMgolian BBQ" lunch at the Ming Dynasty restaurant
- March 30: the campus visitor center provided access and an elevator ride up to the top of Storke Tower for a bird's eye view of the campus
- April 9: a 2 1/2 hour whale watching tour on the Condor Express
- May 22: a tour of the Santa Barbara Botanic Garden
- June 4: a docent-led tour of Lotusland

Mentoring

- December 10: organized a "peer advice" session to learn and/or to share tips and strategies about preparing the review packet: what works and doesn't work in preparing their review packet.
- February 11: organized a mentoring panel program, geared to all librarians, on promotion to the distinguished step: what it takes, different paths, the preparation needed to lead up to it, and what to include in the packet. Librarian VI presenters who talked about their personal efforts were Sal Guerena, Chuck Huber, and Mary Larsgaard.
- June 14: Organized an informal LAUC-SB gathering to talk about LAUC: what is it, as an organization; what they committees do; what the committee chairs' responsibilities are; how to get on a committee. It presented an opportunity for interested members to ask questions and to express an interest in serving on one of the committees.

Additional Activities

- WOM was in charge of making food arrangements through UCEN Catering, for the LAUC systemwide Assembly which was held on June 2.
- The following WOM Webpages were maintained and updated this year:
 - [The WOM Committee homepage](#)
Includes a roster of current members, quick links to various information pages, a section on Mentoring, a section on Grant Writing, and information about WOM's history.
 - [Library Speak: Acronym Cheat Sheet](#)
A handy webpage to help decipher library related acronyms.
 - [Information for New LAUC-SB Members](#)
Pulls all together in one place many of the major components of UCSB librarians' organizational environment; developed to help new LAUC-SB members find information about the library, about LAUC-SB, the Santa Barbara campus and the UC system. Includes links to information to help with librarian career development.
 - [Mentoring Bibliography: Resources held at the UCSB Davidson Library](#)
A list of resources in the UCSB Libraries on the subject of mentoring.
 - [Pursuing Your Library Career](#)
Geared specifically to those interested in finding out about a career in librarianship, with links to information on what librarians do, library science graduate schools, library specialties and organizations, jobs, salaries, and names of librarians to contact for more information.

Welcoming, Orientation, and Mentoring Committee (WOM) Annual Report 2003-2004

WOM, the subcommittee of CAAR, was chaired by Gary Colmenar, a current member of CAAR. Other committee members were Anne Barnhart, Janet Martorana, Elaine McCracken, and Liza Posas.

Report submitted by Gary Colmenar

The Committee was very active this year and the members worked well together. The committee held several successful brainstorming sessions at the beginning of the school year. These sessions were very productive as they resulted in numerous programs and events throughout the entire year that addressed the goals of the WOM Committee.

Activities and programs

- Oct 2, 2003, 1-3pm
Follow-up meeting with "recently-hired" librarians. Annie Platoff, Elaine McCracken, Ellen Kempf, Liza Posas, Anne Barnhart, and Meryle Gaston attended the meeting. Lucia Snowhill and members of the WOM Committee answered questions.
- Oct 6, 2003, 4-6pm
Isla Vista Tour by Carol Gibbens and Michelle Church (student staffer)
- Oct 27, 2003, 10-12:00
A program with former library assistants/new librarian now working in the profession with MLIS degrees. Among the topics the speakers addressed was the role mentors played in their career choice and professional development.
Speakers: Robin Dodge, Elaine McCracken, Nancy Tobin
- Dec 17, 2003, 8:40 - 9:00
WOM hosted a pre-LAUC-SB general meeting with a social.
- Dec 21, 2003, 1:30 - 4:00pm
Tide pool trip north of Goleta
- January 26, 2004, 11:00 - 12:30
Program on Academic librarianship from an Area Studies perspective
Speakers: Anne Barnhart, Cathy Chiu, and Meryle Gaston
- April 10, 2004 1-3pm
Harbor seal watch with Lucia Snowhill and Anne Barnhart.
- April 20, 9:30 - 11:00
Welcome social for Yongmin Lee, a visiting librarian from South Korea and her husband Seop Hyeong Park.

- June 15, 2004
WOM Bash. End of the year social
- September 18, 2004
WOM organized a trip to Lotusland. 30 people signed up for the event

Activities that the future WOM Committee may want to consider

Tours around Santa Barbara led by an "expert."

- Astronomy tour
- Visit to cultural institutions e.g. Karpeles Manuscript Library
- Presidio, SB Natural History museum. Tour by a UCSB Professor
- Botanical garden tour. By Jim Markham

Welcoming, Orientation, and Mentoring Committee (WOM) Annual Report 2001-2002

Chaired by Janet Martorana, a member of the 2001/02 CAAR. Other committee members were Andrea Duda, Eunice Schroeder, and Lucia Snowhill.

The Committee took on a number of projects this year, focusing specifically on the mentoring aspect of the committee. The major activity was organizing and developing a series of programs on mentoring and professional development focusing on strategies for both those who mentor and those who might benefit from mentoring.

Web pages developed

Committee members reviewed materials developed by the first WOM committee and created webpages of information:

- [The WOM Committee homepage](#)
Includes a roster of current members, quick links to various information pages, a section on Mentoring, a section on Grant Writing, and information about WOM's history.
- [Library Speak: Acronym Cheat Sheet](#)
From information developed by the first WOM committee, created this handy webpage to help decipher library related acronyms.
- [Information for New LAUC-SB Members](#)
Pulls all together in one place many of the major components of UCSB librarians' organizational environment; developed to help new LAUC-SB members find information about the library, about LAUC-SB, the Santa Barbara campus and the UC system. Includes links to information to help with librarian career development.
- [Orientation Checklist for New LAUC-SB Members](#)
Reviewed the checklist developed by the first WOM committee, updated it and created a webpage for it.
- [Mentoring Bibliography: Resources held at the UCSB Davidson Library](#)
A list of resources in the UCSB Libraries on the subject of mentoring.
- [Pursuing Your Library Career](#) Geared specifically to those interested in finding out about a career in librarianship, with links to information on what librarians do, library science graduate schools, library specialties and organizations, jobs, salaries, and names of librarians to contact for more information.

Mentoring program developed

A series to explore mentoring issues, entitled "[You & Your Career: A Series on Mentoring and Professional Development](#)," was developed and presented during the 2001/02 academic year. The series addressed those who might benefit from mentoring as well as those who might themselves serve as mentors, and was intended for an audience of librarians at all career levels as well as interested staff members. Invited speakers from the library, campus, local community, and UC system considered how careers in

librarianship progress in today's complex environment and how individual librarians, with the help of mentoring relationships in tandem with other strategies, can shape their own professional growth. The overall goal was to promote a culture of mentoring throughout the library.

- The Progression of Your Career: An Overview by the UL
- Taking Charge of Your Career: The "Career Tuneup"
- Mentorship
- The Formal Review Process
- Getting Involved in the Profession, Part I: Professional Organizational Leadership
- Getting Involved in the Profession, Part II: Research & Publication
- Getting Involved in the Profession, Part III: Grants

The series was covered in the library's newsletter, [*Library Waves*](#), in the February/March and April 2002 issues.

Subsequent to the mentoring program, WOM members developed and presented a poster session, "Constructing a Mentoring Foundation," at the CARL Conference, April 25, 2004 and wrote an article about the series, "A Focus on Mentorship in Career Development," which was accepted for publication in *Library Administration & Management*, Fall issue, 2004.

Welcome to new LAUC-SB members

Hosted a welcome coffee and social to new librarians:

- Meryle Gaston, Middle Eastern Studies Librarian, December 13, 2001
- Annie Platoff, Science-Engineering librarian, June 4, 2002
- Sent welcoming email with links to information for new librarians to Anne Barnhart after her acceptance of the Latin American & Iberian Studies Librarian position, August 29, 2002

Activities that the future WOM Committee may want to consider

Suggestions based on feedback from the program evaluation forms:

- Understanding and coping with library cultures
- Organizational conflict resolution
- Building support networks/creating partnerships with colleagues
- Organizational leadership to guide differing career paths to the benefit of the organization as well as the individual (team building)
- Balancing career expectations with time realities
- Conducting effective meetings (getting participation and buy-in, setting and working on defined goals, brainstorming, consensus building, etc.)