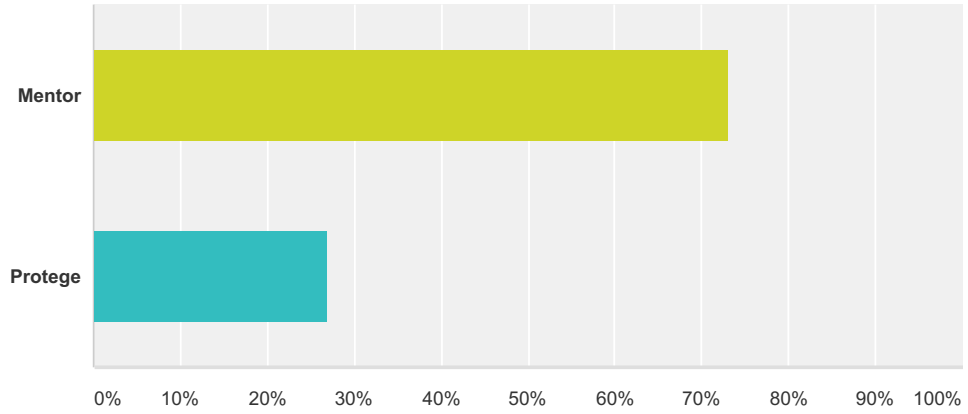


**Q1 Are you currently, or have you previously served as a Mentor or as a Protégé?**

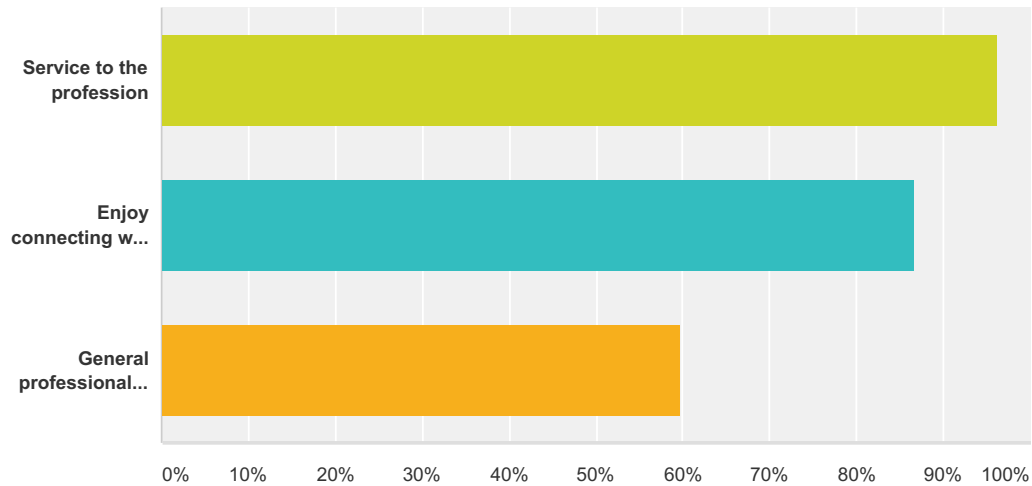
Answered: 74 Skipped: 0



| Answer Choices | Responses |
|----------------|-----------|
| Mentor         | 72.97% 54 |
| Protege        | 27.03% 20 |
| <b>Total</b>   | <b>74</b> |

## Q2 Mentors: why did you decide to participate in the SAA Mentoring Program? (choose all that apply)

Answered: 52 Skipped: 22

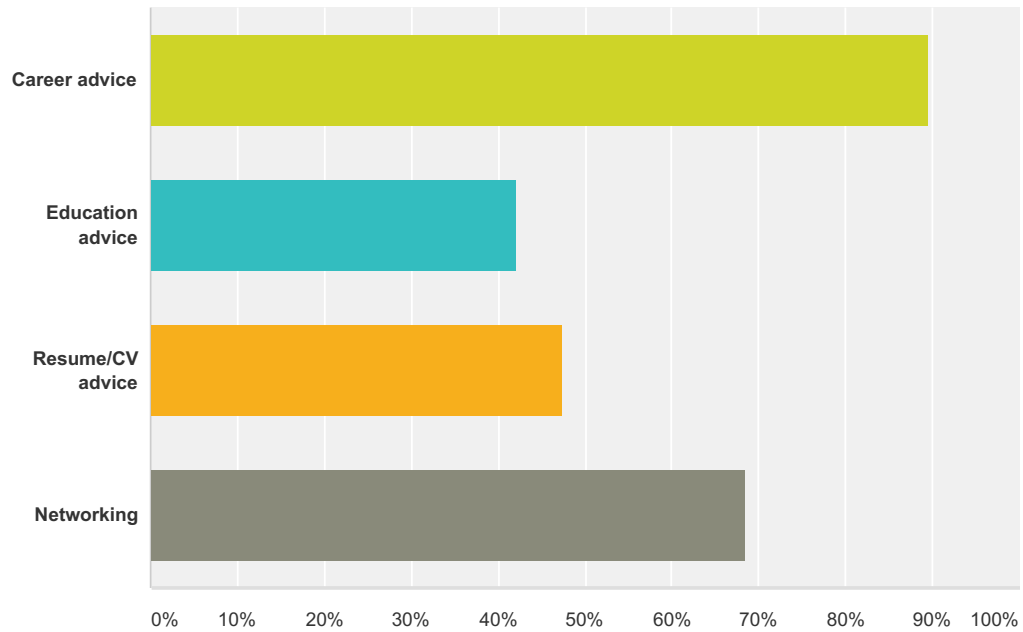


| Answer Choices                          | Responses |
|---|-----------|
| Service to the profession               | 96.15% 50 |
| Enjoy connecting with new professionals | 86.54% 45 |
| General professional involvement        | 59.62% 31 |
| <b>Total Respondents: 52</b>            |           |

| # | Other  | Date              |
|---|--|-------------------|
| 1 | Lots of experience in early career upheaval, job searches  | 1/6/2016 10:33 AM |
| 2 | Tenure service requirements.   | 1/5/2016 5:00 PM  |
| 3 | Experienced archivists have been very helpful to me.   | 1/5/2016 10:40 AM |
| 4 | I've served as a Mentor to both new professionals - and also as a Peer Mentor to fellow lone arrangers. This is critical for us solo archivists. | 1/5/2016 10:28 AM |
| 5 | I was a protegee in this program when I was a graduate student and I wanted to "pay it forward."   | 1/5/2016 10:05 AM |
| 6 | I believe that I have a unique skill set in archives & RM that may help new archivists.  | 1/5/2016 9:02 AM  |

**Q3 Protégés: why did you decide to participate in the SAA Mentoring Program?  
(choose all that apply)**

Answered: 19 Skipped: 55

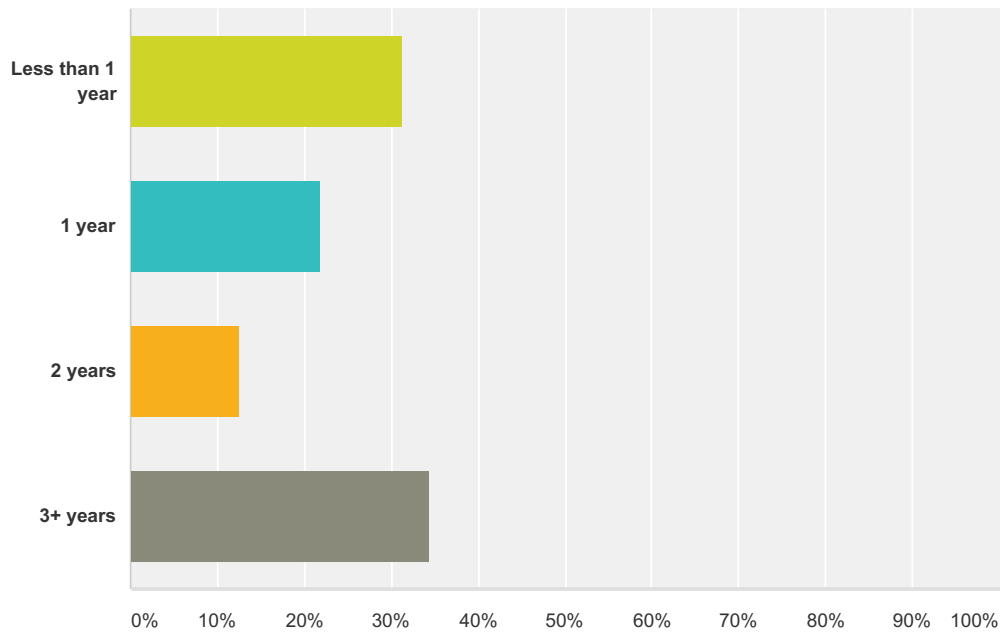


| Answer Choices               | Responses |
|------------------------------|-----------|
| Career advice                | 89.47% 17 |
| Education advice             | 42.11% 8  |
| Resume/CV advice             | 47.37% 9  |
| Networking                   | 68.42% 13 |
| <b>Total Respondents: 19</b> |           |

| # | Other (please specify)   | Date              |
|---|--|-------------------|
| 1 | As a volunteer archivist for a 12 step program, I needed advice in organizing and education. | 3/10/2016 6:07 PM |
| 2 | I was a newbie lone arranger and desperately needed guidance and someone to talk shop with!  | 1/5/2016 11:11 PM |
| 3 | Hearing more perspectives  | 1/5/2016 9:32 PM  |

### Q4 How long have you, or how long did you participate in the Mentoring Program?

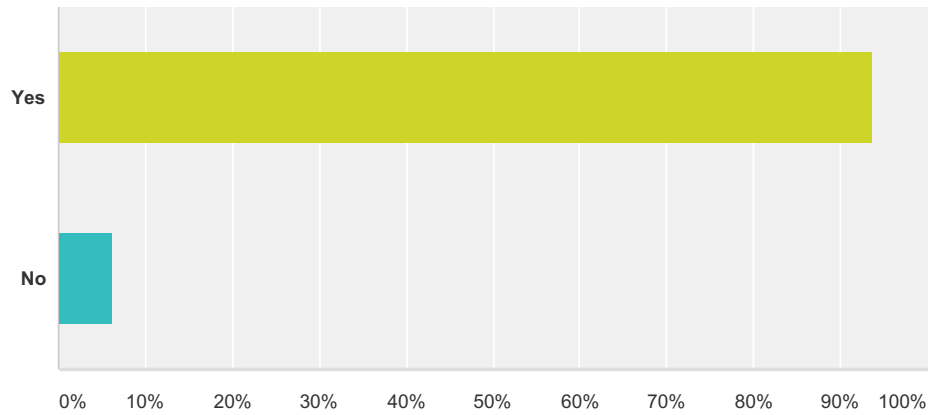
Answered: 64 Skipped: 10



| Answer Choices   | Responses |
|------------------|-----------|
| Less than 1 year | 31.25% 20 |
| 1 year           | 21.88% 14 |
| 2 years          | 12.50% 8  |
| 3+ years         | 34.38% 22 |
| <b>Total</b>     | <b>64</b> |

### Q5 Was a match made in a timely fashion?

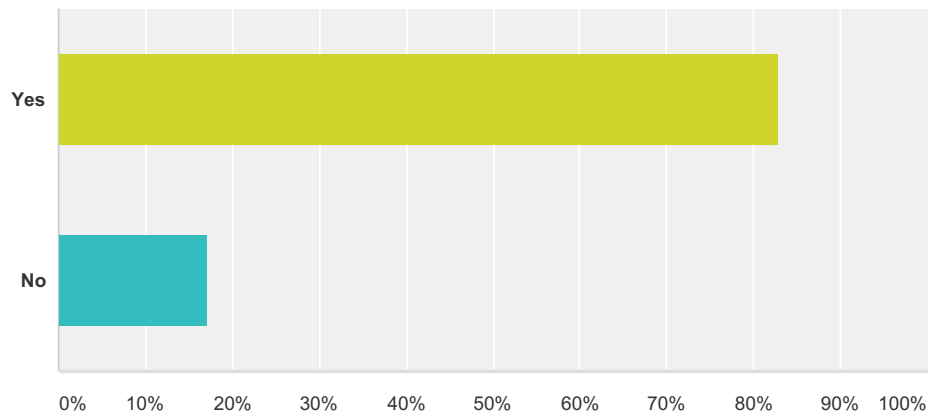
Answered: 64 Skipped: 10



| Answer Choices | Responses |
|----------------|-----------|
| Yes            | 93.75% 60 |
| No             | 6.25% 4   |
| <b>Total</b>   | <b>64</b> |

### Q6 Do you think that you were matched with the right person?

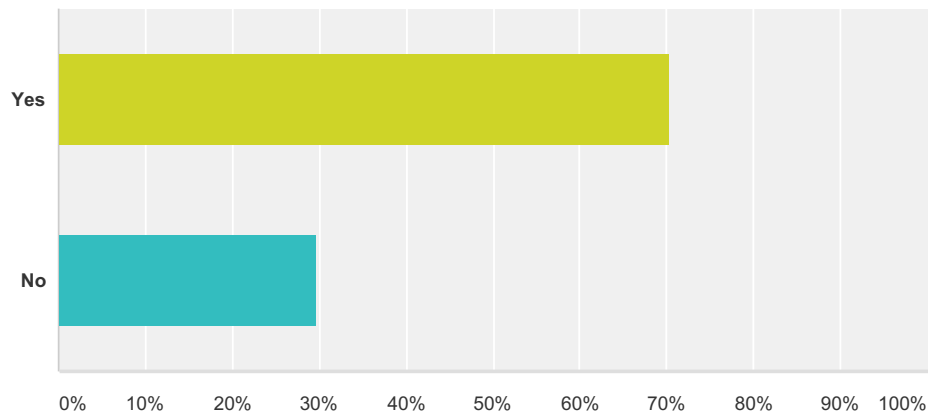
Answered: 64 Skipped: 10



| Answer Choices | Responses |           |
|----------------|-----------|-----------|
| Yes            | 82.81%    | 53        |
| No             | 17.19%    | 11        |
| <b>Total</b>   |           | <b>64</b> |

### Q7 In general, was your experience serving as a Mentor or as a Protégé fulfilling?

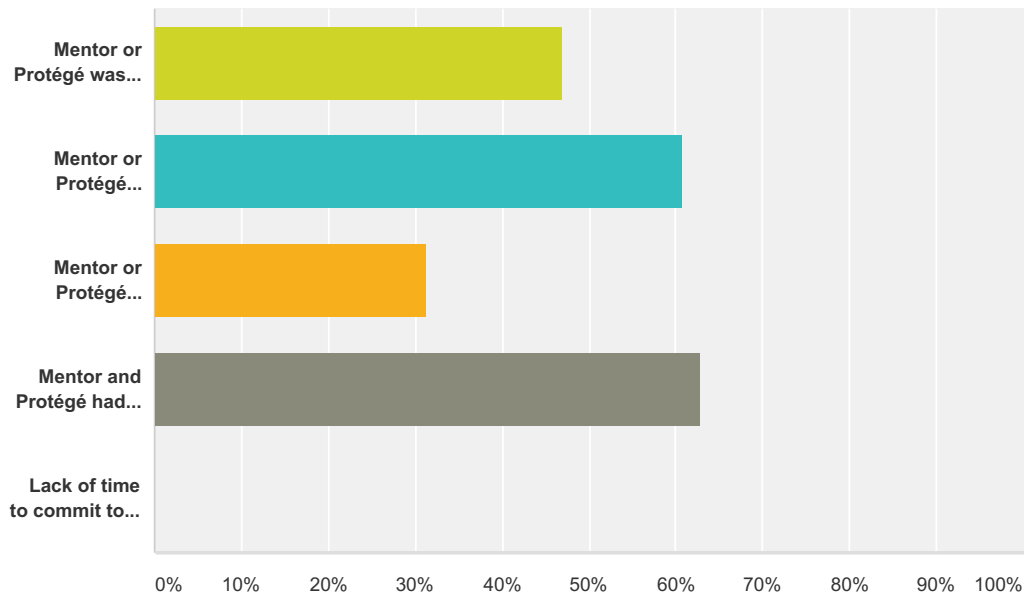
Answered: 64 Skipped: 10



| Answer Choices | Responses |           |
|----------------|-----------|-----------|
| Yes            | 70.31%    | 45        |
| No             | 29.69%    | 19        |
| <b>Total</b>   |           | <b>64</b> |

### Q8 If Yes, what were the primary reasons it was fulfilling? (choose all that apply)

Answered: 51 Skipped: 23



| Answer Choices  | Responses |
|---|-----------|
| Mentor or Protégé was responsive to my needs and/or concerns                | 47.06% 24 |
| Mentor or Protégé responded to my questions or comments in a timely fashion | 60.78% 31 |
| Mentor or Protégé provided helpful and practical assistance or guidance     | 31.37% 16 |
| Mentor and Protégé had similar interests                                    | 62.75% 32 |
| Lack of time to commit to the program                                       | 0.00% 0   |
| <b>Total Respondents: 51</b>  |           |

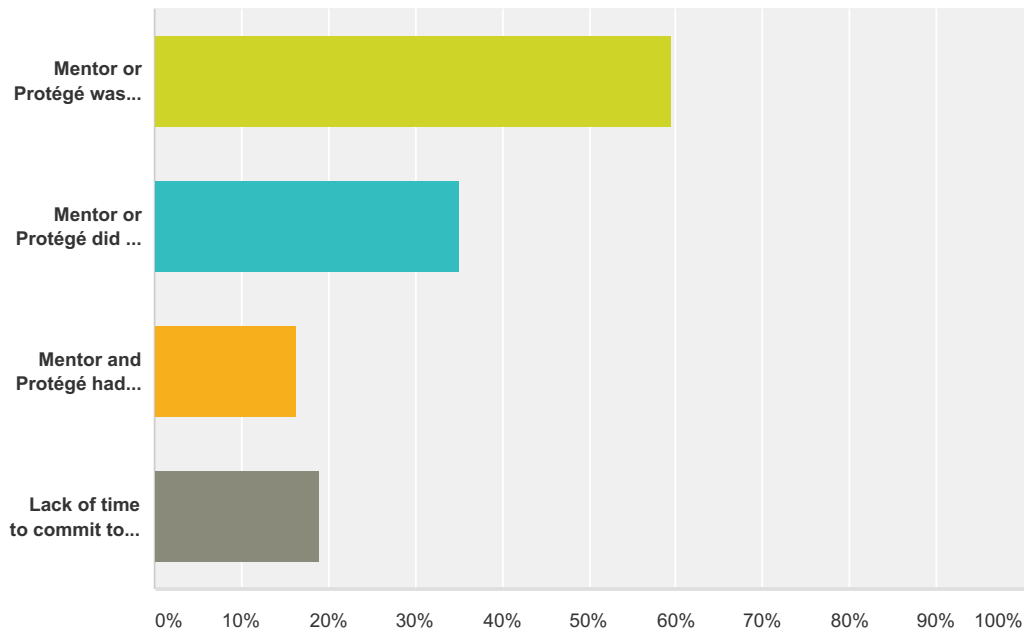
| # | Other (please specify)  | Date              |
|---|---|-------------------|
| 1 | I've done this for a number of years and have always enjoyed it   | 2/22/2016 3:51 PM |
| 2 | As mentor, I felt I was able to help my protégé(s) through my experience.   | 1/7/2016 3:33 PM  |
| 3 | He was quick to send me an email, introducing himself, but I haven't heard anything since. I should find time to contact him and ask questions, but I have other people I feel I can ask locally.   | 1/7/2016 12:44 AM |
| 4 | As a protege in the past, my mentor was awesome. Currently, it's nice to be able to answer questions.   | 1/6/2016 10:35 AM |
| 5 | A strong reason why this worked out, in addition to the other reasons, was that we were located near each other and could meet in person and talk face to face. I think this had a really positive impact for me. It's so much better to talk to a real person in real time. I did my MLIS entirely online and ended up in a lone arranger position for my first archives job, so I was pretty starved for the company of other archivists that weren't online.   | 1/5/2016 11:17 PM |
| 6 | I have served as both a protege and mentor. As a protege my mentor was great, gave me good advice on what courses to take when I was in grad school, and was an excellent sounding board (and that connection was made quickly). As a mentor, my current protege asks relevant questions, told me why he wanted a mentor, and has been great about communicating (he wanted a mentor to advise about job hunting). I really enjoy working with this person, and we have a concrete goal and he's great about articulating what he wants from the program. | 1/5/2016 5:10 PM  |

## Society of American Archivists Mentoring Program Survey

|    |   |                   |
|----|---|-------------------|
| 7  | I was a mentor many years ago and had a very positive experience. I stopped volunteering for many years because, as an archival educator, I felt I did a fair amount of mentoring on a regular basis. I volunteered again a couple of years ago and received a protege. After one exchange of emails the protege decided she did not need a mentor. I was not sure if I was the problem, or she had other concerns. So that was not a satisfactory experience. My current protege has been responsive, and I hope I have been supportive and have provided useful guidance. I have enjoyed getting to know her. | 1/5/2016 4:06 PM  |
| 8  | When interests are similar, I find the mentor/mentee relationship is better and tends to last longer.   | 1/5/2016 2:43 PM  |
| 9  | I served as a mentor last year and this year. It's been fulfilling because I feel like I'm giving the person a little hand-holding, just a little step in the door, to a new area/profession. BUT I'm not sure how else I'm helping, I'm hoping I am! It would be fulfilling to me I got more feedback from the protege, or they offered me some insight.   | 1/5/2016 12:38 PM |
| 10 | Since my answer to #6 was no, #7 is not applicable  | 1/5/2016 10:54 AM |
| 11 | Not a fulfilling experience -- see below  | 1/5/2016 10:44 AM |
| 12 | Even though I was a mentor, I learned a lot from my protegee. She was actually more experienced in some areas I wanted to become more proficient in, so the relationship was less one-sided.  | 1/5/2016 10:13 AM |
| 13 | No, it was not fulfilling. I just checked a box, because the survey requires an answer before I can go to the next page.  | 1/5/2016 10:12 AM |
| 14 | I encouraged my self-described shy mentee to push herself to be more active in her local archivist group and she did. She asked for advice about job opportunities and secured a job that she is happy with.  | 1/5/2016 9:49 AM  |
| 15 | Clicked an answer, because I had to, but it's false -- previous response was no.  | 1/5/2016 9:26 AM  |
| 16 | I like helping new archivists become professionals  | 1/5/2016 9:11 AM  |
| 17 | As a Lone Arranger it's nice to get out of my bubble a little bit. I have worked with a variety of proteges and my experience has been mixed, but generally I enjoy them.   | 1/5/2016 9:10 AM  |
| 18 | It was gratifying to know that I had helped a new professional.   | 1/5/2016 9:05 AM  |
| 19 | Answered no but Q. would not let me continue without checking a box..   | 1/5/2016 9:04 AM  |

### Q9 If No, what were the primary reasons it was not fulfilling? (choose all that apply)

Answered: 37 Skipped: 37



| Answer Choices   | Responses |
|--|-----------|
| Mentor or Protégé was unresponsive   | 59.46% 22 |
| Mentor or Protégé did not understand, or was not informed of his or her role | 35.14% 13 |
| Mentor and Protégé had dissimilar interests                                  | 16.22% 6  |
| Lack of time to commit to the program  | 18.92% 7  |
| <b>Total Respondents: 37</b>   |           |

| # | Other (please specify)  | Date               |
|---|---|--------------------|
| 1 | I shared my progress with my mentor on Google Docs which he viewed, but he never replied.   | 3/10/2016 6:10 PM  |
| 2 | This time, it felt like my protege didn't have the time to commit. Offers to have discussions/talk via email or phone didn't elicit much of a response.   | 2/22/2016 3:51 PM  |
| 3 | attitude of protege very negative. I didn't want to correspond with a negative person.  | 2/16/2016 12:23 PM |
| 4 | One of my Proteges only had a bachelors degree and was not working a masters nor did they have archive experience. I suggested that they try volunteering to get some experience to the field, but I knew there was no way they could get a position as an archivist. I found this very frustrating.  | 1/28/2016 1:51 PM  |
| 5 | Hard to keep in touch when we're not nearby.  | 1/14/2016 3:46 PM  |
| 6 | I was very busy this semester and did not take advantage of the pairing.  | 1/6/2016 5:59 PM   |
| 7 | I was expecting something different than what I experienced. My mentor - a very accomplished and distinguished member of the archival community - gave me advice that was simply impossible for me to take. I cut off my communication, which I know is against the policy of the program, but I felt that I had no other questions to ask about my career goals. I am unable to apply for fellowships and continue my education as I make a small salary and work full-time to make ends meet in New York City. Another piece of advice offered to me was that I should relocate, something I am unwilling to do. After that, I felt that I had nothing more to ask. | 1/6/2016 9:47 AM   |

## Society of American Archivists Mentoring Program Survey

|    |   |                   |
|----|---|-------------------|
| 8  | My last two proteges did not keep in touch and there was only so much i could do to keep them going.  | 1/5/2016 7:30 PM  |
| 9  | I have no complaints about my mentor at all. I have had three proteges so far: One had gotten a job and no longer felt the need to participate in the program (and indicated it had been some time since she applied), the other just wanted someone she could ask general preservation questions to (she was a lone arranger), and never asked any questions. Neither one of these required any time commitments, so it certainly wasn't a negative experience, but at the same time I didn't do much. Therefore, the primary reason the program was not fulfilling was that either the person no longer needed the program, or they didn't really know what they wanted out of it and didn't use it.            | 1/5/2016 5:10 PM  |
| 10 | See comment above about previous experience.  | 1/5/2016 4:06 PM  |
| 11 | Mentor provided remote assistance for resume and cover letter writing, introduced me to other new professionals and students but I didn't really feel like there was much of a connection. We were supposed to meet in person once but she left before I arrived.   | 1/5/2016 3:28 PM  |
| 12 | Protege graduated from Michigan several years ago, no job yet. She is exceptionally passive and limited in her way of thinking about becoming a professional. She takes a stab at following suggestions that I offer but is unable to do it in any meaningful or ongoing way. Example: consider talking to your supervisor at the historical society where you volunteer a few hours a week to learn more about the collections, other people's responsibilities, etc etc, rather than learning about nothing but the materials you work on (which you find boring). She talked to the supervisor once. End of attempt. I think she might do better working with a much newer professional than I (I'm a geezer). | 1/5/2016 3:23 PM  |
| 13 | All of the above. There have been times when there hasn't been a connection and/or the person was too busy.   | 1/5/2016 2:43 PM  |
| 14 | distance mentoring is more difficult than in person, the closer physically or the ability to meet at professional locations made the experience more fulfilling   | 1/5/2016 12:38 PM |
| 15 | This question doesn't apply to my situation, please disregard my answer. The survey won't let me continue without selecting one and there is no N/A option  | 1/5/2016 11:43 AM |
| 16 | It wasn't unfulfilling, but the question required an answer.  | 1/5/2016 11:07 AM |
| 17 | The protege only contacted me a few times. At the beginning I offered some general advice. Afterward I received only a couple of emails. I'm not upset, but there was simply little contact.  | 1/5/2016 10:54 AM |
| 18 | I felt that the protégé was relatively uninterested. I have been placed with three mentees, and two of them have been unresponsive.   | 1/5/2016 10:44 AM |
| 19 | Hmmm - so - I said Yes to #6. Is there a reason why this needs to be answered? I've selected "Lack of time..." so this will push through and you'll receive it.....   | 1/5/2016 10:31 AM |
| 20 | This question required an answer but I haven't had any issues with mentoring program.   | 1/5/2016 10:18 AM |
| 21 | Please discount the above check mark. Your survey is not letting me proceed. Why did you make this a required question if I didn't answer No to the above question?   | 1/5/2016 10:13 AM |
| 22 | My first mentee and I did not jibe.   | 1/5/2016 9:49 AM  |
| 23 | First protege stopped responding and disappeared from the radar. Second protege has just been assigned and we've only introduced ourselves, so not sure how it's going to work out.   | 1/5/2016 9:26 AM  |
| 24 | Sometimes they do not have many questions; I wonder why they wanted a mentor.   | 1/5/2016 9:11 AM  |
| 25 | Sometimes the proteges have already been employed full-time (sometimes in a different field) and don't express any actual need for help, so I wonder why they have signed up. I always offer resume review if they want it, and I have a number of connections and advice I could share, but some just haven't been interested. It's a little strange. Others I've worked with have been great, though, and I feel so proud when they finally reach the point of finding meaningful employment.   | 1/5/2016 9:10 AM  |
| 26 | Perhaps it is just me, but essentially what I got out of it is being told it takes time to get a job and that I'm doing all that I can at the moment.   | 1/5/2016 9:05 AM  |
| 27 | Did not find this. Disregard response. Faulty survey - I answered "yes."  | 1/5/2016 9:05 AM  |
| 28 | Besides the introductory email, I have not heard back from my mentor.   | 1/5/2016 9:05 AM  |

Society of American Archivists Mentoring Program Survey

**Q10 Please list any ways you think the Mentoring Program experience could be improved.**

Answered: 33 Skipped: 41

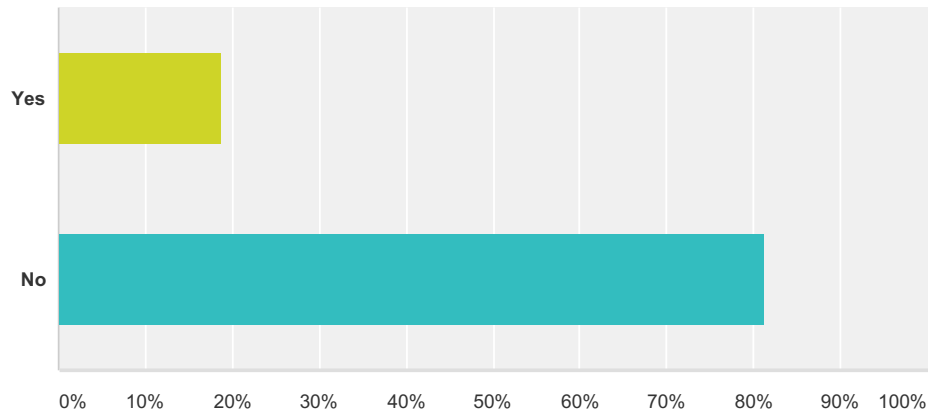
| #  | Responses   | Date              |
|----|---|-------------------|
| 1  | I think if the guidelines as to what can and/or should be addressed would be very helpful. It has been very unstructured and as a protege, I am not really sure what I could go to my mentor with. I feel out of place just asking for her opinion on things and don't know how to start conversations. I also think it would be helpful if it was encouraged to do a skype/googlehangout/facetime type meeting at least at the start to be able to get a sense of the other person's personality and set a conversational tone. I feel as though we have not communicated much because mostly I don't feel comfortable asking things, I feel like I am bothering her, or like she doesn't know me and wouldn't want to give me advice. | 3/2/2016 9:47 PM  |
| 2  | I think propinquity is pretty important, or at least making a concerted effort to meet at local or national conferences.  | 1/14/2016 3:46 PM |
| 3  | There was a struggle to find a mentor for me when I signed up. It literally took months. As I understand it, newer proteges are matched much sooner, but I think the program should continuously recruit mentors so there isn't a drought in the future.  | 1/8/2016 11:05 AM |
| 4  | not at this time  | 1/7/2016 12:44 AM |
| 5  | I think a couple of structured activities would be useful, like sending out articles to discuss or suggesting that they pick an article to discuss even. Also, more help determining what the relationship will be used for; at my institution, this year we're doing a survey at the beginning of the experience to help guide discussions and set goals, and a survey at the end to denote what was accomplished.   | 1/6/2016 10:35 AM |
| 6  | I believe that matches should be made according to career background.   | 1/6/2016 9:47 AM  |
| 7  | I have had a good experience in general, but perhaps a little more promotion of the program as well as focus on matching people in similar geographic areas could improve things even more.   | 1/5/2016 11:17 PM |
| 8  | Although my Mentoring Program experience has been fruitful, it might be nice to have an icebreaker questionnaire once a match is made.  | 1/5/2016 9:34 PM  |
| 9  | Perhaps SAA itself could send out regular email reminders saying, have you contacted your mentor lately? Or something to keep the momentum going and remind people to stay involved.  | 1/5/2016 7:30 PM  |
| 10 | I have wondered about online chats for people in the program. One limitation is that even with a great mentor/protege relationship, you're tied into one point of view. An online chat would give people the chance to ask questions of a wider group, and for proteges to meet other proteges, and mentors other mentors. Whether this was done through twitter, google hangouts, or a chat room, it might be useful (and it would give people insight into what others are asking and how they might use the program). Actually, an online forum could also do that asynchronously, now that I think about it. Just a suggestion.   | 1/5/2016 5:10 PM  |
| 11 | More mentors with more time, match people up with someone who has similar experience and has done hiring  | 1/5/2016 3:28 PM  |
| 12 | The program is terrific, and the committee chairs were fantastic when I sought advice from them about this match. One comment about this survey: I've had multiple proteges, which the survey doesn't allow for, so I responded only in terms of my current one.  | 1/5/2016 3:23 PM  |
| 13 | The last few years it's been more structured, so it's good to get an introductory email and have an event to attend during the conference to meet. I think it needs to be open ended to allow for a relationship to form.   | 1/5/2016 2:43 PM  |
| 14 | I'm not sure how clear it is that you can sign up at any time (if that's the case) or if there is an ongoing need for mentors. The ACA has a limited time you can sign up so that may be why it's not so clear to me.   | 1/5/2016 1:16 PM  |
| 15 | Ask proteges more specifically what they'd like in a mentor; maybe it's just a case of "if and when needed" that the mentor may not know about.   | 1/5/2016 12:16 PM |
| 16 | Maybe have some more guidance for people who are mentors. With my first protege, it was a bit of trial and error to figure out what worked. Also more opportunities to meet not just at SAA events that aren't at a ridiculously early hour.  | 1/5/2016 11:43 AM |

## Society of American Archivists Mentoring Program Survey

|    |  |                   |
|----|--|-------------------|
| 17 | I think the protege wants a mentor to help find a job, or to fulfill a single objective, rather than an ongoing, career-building relationship. After my protege was hired for a job, I did not hear from her again. Similarly, for another professional organization where I was a protege, in the past, I only wanted help with a particular process to reach an objective (Certification), and then did not contact my mentor again, either. After I was certified I then became a mentor. I am not sure how this could be improved. | 1/5/2016 11:34 AM |
| 18 | In some ways, the listserv helps fill the role of a mentor. I don't know if this would work, but would an online page where protoges could choose mentors based on some basic information supplied by the mentors be possible? A mentor could withdraw his name when matched.  | 1/5/2016 10:54 AM |
| 19 | It is very dependent on the protégé and how that person wishes to interact. I don't think that it is SAA's place to "badger" protégés to engage... they are given an opportunity, and they either choose to make the most of it or they don't. SAA is doing everything right in my opinion, but simply making the opportunity available and devoting time and effort to matching.  | 1/5/2016 10:44 AM |
| 20 | I'm not sure - I think the Mentoring Program is doing a good job.....  | 1/5/2016 10:31 AM |
| 21 | Some tips and training for mentors would be great. "How To Be a Better Mentor" webinar or something along those lines.   | 1/5/2016 10:13 AM |
| 22 | I have served as a mentor twice. The first time was good. The second time was not. I think it just depends on the right match of interests.  | 1/5/2016 10:12 AM |
| 23 | It might help if there were set goals or activities. Sometimes it's hard to know what to talk about or what you are supposed to do with your mentor/protege.   | 1/5/2016 9:52 AM  |
| 24 | I think it simply comes down to how well the individual pairings jibe. We set up a monthly meeting via phone or email to check in. We don't always make that, but when we do it's great.   | 1/5/2016 9:49 AM  |
| 25 | More guidance to help the process of mentoring to keep us thinking about and maintaining the relationship  | 1/5/2016 9:27 AM  |
| 26 | Sometimes it takes a lot of time to be given a mentee; other times it is done promptly. This survey's questions #7 and #8 forced me to give an answer other than the ones I listed under "other."  | 1/5/2016 9:11 AM  |
| 27 | I have been a mentor for several years now and I've only had two proteges who really took advantage of the mentor program. My other proteges never responded to my initial contact or spoke to me once about what classes to take or to review a resume/cover letter and I never heard from them again. I think there needs to be a better understanding on the proteges' part as to how to fully engage and use the program to their advantage.   | 1/5/2016 9:11 AM  |
| 28 | Maybe better screening of the proteges?  | 1/5/2016 9:10 AM  |
| 29 | It would be neat to have lessons or "packets" put out by SAA which can then be distributed and discussed. Despite doing very well in my degree, and having a bit of experience under my belt, I still feel like I have only a fraction of an idea of what I'm doing. That is a scary feeling.  | 1/5/2016 9:05 AM  |
| 30 | My experiences have been very positive.  | 1/5/2016 9:05 AM  |
| 31 | The Mentoring Program is a wonderful idea, but ultimately depends on the success of individuals in the mentor-protégé relationship.  | 1/5/2016 9:05 AM  |
| 32 | No suggestions. It is what the protégée makes it.  | 1/5/2016 9:04 AM  |
| 33 | More structure around how to connect, what to expect, formal opportunities to meet.  | 1/5/2016 9:03 AM  |

### Q11 Are you currently participating in any other professional mentoring programs, either as Mentor or Protégé?

Answered: 64 Skipped: 10



| Answer Choices | Responses |
|----------------|-----------|
| Yes            | 18.75% 12 |
| No             | 81.25% 52 |
| <b>Total</b>   | <b>64</b> |

| #  | If Yes, please list the program(s) and your role.   | Date              |
|----|---|-------------------|
| 1  | I am a mentee in the Florida Connecting 2 Collections program   | 4/12/2016 6:15 PM |
| 2  | Last year participated in the Mosaic program.   | 1/14/2016 3:47 PM |
| 3  | Protege within my library to help me with my development for promotion.   | 1/13/2016 8:37 AM |
| 4  | I'm still a protege in the SAA Mentoring program, I completed a yearlong program through the Society of Georgia Archivists in which I was the mentee, and I serve as the mentor for three first year library school students in my graduate school program. | 1/8/2016 11:06 AM |
| 5  | on an informal basis when ask specifically by students seeking advice   | 1/6/2016 12:38 PM |
| 6  | Program within my institution, protege  | 1/6/2016 10:35 AM |
| 7  | ARL Career Enhancement Program, past Supervisor and Coordinator Library mentoring program and shadow day at my institution  | 1/5/2016 2:44 PM  |
| 8  | I'm a mentor to 3 students through the ACA's program and I am the Mentorship Coordinator for the ACA!   | 1/5/2016 1:17 PM  |
| 9  | Big Brothers program.   | 1/5/2016 12:45 PM |
| 10 | Only casually, with mentors I've developed over the years.  | 1/5/2016 12:39 PM |
| 11 | SAA mentor  | 1/5/2016 12:17 PM |
| 12 | Medical Library Association (US), AHIP Senior Member, 2013 – Present. Mentor, 2014 – Present.   | 1/5/2016 11:35 AM |
| 13 | I don't know if I am still a mentor or not. I have not heard from a protege in months, so I assume I am not.  | 1/5/2016 10:54 AM |
| 14 | Connecting 2 Collections Emergency Planning - protege   | 1/5/2016 10:31 AM |
| 15 | at my employer, a reverse mentoring program (as a mentor), and I am a mentee to other managers  | 1/5/2016 9:34 AM  |