Community of Practice
Mentoring and Progressing Scholarship

Program Kick-Off Meeting
September 1, 2021
Agenda

• Overview of the Program
• Introductions of the Program Team
• Expectations and Benefits
• Things to Consider
• Resources Available
• Review Timeline and Time Commitment
• Upcoming Dates
• Data Collection
• Get Coffee/Lunch on Us
• Q&A
Program Overview

Community of Practice-Mentoring and Progressing Scholarship Program (CoP MAPS)

- **Purpose**: To promote formal one-on-one mentoring to staff of the College of Education and Human Development

- **Why**: To provide shared responsibility amongst the participants, the mentors and mentees

- **Eligibility**: Both mentor and mentee must be professional staff of the College of Education and Human Development
Meet the Team

Program Administrators

Rhonda Fowler, Ph.D.

Jacqueline Turner, Ph.D

Ta’Niss Robinson, M.S.

Nuzulul Isna, Ph.D.
Expectations and Benefits

Mentors

Expectations

- Reinforcement of industry knowledge & skills
- Enhancement of leadership skills
- Enhancement of feedback giving skills
- Strengthening of your professional network

Benefits

- Satisfaction from enjoying your mentee’s growth, development, & success
- Opportunity to facilitate a positive collegiate working culture

Mentees

Expectations

- Opportunity to learn from experienced professional in the field
- Honest feedback on strengths & opportunity areas without the fear of performance review repercussions

Benefits

- Accountability & guidance for setting & reaching professional goals
- Strengthening of professional network
Things to Consider

1. Be mindful of inherent bias

   Sometimes we choose mentors and mentees who remind us of ourselves, but that does not help us diversify our networks. Take into consideration having a mentor or mentee who is not that similar from you.

2. Don’t over formalize the mentoring relationship

   Be sure to connect with your mentor or mentee on a human level to foster authenticity and trust. It’s okay to talk about (appropriate) things outside of work.

3. Be mindful of people’s time

   It’s easy for us to get busy. From the beginning, set clear expectations, establish how you want to communicate, and be respectful of people’s time. Once you have time on the calendar, be present.

4. Mentorship doesn’t have to last forever

   If you realize a mentoring relationship is not mutually beneficial, thank your mentee or mentor for their time and wish them well. Sometimes, mentoring relationships are not the best fit. That’s okay. No one failed. Evaluate the relationship and get clearer on what you want out of a mentoring relationship.
Resources

- Milestones Guide
- Training Resources
- Mentee Reaching Out Template
- How to Document Service
- *Program Administrative Team
CEHD Staff CoP MAPS Program Milestones

**Timeline**

**End of Program Feedback.**
- **May**
- **Apr. 30**
- **Mar. 31**

**Monthly Mentor Meetings.**
- **Feb. 28**
- **Jan. 30**
- **Dec. 20**
- **Mid Dec.**
- **Nov. 30**

**Program Feedback.**
- Participant interviews and/or survey

**Program Orientation Meeting**
- Participants learn about the program.
- **Sept. 1**
- **Sept. 30**

**First Meeting.**
- Establish relationship.
- **Oct. 30**

**Second Meeting.**
- Goal-setting & career planning.
- **Oct. 30**

**Monthly Mentor Meeting.**
- Catch-up, assess progress towards goals, provide feedback.
- **Nov. 30**
- **Mid Dec.**

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Upcoming Dates

September 10th
Interest Forms are Due!

September 20th
List of Potential Matches will be Sent
Data Collection

Surveys

Purpose: To help us gather information so we can continue to serve you and make this program beneficial for our staff.

Interviews
Get Coffee/Lunch on Us

As a thank you for being our pilot participants!
Thank You!

What questions can we answer?