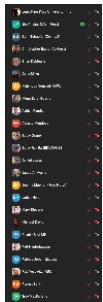


2021-01-08 Mentoring Program Kick-Off

Agenda

1. Roll Call (by time zone - East to West)
2. Scribe Shout-out - It's easy to scribe: How To Scribe Itana Notes
3. Mentoring Program Kick-off
4. Working Group Check-Ins

Attendees



Mentoring Program Kickoff

Presentation: [Itana Mentoring Program 2021](#)

Beth Schaefer Presenting

1. Intro
 - a. This has been a focus for Itana for a long time.
 - b. Have been involved with Educause peer mentoring program.
 - c. We had 14 Itana members go through.
 - d. Educause will be launching a mentoring platform soon.
2. What is Mentoring/Types of Mentoring

What is mentoring?

- Research has found many different definitions exist
- Workplace Mentoring
 - Relationship between less experienced individual (mentee, protégé) and a more experienced person, where the purpose is the personal and professional growth of the protégé (Kram, 1985)
 - Mentoring is just-in-time help, insight into issues, and the sharing of expertise, values, skills, and perspectives. Mentors function as a catalyst—an agent that provokes a reaction that might not otherwise have taken place or speeds up a reaction that might have taken place in the future



a.

Types of Mentoring

- Traditional – Mentor to mentee
 - Peer – Individual to individual
 - Circle – Group
 - Invisible – Individual non-interactive
- > Other forms to consider are in workshop settings, speed mentoring sessions, in the moment



- b. Mentoring for personal and professional growth stemming from a relationship between less experienced and more experienced individuals.
- c. Alternative pairings are also used.
- d. Types: Traditional mentor/mentee, peer, circle and invisible mentoring.
- e. Other modes: workshops and speed mentoring.

3. Benefits

Benefits

- Active participation in professional and personal growth (yours and another's)
- Expanded professional and personal support network
- Expanded perspective, knowledge, and skillset
- Enhanced self-awareness and self-confidence
- Increased career satisfaction and interpersonal skills



a.

- b. Active participation in professional and personal growth
- c. Expanded network
- d. Expand knowledge and skills

4. Important to set expectations

Expectations

- Set expectations
 - Time expectations
 - Regular meetings
 - Frequency and format of meetings
 - Communication outside of meetings
- Honor your commitment
 - Discuss level of commitment
 - Address problems/roadblocks
- Communicate clearly
- Put things in perspective, offer feedback, serve as sounding board
- Keep it confidential



- a.
- b. Communication, meetings, session guidelines, etc.
- c. Honoring commitments and building trust
- d. Communicate clearly
- e. Put things in perspective
- f. Keep confidential

5. Goals

Goals

- Advancement
- Purpose and Relevance (contribution)
- Specific skill enhancement
- Specific relationship enhancement (collaboration)
- Networking in general
- Work-life balance (stability/sustainability)



- a.
 - b. Clarify what is important to get out of the mentoring
 - c. Purpose, relevance, skill, relationship, etc.
6. What kinds of goals are you hopeful your peer might aid you in accomplishing?
- a. Is this general or career specific?
 - i. It is both as many of the general skills are applicable
 - b. Seeing EA concepts applied to real-world examples?
 - c. Understanding what EA entails and how to move from a more technical role to EA?

Troy MacFarlane to Everyone

2:22 PM

Exposure to different workplace situations that I may not have lived -- good and bad.

Mary Stevens to Everyone

2:23 PM

Identifying skills to grow and how to identify opportunities to grow them at my organization

Dana Miller to Everyone

2:23 PM

Developing strategy and corresponding technology roadmaps using business architecture methods

Michael Davis to Everyone

2:23 PM

As someone still new in an architect role, what it encompasses and how to transition to it from a hands-on technical role.

Mona Zarei Guerra to Everyone

2:25 PM

finding opportunities to see the EA concepts applied to real world practices.(since my institution doesn't have any established EA practice.)

Piet Niederhausen to Everyone

2:27 PM

In part it's a chance to learn how similar work is approached at other institutions. It's not easy to find the kind of work we do in articles/publications, particularly the real-life people and organizations aspect of it.

Troy MacFarlane to Everyone

2:29 PM

I recently did a career pivot from Federal Government to University, so similar to the last speaker's point, EA within a Higher Learning setting can have its own nuances to address as a specific industry sector. Perhaps the feedback from other mentors to speak about career change and moving between institutions -- help create new EA programs and parachuting into existing EA programs and processes.

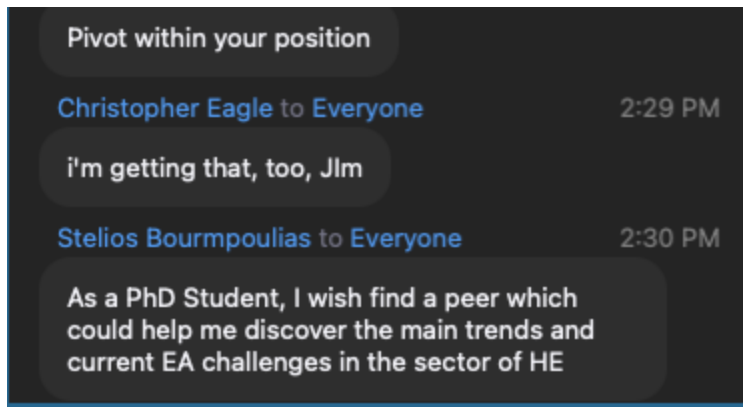
Phani - U of MN to Everyone

2:29 PM

For junior or midlevel developers to achieve career goals, career paths to choose and how to work towards those.

Betsy Draper to Everyone

2:29 PM



d.

7. Mentee Readiness

Mentee Readiness Assessment Questions

- Are you prepared to invest time, effort and energy in a new mentoring relationship?
- List the most important benefits you would like to receive from a mentor?
- Are you prepared to receive feedback?
- Are you a willing listener?
- Are you open to new ideas and prepared to challenge yourself?
- Do you prefer someone who is within your realm of expertise (technology), or someone with a broader view of higher education, or someone outside of higher education?
- Do you prefer someone from within your institution or outside your institution? What would be the benefits?



a.

b. Be thoughtful and broad in your thinking about mentoring relationships.

Mentor Readiness Assessment Questions

- Do you believe mentoring is a productive development tool? Why?
- Think about mentors you may have had. What did you learn or receive from those relationships?
- Are you prepared to invest time, effort and energy in a mentoring relationship?
- List the benefits to you from being a mentor?
- Are you prepared to offer specific and effective feedback?
- Are you prepared to ask questions and be an active listener?
- Are you prepared to offer observations and perspective rather than an answer or solution?
- Are you willing to talk about some of your experiences with failures or challenges as well as the successes?
- Would you like to be a mentor?



c.

d. Offering observations and perspectives as opposed to answers is hard.

e. How do you know if you are able to be a mentor?

- i. We did career journey maps. It is a good thing to do to look at what you have learned over the years.
- ii. It helps to be clear about what you are looking for in mentoring.
- iii. Just jump in and do it. It is fine. It is part of a give back into our industry.
- iv. There are a lot of good tools to use such as an essay bio that describes how you became you.

8. Here is a way to assess your mentoring relationship.

The Mentoring Litmus Test

In a successful mentoring relationship most or all statements are marked as “True.”

Source: [The Essence of a Successful Mentoring Program](#)
([And what tattoos have to do with it](#)) | MNCPA (4/2015)

True	False	1. I am clear about my role as a mentor or mentee.
True	False	2. We developed customized goals for our mentoring relationship.
True	False	3. I enjoy our mentoring conversations.
True	False	4. We appreciate each other and offer recognition or praise for conversations, progress or accomplishments.
True	False	5. My mentor or mentee cares about me as a person.
True	False	6. I want to satisfy the needs of my mentor or mentee.
True	False	7. My opinions seem to count.
True	False	8. My mentor or mentee is as committed to this relationship as I am.
True	False	9. I feel like I know my mentor or mentee well — from a professional and personal perspective.
True	False	10. We meet regularly.
True	False	11. Our meetings are productive, structured and valuable.
True	False	12. I can be honest with my mentor or mentee and push back when needed.



a.

9. There are also alternative activities for your development goals.

Alternative learning activities for development goals

- Expert interviews
- Job shadowing
- Read and discuss book
- Read and discuss article
- Assessment tools
- Review an example of work on a topic
- Participate on a task force
- Conduct background research
- Ask for feedback from several sources and identify themes
- Volunteer to take a temporary assignment or task



a.

10. Educause Mentoring Program Kicking off on January 15. Plenty of how to's and resources.

EDUCAUSE Mentoring Program

- New Mentoring Program and platform debuting in January 2021
- Opportunities for growth personally and professionally
- Featuring
 - One-to-One Mentoring
 - Mentoring Circles
 - How-to and Resources
- <https://www.educause.edu/careers/special-topic-programs/mentoring>



a.



1:1 Mentoring Dates

Rolling enrollment



Duration

3 months



Time Commitment

At least 1 hour per month



Who Should Join?

EDUCAUSE Members looking to engage, learn, and grow.



Delivery

Asynchronous messaging
Synchronous meetings



Price

Free for EDUCAUSE Members



EDUCAUSE Mentoring Opportunities



1:1 Mentoring

One-to-one online mentoring is designed to help you develop and achieve your personal and professional goals. This program will help mentees find and connect with an appropriate mentor, to provide guidance, support, and growth in a safe environment.

Whether you are engaging in a longer term mentoring engagement, or connecting for just-in-time mentoring, you have the ability to select the relationship that works best for your needs.





Mentoring Circles

Looking for a way to network while building key skills? The Mentoring Circles program is where you can find a virtual, peer-run mentoring group on topics and skills important to your unique learning needs. This is a great place for the EDUCAUSE Community Groups and members to connect and share best practices and tips for success. Mentoring circles provide an opportunity to engage with colleagues and gain the support needed for success.



Getting Started

Creating a Circle:

1. Member has an idea for a topic of interest.
2. Creates a profile on the mentoring platform
3. Proposes a "New Circle"
4. Circle is reviewed and approved by an administrator
5. Members (Circle Lead) can now invite others to join or others can join freely

Joining a Circle:

1. Create a profile in the mentoring platform
2. Review available circles
3. Request to join circle(s)
 1. Circle participants are reviewed and approved by the Circle Lead.

Engaging in the Circle:

- Mentoring Circles will stay active if there is engagement. If there isn't activity for 30 days, the circle will automatically close.
- Mentoring Circles can switch leads to help manage the circle.
- Discussion occurs directly in the platform asynchronously via the discussion board. However, participants have the opportunity to schedule synchronous meetings, if they choose, once the circle has been opened.



11. Mentoring discussion

Troy MacFarlane to Everyone

2:56 PM

I just signed up to be a mentor through the website

Joanna Muench (Fred Hutch) to Everyone

2:56 PM

I'm seeing possibility here for mentoring software developers into lead roles, and myself looking for a mentor to understanding EA in the scientific research space.

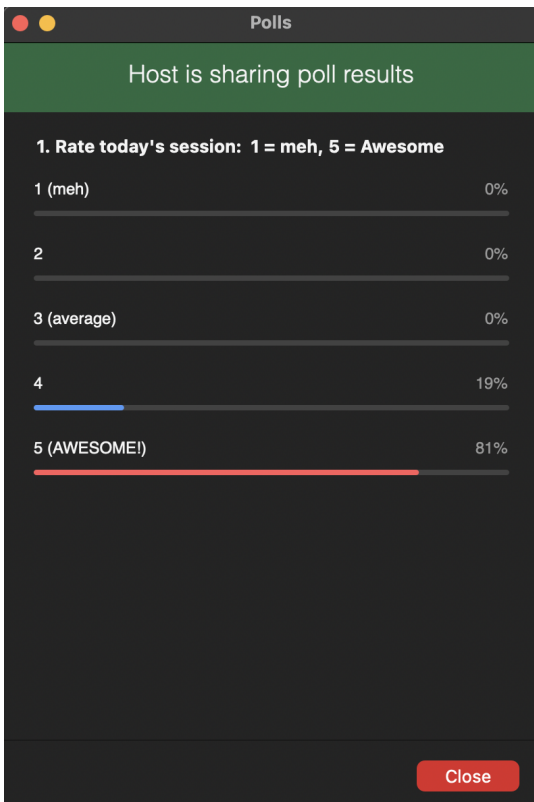
12.

Piet Niederhausen to Everyone

2:45 PM

One more reason to do mentoring: working on architecture at the enterprise level can at times be quite discouraging, and motivation and confidence can be hard to find. A mentor can help remind us that it's a long road, there will be ups and downs, and why to stick with it.

13. Poll



14.

Discussion - Mentoring Opportunities for Itana

- EDUCAUSE Mentoring Program
- Value to our community
- Thoughts and/or other opportunities
- Next steps?



15. Next Steps

- a. Call topic: Career Journey Maps
- b. Call topic: Pivoting in your career
- c. Steering group to coordinate with Educause platform.

Full Chat Text

11:04:00 From Troy MacFarlane to Everyone : Hello from sunny Ontario.
 11:04:14 From Christopher Eagle to Everyone : Hi from cloudy michigan
 11:04:29 From Louis King (Yale University) to Everyone : Hi from partly cloudy CT.
 11:04:42 From Dana Miller to Everyone : Cloudy OH
 11:05:35 From Rob Yosowitz (ASU) to Everyone : Hello from sunny Arizona.
 11:06:21 From Jacob A. Morris to Everyone : Hello from *checks weather* the Pacific Northwest
 11:22:57 From Troy MacFarlane to Everyone : Exposure to different workplace situations that I may not have lived -- good and bad.
 11:23:18 From Mary Stevens to Everyone : Identifying skills to grow and how to identify opportunities to grow them at my organization
 11:23:19 From Dana Miller to Everyone : Developing strategy and corresponding technology roadmaps using business architecture methods
 11:23:34 From Michael Davis to Everyone : As someone still new in an architect role, what it encompasses and how to transition to it from a hands-on technical role.
 11:25:07 From Mona Zarei Guerra to Everyone : finding opportunities to see the EA concepts applied to real world practices.(since my institution doesn't have any established EA practice.)
 11:27:35 From Piet Niederhausen to Everyone : In part it's a chance to learn how similar work is approached at other institutions. It's not easy to find the kind of work we do in articles/publications, particularly the real-life people and organizations aspect of it.

11:29:07 From Troy MacFarlane to Everyone : I recently did a career pivot from Federal Government to University, so similar to the last speaker's point, EA within a Higher Learning setting can have its own nuances to address as a specific industry sector. Perhaps the feedback from other mentors to speak about career change and moving between institutions -- help create new EA programs and parachuting into existing EA programs and processes.

11:29:25 From Phani - U of MN to Everyone : For junior or midlevel developers to achieve career goals, career paths to choose and how to work towards those.

11:29:26 From Betsy Draper to Everyone : Pivot within your position

11:29:57 From Christopher Eagle to Everyone : i'm getting that, too, Jlm

11:30:04 From Stelios Bourmpoulas to Everyone : As a PhD Student, I wish find a peer which could help me discover the main trends and current EA challenges in the sector of HE

11:30:19 From Jacob A. Morris to Everyone : Pivots and career journey maps - very much related

11:30:46 From Daniel Lopes to Everyone : From an IT background I usually struggle to grasp concepts from EA Business Architecture (such as value streams, course of action, measure)

11:30:47 From Lonnie Smetana (UManitoba) to Everyone : Pivot within position is something I am being asked to plan for at the moment so definitely would be interested in the career pivot topic.

11:31:07 From Ashish Pandit to Everyone : Thinking strategically vs tactical , advance to leadership role , and learning from challenges at other institutes

11:32:37 From Ladan Heit to Everyone : One of my initial challenges in this role was clearly defining what EA is to our Institution - what is the landscape and what are the needs; how can these needs be addressed through proper application of EA concepts and practices. It took a while to make progress and actually reach some outcomes.

11:34:12 From Alberto Mendoza to Everyone : sorry folks, but I have to jump.... looking forward to more on this front, and thanks to however is taking the notes. Thanks!

11:45:57 From Piet Niederhausen to Everyone : One more reason to do mentoring: working on architecture at the enterprise level can at times be quite discouraging, and motivation and confidence can be hard to find. A mentor can help remind us that it's a long road, there will be ups and downs, and why to stick with it.

11:51:17 From Mahmoud Youssef (GWU) to Everyone : sorry, I have to drop off for another meeting. thank you

11:54:50 From Jacob A. Morris to Everyone : Looking at the Educause program, it appears you can be both Mentor and Mentee

11:54:54 From Jacob A. Morris to Everyone : <https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmentoring.educase.edu%2F&data=04%7C01%7Cclouis.king%40yale.edu%7C080cbc9b0f2a471b4edb08d8b410ea31%7Cdd8cbebb21394df8b4114e3e87abeb5c%7C0%7C0%7C637457332022013710%7CUnknown%7CTWFPbGZsb3d8eyJWljoIMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6Ik1haWwiLCJXVCi6Mn0%3D%7C1000&data=9NaT%2F4lwvkVpZhWNHCabfwyFgkBJm67A4Ta%2BETAOIGM%3D&reserved=0>

11:55:15 From Jacob A. Morris to Everyone : Signing up to be both!

11:56:07 From Troy MacFarlane to Everyone : I just signed up to be a mentor through the website

11:56:47 From Joanna Muench (Fred Hutch) to Everyone : I'm seeing possibility here for mentoring software developers into lead roles, and myself looking for a mentor to understanding EA in the scientific research space.

11:57:35 From Betsy Draper to Everyone : Need to drop off for another meeting. Thanks, all! Have a great weekend.

12:00:18 From Ashish Pandit to Everyone : Just curious how mentor/manatees get matched up and connected?

12:00:45 From Betsy Reinitz (EDUCAUSE) to Everyone : It's done through the platform using information from the profile you create to match interests and needs.

12:01:20 From Betsy Reinitz (EDUCAUSE) to Everyone : Need to run. Please be in touch if you have more questions about the EDUCAUSE platform.

12:01:43 From Michael Davis to Everyone : Dropping for another meeting, but interested to see where this topic goes.

12:02:23 From Jacob A. Morris to Everyone : Got another meeting - happy new year all!

12:03:20 From Mona Zarei Guerra to Everyone : <https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdrive.google.com%2Fdrive%2Ffolders%2F1fyTJb8Sm8ztSVIwtULyeicahmCWZCSDJ&data=04%7C01%7Cclouis.king%40yale.edu%7C080cbc9b0f2a471b4edb08d8b410ea31%7Cdd8cbebb21394df8b4114e3e87abeb5c%7C0%7C0%7C637457332022013710%7CUnknown%7CTWFPbGZsb3d8eyJWljoIMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6Ik1haWwiLCJXVCi6Mn0%3D%7C1000&data=D8%2BDkeixp4G5pfEsDPip0gzIE9HqoueGUJT6kaokoBQ%3D&reserved=0>

