



Mentoring Institute



# MENTORING & COACHING MONTHLY

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Volume III Issue II

March 2016

### *In This Issue:*

In the first full-length issue of *Mentoring & Coaching Monthly* this year we have a lot of exciting news to catch up on. The International Mentoring Association's conference is taking place in Auburn, Alabama next month and the 9th annual UNM Mentoring Institute conference is only a few months away. We talked to Dr. Patrick Rendon from the UNMH department of internal medicine about his presentation "How to be a Great Mentee" and about how to get the most out of a mentoring relationship. Plus: photos from Around UNM, Mentoring News and more!

# About Us

## Mentoring Institute:

The Mentoring Institute develops, coordinates, and integrates research and training activities in mentoring best practices at the University of New Mexico (UNM). Through the application of instructional design standards, the Mentoring Institute provides training and certification services for a diverse array of staff, faculty, and students in a centralized effort to recruit, train, and develop qualified mentors for the University, the City of Albuquerque, and the greater New Mexico community.

The Mentoring Institute does not replace or direct existing mentoring programs. Rather, it provides a variety of services to these programs. The Mentoring Institute aims to build up current mentoring programs and enhance the culture of mentoring within the university and the state it serves.

The Mentoring Institute assists in stimulating and promoting a mentoring culture within the community. By encouraging the matriculation and graduation of students, as well as the retention of faculty and staff at the University of New Mexico, the Institute also contributes to the development and economic growth of New Mexico.

Institute Founder & Exec. Editor:  
Nora Dominguez

Managing Editors:

Faith Sears

## EVENTS

Our list of mentoring and coaching related events occurring soon.

- International Mentoring Association Conference

📅 April 13-15th

📍 Auburn, Alabama

👤 Dr. Lois Zachary, Dr. Brad Johnson, Dr. Frances Kochan

*The annual International Mentoring Association conference is taking place at Auburn University this year. Explore topics at the leading edge of mentoring research and network with professionals from around the country and around the world in "The Loveliest Village On The Plains".*

- Fifth Annual 3% Conference

📅 November 3rd

📍 New York, New York

👤 Adam Grant, Nilofer Merchant, Will Chau and more

*"Men and women from the worlds of advertising, marketing, PR, tech, non-profits and more come together for two days of inspirational keynotes, themed master classes, informative panels and networking. Together, we are making a difference in upping the numbers of women and people of color in creative leadership." (www.3percentconf.com)*

- 9th Annual UNM Mentoring Institute Conference

📅 October 24th-28th, 2016

📍 Albuquerque, New Mexico

👤 Wendy Murphy, Dr. Paul Stokes, Dr. Jerry Willbur and more

*The 9th annual UNM Mentoring Institute Conference will be held at the University of New Mexico and will consist of a variety of preconference workshops and speakers. This year's theme is "Developmental Networks: The Power of Mentoring and Coaching". Whether you're a mentor or mentee, this is a great local option which is growing every year.*



# Interview With Dr. Patrick Rendon

## UNM Hospital Dept. of Internal Medicine



You give a presentation called “How to be a Great Mentee.” In it you focus on the importance of having a mentee-driven relationship with your mentor. Why do you think this is such an important part of the mentor-mentee relationship?

The biggest key is that it enhances and enriches the relationship for the mentee to drive it. Oftentimes we perceive mentors as being busy people, they may or may not be busy people, but I think if the mentee is the one driving the relationship that he or she is more likely to get a lot out of the relationship. So if you're asking your mentor “I'd like to meet once a month” or “I'd like to meet once every three months” or “twice a month” and you're pushing that – you're driving that component – you're likely to get so much more. When you also send agendas ahead of time for meetings and you let

your mentor know what you want to talk about, it's already automatically relevant as well, so I would say for those components it's really important.

Have there been any people in your life who you would consider personal or professional mentors? How have they positively impacted your life?

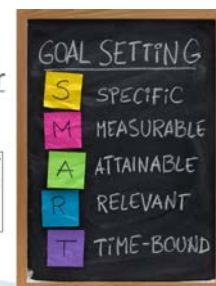
Yeah, I would definitely say so and some probably mix with mentor and role-model a little bit here and there. So in highschool I had a Spanish Professor who took a lot of interest in me and my own development and really pushed me to take more advanced Spanish classes for example and so I learned a lot from him – a lot about culture and I gained a lot more confidence in myself just seeing someone like him who was a fantastic teacher and a great role model and say “Well I could do something like that someday as well.” And then when I got into college I probably had a few mentors, but the one that helped me quite a bit was an organic chemistry professor who – I was having a difficult time in Organic – because it's a difficult class – and he really took me under his wing, I

went to office hours, he really helped and supported me and the same with him and one of my Physical Chemistry professors as well took a real interest in me. Both of them really helped push me to do a lot more and do better – one concept that we think about oftentimes are mentors who are far ahead of you per se in years and both of these professors had already had long careers but another mentor is probably my peer mentor which is my wife. She pushed me a lot as well to really pursue the medical career and say that you can do it and so she really helped me a lot there too. So there are all different kinds of mentors that helped me along the way and my parents I would also consider mentors as well growing up.

*There are other components too of having a mentor that are really positive ... but the data shows it and I've felt it, I've lived it so far early on in my career which has been really good.*

Determine your starter goals

Remember, your mentor will help you refine your goals



From Dr. Rendon's presentation “How To Be a Great Mentee”



## IN THE NEWS

This month's selection of mentoring related news

Schools Week:

David Cameron announces £14 million for another school mentoring program

The Telegraph:

Duke and Duchess of Cambridge meet youngsters on mentoring project

Chicago Daily Herald:

High School mentoring program transforms students' lives

Penn State News:

Mechanical engineering alumni mentoring program fosters long-term connections

Newsday:

Redefining mentoring: With millennials, it's a two-way street

Another important aspect of your presentations is setting SMART goals, which stands for Specific, Measurable, Attainable, Relevant and Time-bound. What differentiates a SMART goal from a general goal that makes it such an important mentoring tool?

So if you use a SMART goal you're more likely to complete and to finish that goal to its full potential. So if you have a general goal, how would you know if you met that? If you say "I'm a college student right now, I want to be a better college student."

Well what does that mean? Does that mean you want to study more? does that mean you want to be more involved in activities? does that mean you want to get better grades? So it's pretty nebulous as to what the meaning is of "I want to be a better college student." But if you say "In my Economics class, I want to get an A, and in order to achieve

that I'm going to read twenty pages from my Economics book every night for the next one to two months and then look at my scores or my grades to determine whether I did better or not."

That's much more specific because you're focusing on Economics, it's measurable (did you read or not read), it's attainable because you say I don't want to read a hundred pages every night – I'm reading maybe 20 pages a night, it's relevant because It has to do with your degree, and you put a time stamp – it's twenty minutes and its for two months. So you're much more likely to achieve your goal if it's SMART.

What spurred your interest in sharing the importance of having a mentor? Have you found that your efforts have had a positive impact either on yourself or those under your supervision?

One of my main mentors, in medicine who I think has pushed me a lot to think about how I mentor – so large in part I think I've felt like a mentee for the vast majority of my life until I started on faculty – when I got my real job, so to speak, and then I started engaging.

So then when I started learning something I felt like I could mentor others because I had enough experience – I'd finished medical school so I could mentor medical students, I finished residency so I could mentor residents, and now junior faculty since I've completed a few years.

So I became more interested in the subject because I was able to take on the role of being a mentor.

Once I started thinking more about being a mentor I thought about how far it had already taken me and there is data, there is literature that shows that people who have mentors are more successful, they tend to publish more, and have higher job satisfaction.

There are other components too of having a mentor that are really positive as well, but the data shows it and I've felt it, I've lived it so far early on in my career which has been really good.

So for all those reasons I felt that it was really important to share with others this discussion about being a mentor so that way they know as well how important it is.

Our primary reader base is college students; are there any particular suggestions you have for students looking for a professional mentor in their field?

Be proactive, often times I think college students or really any student early on is wondering how do I even find a mentor. So there are really important things to consider, there are peer mentors there are career mentors, life mentors, project mentors and there are more – you can have a communication mentor if you want.

There are all sorts of different kinds of mentors and I think what you have to decide first isn't necessarily your goals – your mentor will help you with that – but it's what you're interested in.

If you know you're interested in medicine, you want to pursue a medicine mentor, if you know that you're interested in architecture you want to find an architect who is a mentor.



From Dr. Rendon's presentation "*How To Be a Great Mentee*"

So first identify what you're interested in and then the next step is to approach people that you've had in a class – so it could be a teacher and you don't want to ask them right off the bat "will you be my mentor?" but you may approach them and say "I really like your class, I've enjoyed the discussions that we've held thus far, I'm really fascinated with architecture and I'd like to learn more, could we meet some time to discuss it?" And I could probably assure you that any individual in their field would love to talk with a junior person or someone interested in their own field. They could probably talk for days about what they're actually passionate about.

By inviting that conversation, you're beginning the process of having a mentor and if your teacher or the person you approach initially can't be your mentor, you can ask them to direct you to somebody who can.

So I would say it starts with passion and interest and then by you being proactive – I think are the three main elements that I would pursue.

## Dr. Patrick Rendon

Dr. Patrick Rendon was born and raised in Albuquerque New Mexico and attended St. Pius X High School. He received an undergraduate degree in biochemistry from the University of New Mexico and went on to medical school, graduating in 2009.

He completed his residency in 2012 and is now employed with the University of New Mexico Hospital as a Doctor of Internal Medicine.

Dr. Rendon is also an active member of the mentoring community. Aside from mentoring medical students,

residents and peers he has also volunteered his time to give his "*How to be a Great Mentee*" presentation to local high school students.

He has also worked with the UNM Mentoring Institute to promote the benefits of having a mentor and provide students with practical tips to get the most out of a mentoring relationship.

Follow us on Social Media



## Contact Us

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## *Important Dates for the 9th Annual Mentoring Conference:*

March 15, 2016  
*Call for Proposals Released*

May 15, 2016  
*Abstract Proposal Submission Deadline*

May 30, 2016  
*Notification of Submission Acceptance*

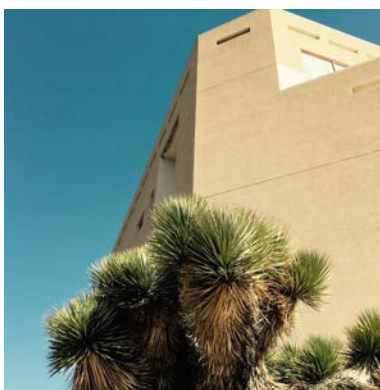
June 30, 2016  
*Paper Submission due (First Draft)*

July 30, 2016  
*Peer-reviewed papers Returned*

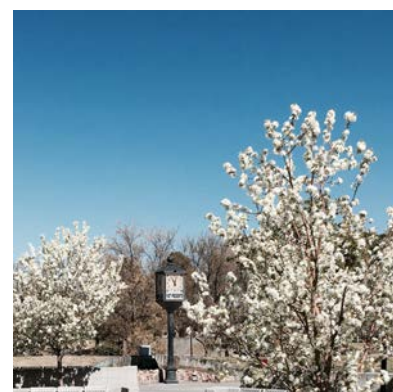
August 30, 2016  
*Final Paper Submission Due*

October 12, 2016  
*Registration Deadline*

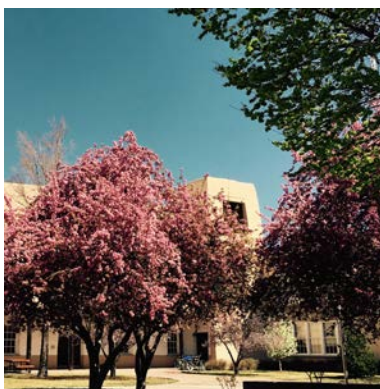
# Photos from Around UNM



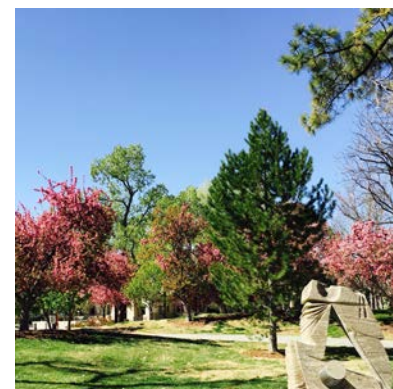
Mechanical Engineering  
from Redondo Drive



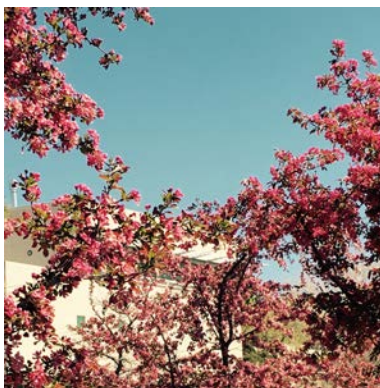
Duck Pond from  
Mitchell Hall



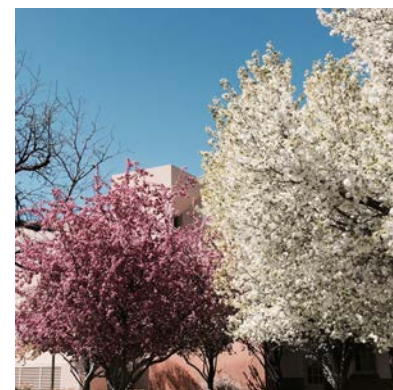
Scholes Hall from the  
Duck Pond



The First Colors of  
Spring



Hibben Center from  
Redondo Drive



Anthropology Annex  
from Terrace Mall



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