



Mentoring Institute



# MENTORING & COACHING MONTHLY

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VOLUME II ISSUE X

DECEMBER 2015

## THIS MONTH IN *MENTORING & COACHING MONTHLY*

This is the last issue of Mentoring & Coaching Monthly for the year, and for the Volume. We are excited to launch Volume 3 in January, and are so thankful for such a great year. With Volume 2, we brought about many successful changes, from design to content, and we hope you enjoyed as much as we did.

In this issue, we take a look at mentoring happening on University of New Mexico’s very own campus, featuring an interview with Nandi Baldwin. Nandi Baldwin is the program director of IMPACT mentoring with the Women’s Resource Center at UNM. Her interview provides information about this great new mentoring initiative, as well as, her own best practices and tips in mentoring. We also provide information about the 2016 conference so you can start planning your submissions! And finally, we feature some of our favorite tips, photos, and news articles from the year on mentoring.

Thank you for your continued support of the Mentoring Institute!

# 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 will assist 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 will also contribute to the development and economic growth of New Mexico.

## INSTITUTE FOUNDER & EXECUTIVE EDITOR:

Nora Dominguez

## MANAGING EDITORS:

Faith Sears

# EVENTS

Our list of mentoring and coaching related events occurring soon.

- **2016 National Mentoring**

📅 January 27-29, 2016  
📍 Washington, D.C.  
👤 Becky James-Hatter, Jenifer Kreibl, Kirsten Romans, and more!

*The sixth annual National Mentoring Summit will take place January 27-29, 2016, at the Renaissance Washington, D.C. Downtown and will explore the theme of "Connection | Growth | Opportunity". The National Mentoring Summit is convened by MENTOR: The National Mentoring Partnership, and garners support from both the private and public sectors.*

- **The Art of Coaching Institute**

📅 February 10-12, 2016  
📍 Pacific Grove, CA  
👤 Elena Aguilar

*In the Winter of 2016, immerse yourself in the Art of Coaching with expert transformational coach and trainer, Elena Aguilar, in a unique institute to be held at the Asilomar Conference Center in the Monterey Bay, CA. Designed to reflect the principles of adult learning, this Institute is highly interactive, provides ample opportunity for reflection, and supports the development of each individual participant.*

- **International Mentoring Association Conference**

📅 April 13-15, 2016  
📍 Auburn, Alabama  
👤 Brad Johnson, Lois Zachary, Frances Kochan

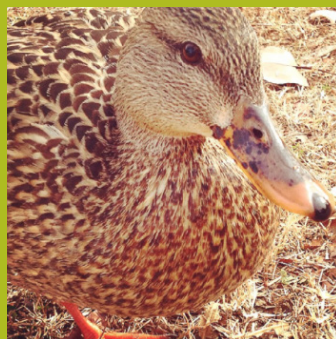
*Please join us at the upscale Dixon Hotel and Conference Center for the 2016 International Mentoring Association Conference! The theme of the conference is "Mentoring Excellence: From Preparation to Practice." Auburn has been called "The Loveliest Village on the Plains" because of its small town charm, beautiful and vibrant university campus, lively downtown, and welcoming Southern hospitality. In April, the azaleas will be in full bloom!*

## 📷 2015 IN PHOTOS

Our favorite photos taken around UNM, from our Instagram feed (@unm\_mentoring)



Winter covered our bushes in frost.



Spring had the ducks looking for food.



Summer brought this lady(bug) lobo out.



Fall left the Lobos howling for more.

# MENTORING INSTITUTE NEWS

This year has been one of the best yet for those of us at the Mentoring Institute. Each year our conference has grown, and 2015 brought almost 800 registrants to Albuquerque, New Mexico. We are so proud and grateful to see our community thriving. With your help, the Mentoring Institute is continuing to spread knowledge and support of mentoring.

The next year, we hope to continue this mission, carrying the torch of mentoring on. Below you can find some important dates as we move into 2016.

## IMPORTANT DATES FOR 2016

### **Out of Office:**

December 23, 2015-January 1, 2016

### **Call for Proposals:**

March 15, 2016

### **Submission Deadline:**

May 15, 2016

### **Accepted Proposal Notification:**

May 30, 2016

### **Paper Submission Due:**

June 30, 2016

### **Peer Reviewed Paper Submission Returned:**

July 30, 2016

### **Final Paper Submission Due:**

August 30, 2016

### **Conference:**

October 25-28, 2016

## SOCIAL MEDIA



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## MENTORING TIPS

 It is easy to see how mentoring can be beneficial at a new job or within a new position, but sometimes mentoring is overlooked in situations which it's not obviously helpful. Consider the parts of your life that are important to you, but could use a little direction. Mentoring belongs there, too.

When in a mentoring relationship, either as a mentor or as a mentee, it can be easy to focus on personal benefits. However, it has been noted that those who put others' needs first tend to gain the most. Today, take a moment to reflect on how you can assist those around you. You may find you gain more in the end.



# INTERVIEW WITH NANDI BALDWIN

## IMPACT MENTORING



Women's Resource Center

Can you describe you and your background? How did the Women's Resource Center (WRC) get into mentoring?

The UNM Women's Resource Center has had a mentoring program for university women going on 8 years. The program originally had separate leadership and mentorship tracks. This is our first year combining both and having a cohort of students go through the program together. This method has proven to be very successful in creating a large cohort of women who are dedicated to leadership and mentorship. Our mentors are dedicated to supporting our first year UNM students in thriving in their first year and beyond.

*"Female students need strong women role models. Women who have walked the path they are on."*

The program's name is "Impact." How are participants "impacted" by this program?

Students are both impacted and make an impact while in our program. Upperclassman students come into the program to gain leadership skills and mentor first year, female-identified students. The mentors gain skills by giving 45 minute presentations to the first-year students during the fall semester. Mentors then go on to present at a conference in the Spring semester on a topic that correlates with their career field of interest. Mentors learn a vast skill set including presentations, networking, mentoring, communication, problem-solving, group dynamics and facilitation. Mentees are impacted by presentations given by myself, our Impact mentors and female faculty and staff on campus. Mentees also learn group dynamics and how to thrive at the University level their first year. Mentees also create an impact on the community through a community service project their fall semester. We really look for a transformation of personal growth and a dedication to gain life skills that will benefit our students far beyond college.

What is the importance of women to women mentoring?

What we have found is that in same-sex only settings women feel a sense of community and openness that is not always found when men are present. The female mentors are able to identify with their mentees and the challenges that come with being a female student on campus. Presentations are tailored to female audience to uplift and empower women. We offer a space for everyone to feel heard and learn to find her own voice.

In general, can mentoring bring about success for women? How?

I believe whole-heartedly that answer is yes. Female students need strong women role models. Women who have walked the path they are on. Women are still struggling for equality and the college campus and classroom are no different. Mentors are chosen because they have excelled at UNM and show a self-confidence that they would like to instill in their mentees.

*Our interview with Nandi Baldwin continues on the next page...*





## IN THE NEWS

*This Year's selection of news articles relating to mentoring*

San Jose Mercury News:  
[Wish Book: Mentoring Program Helps Mentally Ill Recover Social Connections](#)

Us News:  
[How to Find a Mentor as an Online MBA Student](#)

The Chronicle of Evidence-Based Mentoring:  
[Top 25 Mentoring Relationships in History](#)

Forbes:  
[Mile High Club: British Airways Offer Mentoring at 35,000 Feet](#)

The Guardian:  
[Use a Recent Graduate as a Career Mentor and Tap the Millennial Mindset](#)

Entrepreneur:  
[4 Ways to Get Anyone - Even Your Heroes - to be Your Mentor](#)

Adweek:  
[Why Mentoring is More Important Today Than Ever For the Well-Being of Agencies](#)

In your opinion, what makes an effective mentor/coach?

An effective mentor meets their mentee where she is at. One thing our students are learning is that mentorship comes in different forms. Some pairings find that they bond very quickly and the relationship comes easily. Some find that taking a more advisory or professional approach is what is needed. Each mentor is effective because she is prepared, self-confident, open to support and suggestions, uses her resources and accesses her mentor cohort for feedback.

What is one piece of advice you would give someone transitioning into a mentor position?

Many of our mentees are looking forward to applying to be Impact Mentors for next year. The Women's Impact Program is a little different from other mentoring programs in that our mentors are also training to be leaders in their community and on campus. We look for women who not only want to make a difference in a mentees life but also make a larger impact. We look for women with strong sense of self and a willingness to learn new things.

## NANDI BALDWIN

Passionate about leadership and programming, Nandi organizes the Impact: Women's Leadership and Mentorship Program. An avid Green Bay Packers Fan and from the Midwest, completing her Bachelor's in Psychology at the University of Minnesota. She is zealous about education, expanding horizons, personal and professional development, and opening the mind to broader experiences. Currently, she is a master's student at UNM working towards her license in mental health counseling. Outside of work and school, she is an advocate in the LGBTQ community volunteering on the boards of GLSEN and NMAALGBTIC. She loves creative expression, road biking, walking her pups, and spending time with her loved ones.

## WOMEN'S RESOURCE CENTER

As a student affairs department the UNM WRC believes that learning takes place both inside and outside of the classroom. To this end, the WRC works in partnership with academic units to enhance the UNM experience. The WRC is dedicated to offering a variety of learning opportunities through its programming and services. The WRC maintains a particularly close relationship with the UNM Women Studies Program. Women Studies offers an interdisciplinary major or minor through coursework that examines the diverse cultural, historical, and social experiences of women.

The UNM Women's Resource center has been and continues to be an advocate for women on campus and in the community promoting the establishment and enforcement of policies and procedures which address issues of institutionalized sexism & racism, sexual harassment, and all other forms of discrimination in the classroom, on campus, and beyond.

Accessibility is important to the UNM Women's Resource Center. Reaching out to all genders and parents in the community, the WRC is a safe, a family friendly environment offering a universal restroom, family friendly computer pod, and lactation stations throughout campus for women returning to work, or study.



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