## 18<sup>th</sup> Annual Mentoring Conference

Developmental Networks for Wellbeing:

The Impact of Mentoring on Individual and Organizational Performance and Growth

## THE UNIVERSITY OF NEW MEXICO

ALBUQUERQUE, NM

OCTOBER 20TH - 24TH, 2025



				Co	onference	-at-a-Glan	ce					
					Monday, Oct	ober 20, 202	5					
Time			Lo	obo A					Luminaria			
8:00 AM - 10:50 AM	Pre-Conference Workshop I:  How to Mentor Anyone in Academia Part I  Maria LaMonaca Wisdom  Pre-Conference Workshop II:  Designing, Managing, and Evaluating Mentoring Programs Part I  David Law										is	
						Plenary Session I						
11:00 AM - 11:50 AM	Developmental Networks Ecosystems											
11.50 AW	Nora Dominguez											
12:00 PM - 12:50 PM	Lunch - Ballroom C											
	Plenary Session II											
1:00 PM - 1:50 PM	Developmental Networks for Wellbeing											
	Dionne Clabaugh											
2:00 PM - 4:50 PM	Pre-Conference Workshop I:  How to Mentor Anyone in Academia Part II  Maria LaMonaca Wisdom  Pre-Conference Workshop II:  Designing, Managing, and Evaluating Mentoring Programs Part II  David Law									is		
Strand	Arts	Business, Innovation, and Technology	Higher Education	Diversity and Inclusion	Health Sciences	Humanities	Others	STEM	K-12 and Educational Leadership			
				1	Tuesday, Oct	ober 21, 202	5					
8:00 AM - 8:50 AM		Facilitated Learning Sessions  Dionne Clabaugh										
Time	Lobo A	Lobo B	Fiesta A&B	Acoma A	Acoma B	Isleta	Luminaria	Santa Ana A	Santa Ana B	Spirit Trailblazer	Mirage Thunderbird	

9:50 AM	Integrating the INFUSE ramework and Mentoring Web Models for College Student Success  Dominican University, Stockton University	Morris, K.  The Developmental Network Tool: Cultural Capital Mentorship for Higher Education Leaders East Stroudsburg University	Armfield, D. & Armfield, S. Building Community From the Ground Up  Embry-Riddle Aeronautical University, Northem Arizona University	Silver Rodis, H. The Influence of Mentoring Networks for Tenure Track Faculty University of Nevada - Reno	Benson, W., Rider, E. & Velazquez, C. Science Identity and Career Inentions: A Matched-Control Study of MARCOS Scholars Marshall University, Nevada State University	Bellinger, D.  Mentorship in Adolescence Predicts Adult Leadership Behaviors 20 Years Later  Claremont Graduate  University	Sims, D.  The Sims Framework: Reimagining Mentoring and Pedagogy to Improve Academic Outcomes for Black Boys  Sims-Fayola Foundation	Nava, M.  Mentorship as a Tool for Teacher Wellness  Los Angeles Unified School District	Williamson Yarbrough, J. & Ramos Salazar, L.  Women Leaders in the Texas Panhandle: The Role of Self-Reliance, Community, and Developmental Networks  West Texas A&M University	Grosman, I.  Pings, Dings, and How Are You?: Quick, Caring Check Ins That Build Student Support  University of Denver	Chandler, T., Arroyo Perez, A. & Romero, A.  Cultivating a Culture of Mentoring: A Multi-Level Training Model at the University of Arizona  University of Arizona
10:00 AM -	Sloan, A.M. & O'Connor Marsano, E. You DO Belong: The sciprocal IMPACT of Peer Mentoring in an Online Doctoral Program Baylor University	Goodier, B. & Ruth- McSwain, A.  The Martin Scholars: The Impact of Developmental Networks During Emerging Adulthood  College of Charleston	Kronmuller, D.  Cultural Competence as a Catalyst for Sustainable Change: Advancing Wellbeing, Equity, and Belonging  West Chester University	Ritter Rickels, K. Empowering Educational Leaders: K-12 Leadership Development as High- Impact Mentoring OneGoal	Kaggwa Asiimwe, R., Wester, E., Streit Krug, A. & Von Wettberg, E. Effective Mentorship and Social Wellbeing: Insights From a Biology Integration Institute Donald Danforth Plant Science Center, The Land Institute, University of	Kutsyuruba, B. Creating a Curricular Student Mentorship Program Within Competency-Based Health Professions Queen's University	Smart, L., Sood, A. & Shore, X.  Cross-Gultural Communication in Mentoring: Impact on Individual Growth  University of New Mexico	Lewis Jr., H.  Mentoring and Wellbeing as Catalysts for Superintendent Success and Staying Power  Louisiana State University	Pawar, A.  Evaluating Mentoring Outcomes Using the Borich Model  Southern Methodist University	Thompson, J. & Scully, J. Reimagining the Dissertation Chair Role Through the Lens of Mentoring Marymount University	Sulentic Dowell, M. & DiCarlo, C. Idea to Manuscript: Considering Emotional Wellbeing When Mentoring Doctoral Writing Louisiana State University
11:00 AM - 11:50 AM	Plenary Session III  Beyond the Degree: Mentoring Graduate Students for Workforce Success and Wellbeing  Levon Esters										
12:00 PM - 12:50 PM					L	unch - Ballroom	3				
1:00 PM - 1:50 PM	Plenary Session IV  Mentoring Into Retirement  Bethany Cockburn										
2:00 PM - 2:50 PM Men	Quaye, P.  'e Don't Bloom Alone: An Autoethnography on ntorship, Wellbeing, and Growth  University of Alabama	Thompson, S., Craig, P. & Fecher, P. From Clinic to Classroom: Mentorship for Healthcare Faculty Transitioning Into Academia  Methodist University	Lewis Jr., H. & Bijou, N. Transformative Mentorship in Doctoral Education: Supporting Wellbeing and Growth  Louisiana State University	Ritter Rickels, K.  Beyond Boundaries: Transforming Postsecondary Readiness Through Developmental Networks OneGoal	Abiola, M. & Zhou, W.  Enhancing Mentorship Programs: An Immersive and Experiential Learning Approach  Duquesne University	Anderson, D.  Let's Find a Path Together: Wellness Writing and Opportunities for Mentorship University of North Carolina	Tayebi, K., Rodriguez, R., Fonsworth, A.E., Keith, H., Law, G. & Cruz Fox, L. Mentor and Mentee in the "Anti-DEI" Era: Graduate Students and Wellbeing Sam Houston State University, Texas Southern University	Mcguire, C.  Building Mentor Networks in Leadership Preparation: Redesigning Clinical Experiences for Aspiring Leaders  University of Memphis	Fleming Sr. , J. & Krauss, S. Beyond the Game: How Developmental Networks Shape Identity Beyond Athletics in Young Elite Athletes University of Missouri	Yusuf, M.  Equity-Centered Mentoring  Colorado State University	Rubio, A. & Rubio, A.  Strategic Questioning as a Mechanism for Trust and Camaraderic Developmen in Mentoring  University of the Incamate Word
3:00 PM - 3:50 PM	Perez, A. & Hulzar, S. Integrated Peer and Reverse Mentoring: Fostering Wellbeing in Engineering Education University of Texas - El Paso	Rangel, J. & Garcia, J. Mentoring for Change: Empowering Communities Through Food Sovereignty Claremont Gartin University, University of New Mexico	Johnson, D.  Mentoring Strategies for Support Staff: The Forgotten Link in Fostering a culture of Wellbeing Walle Walle Community College	Duncan-Buchanan, A. Building Resillent Building Resillent Networks for Teacher Wellbeing and Retention University of Texas - Austin	Breitman, M.F., Grilliot, M., Beciat, T. L. R. & Ward, C. Training That Expands Developmental Networks Increases College Success of Peer-Mentors Aubum University - Montgamery	Levy, N.  Academic Work-Life Spillover: Mentoring Predicts Hedonic and Eudalmonic Wellbeing California State University Northridge	Leggett-Robinson, P., Aumiller, J., Endowe, B. & Cresiski, R. Lessons Learned from Mentors and Postdocs in a Multi-Campus Postdocs in a Multi-Campus Postdocy Faculty Program  PLR Consulting, University of Maryland - Baltimore Lowership of Maryland-Saltimore County, University of Maryland-Saltimore Of Maryland - College Park	Baugh, A. & Ravdin, D. Reimagining Teacher Evaluation and Development as Mutual Networks for Agency and Growth American University	Burkhart, R. & Moore, K.  Dossey's Integral Nursing Model: How Mentoring Leads to Internal and External Thriving in the Workplace Ottawa University	Rubio, A.  Expanding the Financial Literacy Mentoring Model: Toward a Campus-Wide Culture University of the Incamate Word	Saylor, J.  Enhanced Belonging and Retention Through Blanded Mentioning and Reflective Protocol  Goshen College
4:00 PM - 4:50 PM For	Atkins, C., Kalel, C. & Marrone, N.  Grad CAFE: Impacting Vellbeing With a Holistic cod-Centered Mentoring Program  University of Arizona	Hug, S. & Rosen, D.  Developing Systems to Support Reflective, Engaged Summer Research Opportunities  Colorado Evaluation & Research Consulting, Kean University	Ruiz, J.  From Patchwork to Purpose: Creating a Unified Mentoring Framework Across Student Affairs Inclusive Student Mentoring	Baugh, D. & Willbur, J.  Igniting Unquenchable Curiosity  The Leadership Mentoring Institute, The Live Your Dream Foundation	Hart, R. & Prichard, J.  Building Inclusive Mentoring Networks in STEM: Strategies, Impacts, and Lessons Learned University of St. Thomas	Hunt, J.  Examining Mentorship as a Protective Factor for ACEs Using Large Language Models  California State University - Northridge	Mertain-Moffatt, K.  Encouraging Growth: A Case Study of a Tiered Mentoring Program for Undergraduate Students Tuffs University	Ayalon, A.  The Israeli Democratic School Model: Rethinking the Role of the Teacher to Include Youth Mentoring  Central Connecticut State University	Peterson, T. Igniting the Spirit of Hope, Healing and Discovery Through Peer-Mentoring University of West Georgia	Adams, L., Hassman, B. & Beydler, K.  A Pilot Program for Forming an Instructional Faculty Peer Mentoring Group  University of lowa	Wilson-Hill, Z. & Ruffin, V.  A Case Study for Mentorship and Wellbeing: Transitioning From K-12 to Higher Education  Rowan University, Verna Ruffin
Strand	Arts	Business, Innovation, and Technology	Diversity and Inclusion	Higher Education	Health Sciences	Humanities	Others	STEM	K-12 and Educational Leadership		Tum.

8:00 AM -	Facilitated Learning Sessions												
8:50 AM	Dionne Clabaugh												
Time	Lobo A	Lobo B	Fiesta A&B	Acoma A	Acoma B	Isleta	Luminaria	Santa Ana A	Santa Ana B	Spirit Trailblazer	Mirage Thunderbird		
9:00 AM - 9:50 AM	Lee, T.  The Role of Cultural Identity in Effective Mentoring for Black Male College Students  Be B.O.L.D., Inc., Mentoring	Shelton, W.  A Place of Belonging: Unearthing How Black Boys Create Place Through Mentoring City University of New York	Strawser, C., Woting, A., Warrer, M., Borden, A. & Hutchins, M.  Enhancing Preceptor Engagement in Allied Health Education: A Collaborative Model for Success  Eastern Blino's University, Goshen College, Indians State University, University at Tennessee	Richards, N. Cultivating Liberatory Leadership: A Black Ferninist Model for Mentorship in Schools Long Island University	Parker, M.  UHD Scholars Academy Peer Mentor Groups and Willbeing for Performance and Growth University of Houston - Downtown	Dadras, M., Hyppolite, P., McNeil, B. & Slocum, S. A Peer Mentoring and Wellness Approach for Workplace Safety in the Mezcal Industry Virginia Tech – Blacksburg	Harris, R.  Mentorship to Sponsorship: Advancing Underrepresented Professionals  Pumple Sheep Consulting	Gordon, J., Richardson, E., Oeijen, D. & Oeijen, R. Gamification and Digital Learning in Al-Enhanced Mentorship Programs for Higher Education University of North Carolina- Willmington, Medical University of South Carolina, University of Central Florida	Forshaw, T.  Developmental Relationships That Foster Learning Transfer in Complex Work Contexts  Harvard University	Ambriz, M.  Advocating Social Change: A Critical Ethnography Exploring Heath Disparities Among Latinat Immigrant Farmworkers Experiencias Vividas University of La Verne	Hawkins, P. Cross-Country Contentions: Parallels of Push, Pull, and Proximit University of Arkansas		
10:00 AM - 10:50 AM	Hutchins, M., Borden, A., Warner, M., Strawser, C. & Woting, A. How to Improve Faculty Weilbeing Through New Faculty Orientation Eastern Illinois University, Occhen College, Indiana State University, University of Termessee	Gordon, J. Richardson, E., Oetjen, D., Oetjen, R. & Bailey, L. Al-Powerd Caaching: A Conceptual Framework for the Future of Personalized Leadership Development Wilmrajtor, Medical University of South Carolina Wilmrajtor, Medical University of South Carolina Wilmrajtor, Medical University of Carolina Florida, Baylor University of Carolina Florida,	Stark, C., Vdoviak-Markow, E., Rodriguez, M.N. & Lovato, M. Mentorship Matters: How Faculty Guidance Shapes Counseling Students in Early Clinical Training	Morris-Wood, A. Navigating Culture & Change After a Longstanding Administration Franklin Academy	Duncan, M.K. & Lessard, L. DE-INBRE: The Impact of a State-Wide Mentoring Network on Biomedical Research Capacity University of Delaware	Sood, A., Shore, X., Myers, O., Dominguez, N. & Tigges, B. Impact of Faculty Mentor Development Intervention on Mentees Subjective Career Success University of New Mexico	Welch, M.  Care, Connect, Cuttivate: Mentors Supporting, Teaching, and Networking in Organizations	Kassebaum, K. Enhancing Student-Athlete Transitions Through Peer Mentoring and Leadership Hudi	Thorpe, T. Strategic Mentoring By Design: The Real Mentors Networks Framework for Program Success Real Mentors Network	Podsiadilik, E. Literature as a Mentor's Curriculum University of Illinois - Chicago	Griffin, L. Building BRIDGES: Mentoring Within the Total Worker Health® Model SAIF		
11:00 AM - 11:50 AM	Plenary Session V  Wellbeing Matters! A Mentoring Model for Educational Settings  Carol A. Mullen & Ellen H. Reams												
2:00 PM - 12:50 PM					l	unch - Ballroom	C						
1:00 PM - 1:50 PM	Plenary Session VI  Mentoring for Wellbeing: A Pathway to Flourishing in Organizations  Frances Kochan & Benjamin Kutsyuruba												
2:00 PM - 2:50 PM	Plenary Session VII  Whole-Person Mentoring: Elevating Relationships Through the Eight Dimensions of Wellness  Greg J. Golden												
3:00 PM - 3:50 PM	Pearson, M. A Transformational Approach to Mentoring Gen Z Students California Baptist University	Greathouse, T., Darnel, L. & Montano, M. Mentorship in Higher Education: Threading the Needle to Tenure  Metropolitan State University	Ritter Rickels, K. & Tosolt, B.  Writing Groups as Developmental Networks: Fostering Doctoral Student Wellbeing & Identity OneGoal, University of New Mexico	Salazar Montoya, L.  The Dandelion Diaries: Uplifting Underrepresented Voices in the Educational Locadership Pipeline Through Narrative, Mentorship, and Cultural Capital University of Nevada - Las Vegas	Johnson , K.  Creating a Sense of Belonging by Engaging Skilled Technical Workers as Role Models in STEM  National High Magnetic Field Laboratory	Shore, X., Myers, O., Tigges, B. & Sood, A. Effectiveness of a Structured Curriculum- Based Developmental Network Intervention University of New Mexico	Lovato, M. & Stark, C.  Affirmative Supervision: A Developmental Network Approach to Workplace Wellbeing  University of New Mexico	Alraga, C. & Spratling, R. Technology Enhanced Faculty Mentorship (TEFM) Model to improve Student Success Georgia State University	Gesualdi, N. & Campbell, M. Real Life Mentoring in an Artificial (Intelligence) World Southern Methodist University, Vanderbilt University	Bartula, A., Frantz, A., Khan, N. & Siddique, J. Empowering Mentees: A Growth Mindset Approach to Faculty Mentorship University of North Texas - Dallas	Kutsyuruba, B., Augustine- Shaw, D. & Patterson, C.  A Collective Exchange: Informing the Vision of the International Mentoring Association Queen's University, Kansas State University, Texas A&M University		
		Business, Innovation, and							K-12 and Educational				

	Facilitated Learning Sessions													
8:00 AM - 8:50 AM	Dionne Clabaugh													
Time	Lobo A	Lobo B	Fiesta A&B	Acoma A	Acoma B	Isleta	Luminaria	Santa Ana A	Santa Ana B	Spirit Trailblazer	Mirage Thunderbird			
9:00 AM - 9:50 AM	Munk, D. & Bolea, P. Centering Workplace Wellbeing in Mentoring Programs for Late Career Faculty Grand Valley State University	Legaspi, L.  Mentoring Through the Stage 5 Lens: A Whole-Person Framework for Wellbeing  San Diego Mesa College	Woods, A. & Sipple, S.  Developmental Communities of Care in Study Abroad: Peer Support for Student Wellbeing University of Cincinnati	Foley, T.  Mentoring for Growth: How Adopt A Class Enhances Employee Skills, Confidence, and Community Involvement University of Cincinnati	Maurya, M. & Neely, A. The Need for Critical Mentoring in STEM  Morehouse College, STEM US	Myers, C., Tigges, B., Myers, O. & Sood, A. Impact of Mentors on Overall Faculty Experience and Reason for Leaving Cottonwood Classical Preparatory School, University of New Mexico	Pawar, A.  Mapping Mentoring Networks: An SNA Approach to Quality, Growth, and Equity Southern Methodist University	Franyutti, V.  A Constellation Model Pilot Peer Mentoring Program: Towards Problem-Posing Education Northern Arizona University	Harlin, J., Patterson, C. & Sytha, S.  My Grad Journey: An Innovative Online Individual Development Plan (IDP) Tool  Texas A&M University	Kopera-Frye, K., DeBlicck, C., Facio, S. & England- Kennedy, E.  An Interprofessional Course to Promote Transformative Learning and Enhance Community Resilience New Mexico State University	Reames, E.H. & Mullen, C.A. Activity Engagement for Novice Wellbeing Through Mentoring Auburn University, Virginia Tech			
10:00 - 10:50	Allison, D. & Esparza, S. Empowering Faculty and Students Through Student Success Training: A FLIGHT Training Module University of the Incarnate Word	Forman, T., Gill, D. & Ysquierdo, C. From Colleagues to Coaches: Building a Faculty-Led Mentorship Model University of Texas - Rio Grande Valley	Kutsyuruba, B.  The Role of Mentoring in the Wellbeing of Florida School Principals  Queen's University	Horn, P., Cowin, K. & Augustine-Shaw, D. Wellbeing Enhanced: An Inquiry-Based Approach to Build Mentoring Skills and Networks Northern Arizona University, Washington State University, Kansas State University	Carbajal, A., Setiono, F., Sancheznieto, F., Simmons, E., Kuvaeva, A. & Lambert, W.M.  SPNSOR: A Structured Mentorship Network Intervention to Support Postdoctoral Success State University of New York - Downstate, University of Wisconsin - Madison, Idease42	Kientz, E. & Walker, K. Generations of Care: Mentorship in Nursing University of Oklahoma	Terogo, I.  Culturally Sensitive Mentorship of International Graduate Teaching Assistants in U.S. HEIs  Ohio State University	Chambers, B.  A Motivation Framework to Enhance Wellbeing Through Mentoring  Texas Tech University	Pella, R. Engaging Male Students in Violence Prevention: A Case Study of a Campus Mentoring Program California State University - Sacramento	Harlin, J., Patterson, C. & Sytha, S. Supporting Wellbeing as a Mentorship Competency in Graduate Education Texas A&M University	Mayo, J., Sarr, Y. & Lower, K. SHIFT Happens: Reimagining Mentoring Through a Wellbeing Lens University of Texas - Austin			
11:00 AM - 11:50 AM 12:00 PM - 12:50 PM	Plenary Session VIII  Hosting an Ecology for Wellbeing in Our Organizations  Keith Douglas Walker													
1:00 PM - 1:50 PM	Lunch - Ballroom C  Plenary Session IX  Strengthening Mentorship: The Role of Organizational Climate and Developmental Networks  Beth Tigges													
2:00 PM - 2:50 PM	Wojton, J., Rohrbacher, C. & Burmester, L.  Distributed Leadership Encourages Sustainable Change in University Departmental Mentoring  Embry-Riddle Aeronautical University	Malinowska, A., Wilhoit, E. & Chia, D.  M.A. Student Mentorship: Structural Challenges, Student Wellbeing, and the Value of a Generalist Approach  University of Chicago	Marin, M. & Wojahn, J.  Cultivating Wellness: A Student-Professor Dialogue on Mentoring Future Biomedical Leaders  New Mexico State University	Raines, K. & Pella, R.  Beyond Restrictions: Mirrors, Windows, & Silding Glass Doors as Inclusive Literature Tools  California State University - Sacramento	Douglass, H.  STEM Education Research Incubator (SERI): Developing a More Holistic Mentoring Ecosystem University of Tulsa	Patterson, C.  Mentoring Summit: Strengthening Veterinarian Education Through Mentorship Competencies Texas A&M University	Kohlenberg, R.  Student Learning Enhancement: How Mentors Can Eliminate the Mystery of Assessment University of North Caroline - Greensboro	Menefee, S.  Mentorship, Burnout, and Balance: A Study of Mid- Level Leaders in Academia  National University	Siddique, J.  Mid-Career Mentoring Programs in Academia: A Literature Review University of North Texas - Dalias	Stampfl, T. FLIGHT Pods: Empowering Networks for Mentor Professional Development University of the Incarnate Word	Hunt, M. The Voices of Mentees: Holistic Critical Mentoring of McNair Scholars University of Maryland Baltimore County			
3:00 PM - 3:50 PM	Garcia, C. & Mann, M.  Analyzing the Relationship Between Self-Efficacy and Wellbeing Among Mentor Teachers  Adams State University	Hagerty, O.  Mentoring for Students With Learning and Attention Issues: From Vygotsky to Al Models  Beacon College	Rider, E., Velazquez, C., Naumann, L. & Jewell, S. Circles of Support: Lessons from a Peer Mentoring Initiative Nevada State University	Cowin, K.  Taking Wellbeing to Heart: Peer Co-Mentoring for Adapting to Constant Change  Washington State University	Saade, E. & Miyake-Trapp, J. In Their Own Words: How URM STEM Leaders Describe Mentorship Experiences Pepperdine University	Avent, E. T. E. Time: Teaching and Empowering University of Mississippi	Ricks, J. & Grewal, I.  Stop, Drop, and Roll: Equally Prioritize Mentoring Program Leadership Wellness Eastern Michigan University	Taylor-Bianco, A., Rosado Feger, A. & Ghimire, S. Building Developmental High-Quality Connections in an Online Graduate Program Ohio University	Frank, N.  More Than Mentors: Cultivating Networks of Support Through Writing, Grading, and Community Fort Hays State University	Sayers, A. & Hohn, K. Community and Alumni in Academic Mentorship: Relational Expansion of the CAIT Model University of North Carolina Wilmington	To be determined.			
4:00 PM - 4:50 PM	Scully, J. & Thompson, J. Helping Students Avoid an Emotional Avalanche Through Mentoring Marymount University	Diaz-Mendoza, V. & King- Toler, E.  (Re)membering Together: The Possibilities of a Liberatory Culturally Relevant Education  City University of New York- John Jay College	Souchet, M. & Velazquez, F. Integrated Developmental Networks: PASE & B- WELL Programs for Academic and Career Readiness Inter America University of Puerto Rico	Lewis Jr., H. & Bijou, N. From At-Risk to Resilient: Mentoring Networks That Fuel Wellibeing and Leadership Louisiana State University	De Lorenzo , L.  Empowering Undergraduates Through Developmental Networks: Career Mentoring Initiative University of New Mexico	Blumenthal, A. Cultivating Dialogic Feedback (CDF): Humanizing Teacher Evaluation University of Denver	Robinson, D., Taylor-Bianco, A., Thaheem, I., Ghimire, S. & Taylor, P. Building a Mentoring and Coaching Ecosystem to Support Student Wellbeing and Transformation Ohio University	Clarke, Y. & Banister, F.  Mentoring Faculty Through Tenure and Bayond  Nazareth University, State University of New York- Cortland	Brondyk, S. & Hoeve , S. Trusted Professionals: How Induction Mentors Help Beginning Teachers Learn to Problem Solve Hope College	Guzman, R.  A Coaching Approach to Enhancing Wellbeing in Mentoring Through Transformative Learning Coaching Courageous, Empire State University	Harlin, J., Sytha, S. & Patterson, C. Cultivating a Culture of Mentoring Through an Innovative Facilitator Development Model Texas A&M University			
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