



Mentoring Institute



MENTORING & COACHING MONTHLY

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THIS MONTH IN MENTORING & COACHING

With the Conference just over a month away, preparations are ramping up. We are finalizing presentation times and rooms, and working hard to ensure that everything runs smoothly in October.

In addition to Dr. Bob Garvey, Dr. Maggie Werner-Washburne, Dr. Ann Rolfe, Dr. Jerry Willbur, and Dr. Mary Fernández, we recently announced on additional Conference Speaker. Dr. Carlos E. Cortés from the University of California, Riverside will also be joining us, and will be hosting a plenary session titled *Reaching Across: Mentoring in a Multicultural Society*. Additionally, Dr. Cortés will be performing a one-hour, one-person autobiographical play about his personal story of growing up as a young man of mixed ancestry in racially segregated and religiously divided early post-World War II Kansas City, Missouri.

In this issue of *Mentoring & Coaching Monthly* we have an interview with UNM's own Dr. Maggie Werner-Washburne. Dr. Werner-Washburne is a biology researcher with a love for mentoring, and she shares some of her insights with us on pages 4 and 5.

We hope that your own preparations for the Conference are going well: we have a [FAQ page](#) and an [Accommodations Page](#) on our website that can help you in the event that you have any questions!

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 program 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

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EVENTS

Our list of mentoring and coaching related events occurring soon.

- **2014 UNM Mentoring Conference**



October 21-24



Albuquerque, New Mexico



Bob Garvey, Maggie Werner-Washburne, Ann Rolfe and more

The 2014 conference theme is Developmental Networks: Mentoring & Coaching at Work. We seek to facilitate discourse on the utilization of developmental networks, and mentoring and coaching relationships in the workplace.

- **21st Annual European Mentoring and Coaching (EMCC) Conference**



November 20-22



Venice, Italy



Brendan Hall, Michael Gelb, Fons Trompenaars.

Hosted by the European Mentoring & Coaching Council, this conference has 3 keynote speakers, over 30 session speakers, and a Pre-conference Masterclass.

- **2015 National Mentoring Summit**



January 28-30, 2015



Washington, D.C.



TBA

This event is the only national forum that brings together practitioners, researchers, corporate partners, government and civic leaders, national youth-serving organizations and the network of affiliate Mentoring Partnerships to explore and advance mentoring's positive impact on individuals and communities.



LAST MONTH IN PHOTOS

Photos taken around UNM, from our Instagram feed (@unmentoring)



Butterfly by Santa Clara Hall



Another great New Mexican sunset



Welcoming back students at the start of the fall semester



MENTORING INSTITUTE NEWS

2014 Mentoring Conference

The start of the 2014 Mentoring Conference gets closer every month, we are now less than three months away the beginning. The 2014 Conference theme is **Developmental Networks: Mentoring & Coaching at Work**. Our keynote speaker for this year is Dr. Bob Garvey, one of Europe's leading academic practitioners of mentoring and coaching. Additionally, we have two workshop sessions that will occur just before the conference begins. The first, by Dr. Ann Rolfe, is titled Designing Effective Mentoring Programs. The other, which will be run by Dr. Jerry Willbur, is titled The Power of Positive Mentoring. We will also host four plenary sessions, run by Dr. Maggie Werner-Washburne, Dr. Ann Rolfe, Dr. Jerry Willbur and Dr. Mary Fernández.

If you are planning on coming to the Conference, but haven't booked your hotel yet, our Accommodations page on our website may be of use. We have information on hotels, transportation, and dining:

<http://mentor.unm.edu/conference/accommodations>

Membership Site

Our membership site will be ready Spring of 2015. Members will receive multiple benefits including:

- Access to 400+ research papers on a range of subjects pertaining to mentoring, including mentoring: STEM Fields, Graduate and Undergraduate Students, Fine Arts, Faculty and many other fields.
- The Chronicle of Mentoring & Coaching, a bi-monthly academic publication that includes bios and interviews from leaders in the field, mentoring tips, book reviews, literature reviews and more!
- A discussions area for networking! Create discussions, threads, and comment on other member's posts. An opportunity to connect and create dialogue with mentors and mentees all over the world!
- Access to Conference videos. Over the next few years, we will be releasing select video footage from the keynote and plenary sessions at the conference.
- Opportunities for publishing. In the next year, we will be providing publishing opportunities for our members. Stay tuned for more information coming soon!
- A \$100 Discount on the Mentoring Conference Registration Fee.



IMPORTANT DATES

FOR THE CONFERENCE

- October 12: Registration Deadline
- October 21- 24: 2014 Mentoring Conference

FOR THE MEMBERSHIP SITE

- Spring 2015: Membership Site Launch Date

QUOTES

"Don't judge each day by the harvest you reap but by the seeds that you plant."

- ROBERT LOUIS STEVENSON

"If opportunity doesn't knock, build a door."

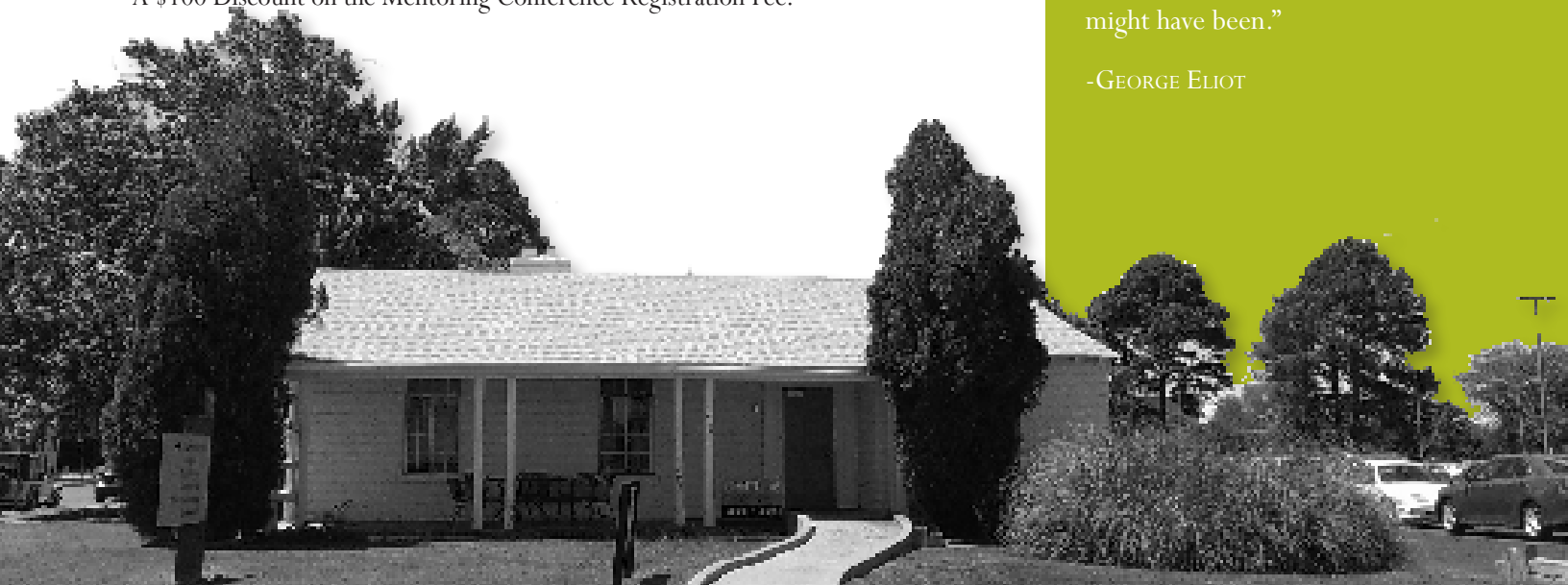
-MILTON BERLE

"Believe you can and you're halfway there."

-THEODORE ROOSEVELT

"It is never too late to be what you might have been."

-GEORGE ELIOT





INTERVIEW WITH MAGGIE WERNER-WASHBURNE

Dr. Maggie Werner-Washburne received a BA in English from Stanford, spent several years in Mexico, Central and South America, and Alaska, before restarting her education in Botany at the University of Hawaii. She completed her PhD and postdoctoral work at the University of Wisconsin-Madison. Maggie has mentored hundreds of students at UNM over 26 years. Her mentoring path started in her laboratory and developed through years of teaching and in diversity programs she has run for STEM pre-PhD students. Over the past 11 years, she has been director of the NIH-funded IMSD program, helping graduate 33 URM PhDs nationally. Dr. Werner-Washburne, a Regents' Professor at UNM, has received many national awards for her research and mentoring, including 2 awards from US Presidents, The SACNAS Distinguished Scientist Award, and Harvard Foundation 2011 Scientist of the Year.

*“For me,
mentoring is my
contribution to
the future leaders
of our country.”*

When and why did you start mentoring students?

I started mentoring students when I arrived at UNM in 1988 from the University of Wisconsin. I came to UNM because I grew up in a mixed Hispanic-Anglo environment and lived in Mexico and South America for 1.5 years and missed that mix of people. Over the past 26+ years, I've mentored more than 500 students at UNM and elsewhere.

What advice can you give to other professors and teachers wanting to start mentoring?

I believe that you have to observe your mentees, learn as much about how they got here as possible. In my mind, a mentor is best when they help the students see their own path, not the mentor's idea of a path for them. Almost a decade ago, I saw that this generation of students was different — that they did not use their imaginations to learn and had been rewarded for memorizing and not for being creative thinkers. This provided a lot of opportunity to see what worked to help students understand the magic is inside themselves.

I think you have to find a style that works for you and, to become what I would say is a successful mentor, you may need to go back into your own personal history, which I tell students is their unique resource for learning, and make sure that issues you have not worked out don't stand in the way of being able to help students really find their own hearts and paths.

I like having intent about mentoring. What is my goal? The students may or may not get there, but at least I have an idea of some upward trajectory that is possible. I like working on a set of principles — I have a set of 4 universal principles and some characteristics of teams that give us some space to start a discussion. The principles are part of a survival “toolkit” the students can take with them when they leave.

Could you tell us a bit about UNM's Initiative for Maximizing Student Development (IMSD) Program that you are involved with?

I've run the IMSD program for over 11 years and it has gotten to be very successful in helping students decide about going to graduate school (and in some cases professional school). We currently have 25 undergraduates in the program each year and bring in about 13 new students every year as undergraduates finish. This year, every student in the program who graduated went to graduate school (5) or to research post-baccalau-



IN THE NEWS

This month's selection of news articles relating to mentoring

Gretna Breeze:

[District continues mentoring tradition](#)

AZ Central:

[Want a mentor? Follow these guidelines for the best fit](#)

The Guardian:

[Coaching v mentoring: what works best for teachers?](#)

The Christian Science Monitor:

[Star Trek's Nichelle Nichols: A lesson in micro-mentoring](#)

Times Dispatch

[Mentoring effort helps kids of jailed parents](#)

Penn State News

[Academic mentors provide resource for student success at Penn College](#)

create programs prior to entering graduate school. We've produced 37 PhDs in 10 years and are on track to produce about 5–7 PhDs per year. We have had a few undergraduates who have not gone to graduate or professional school, but, of those who have gone on, the number who have opted for a MS degree is, I believe, only 1.

We do evaluation each year and from our evaluation and my interactions with students, I believe there are several elements that make the program effective: the principles, developing creativity, our intent to enable the students to understand why who they are is important and what it takes to be successful anywhere, discussions of important topics like the Imposter Syndrome, the teams we build, and the connections we have made with people from MIT to Stanford and other top schools where students go for visits, summer programs, and graduate school.

What do universities need to do differently in order to increase involvement of minorities in STEM fields?

For each university, to answer that question, I'd have to go look at what they are doing on the ground. This is a very hard problem that can be solved but not from the distances that we are accustomed to seeing it. I think there is an under-appreciation for the importance of what is called psychosocial mentoring as a partner to research mentoring. I think that doing this mentoring within STEM departments is important because the culture of these departments is not welcoming to some students who might actually be gifted in this area. We need to begin to provide concrete examples for diversity as a positive. At the highest levels, there is a desire for diversity but no experience with the "lift" that can be had from a diverse team where everyone is ready to come to the table.

We've been working, without substantial success, to increase diversity in STEM for at least 40 years. But it's not just STEM majors and faculty, it's university administrators, business, government, law, medicine – and any position that requires an advanced degree. This is not an impossible job, but people need to open their minds to different approaches to achieving this and to understanding the issues like Implicit Bias, Stereotype Threat, and the Imposter Syndrome that keep inclusion from happening.

You will be hosting a plenary session at the 2014 Mentoring Conference. Can you give us a taste of what your presentation will be about?

In the last 40 years, there has been little change in diversity and inclusion in any area requiring a higher education degree. My talk will be about the educational pipeline and ways to reframe how we look at the mentoring relationship to achieve greater success.

I always hope to have the audience experience the changes I am talking about. Telling people about something and having them really understand it in their own lives is often makes the difference in creating change or reframing an issue. How can you use or modify the approach to be more successful and get more to the heart of what their mentees are experiencing. We need to find out what the bottlenecks really have been – because we've put a lot of time, energy, love, and money into this effort. I hope that each person might have some flash of insight into challenges or questions so that, together, we can find the range of approaches, discussions, and questions that can make a difference nationally.

I find that mentoring is a constant growth experience for me as well as, typically, for the students. We are all humans in this boat and, if we work to be as creative as possible, I think we can also make a big difference. For me, mentoring is my contribution to the future leaders of our country.



Mentoring Institute