



MENTORING & COACHING MONTHLY

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Volume IV Issue I

March 2017

IN THIS ISSUE:

This year's first issue of Mentoring & Coaching Monthly is dedicated to bringing you the latest mentoring news and information on upcoming events and deadlines. Two special events to look out for are the International Mentoring Association's annual conference, which will take place in Wilmington, North Carolina next month, and the 10-year anniversary of our annual UNM Mentoring Institute conference, which will be coming up in October.

In this issue we talked with Dr. Laura Lusford from the Swain Center at UNCW (where the IMA conference is being held this year) about her work in establishing and maintaining mentoring relationships. We also read and reviewed the book *Critical Mentoring: A Practical Guide* by Torie Weiston-Serdan. Read on for photos, mentoring tips, and more!

Welcome to the first issue of *Mentoring and Coaching Monthly* of 2017!

Here at the UNM Mentoring Institute we are excited to present you with our redesigned layout, full of the most recent mentoring news from UNM and around the world.

This year, the goal of our monthly newsletter is to spread the word about mentoring, not only at the UNM campus, but to people around the world. We strive to disseminate information on the advantages of developing mentoring relationships, as we strongly believe that such relationships can benefit all parties involved, whether it be at school, in the workplace, or even in a more personal setting. We aim to connect people with available mentoring and coaching programs, and to contribute to the research of best mentoring practices, so that all mentors can most effectively support their mentee. Most of all, we want people to understand how important mentoring is to community building, and hopefully encourage more people to join our diverse mentoring network.

Beginning with this March issue, together we will discover the importance of mentoring from interviews with leading scholars and researchers, examine the latest best practices in mentoring with our book reviews, discuss mentoring in the news and upcoming mentoring events, and get ready for the 10th anniversary of our annual mentoring conference.

We are always looking for more content, so please email our editor, Brenna Kelley, at mentor@unm.edu if you are interested in sharing your professional and personal experiences in mentoring. With your permission, we would love to share your stories, research, and photos in the upcoming issues of our newsletter.

Please continue reading to learn more about Dr. Laura Lunsford's research on managing mentoring programs. We hope you enjoy!

As always, thank you for your continued support of the UNM Mentoring Institute.



ABOUT US:

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 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 & Executive Editor:
Nora Dominguez

Managing Editor: Brenna Kelley



IN THE NEWS:

This month's selection of mentoring-related news

Click here:



Harvard Business Review:

What the Best Mentors Do
By Anthony Tjan



Albuquerque Business First:

ABQ Businesswoman on Mentoring: "This is why we get up in the morning"
By Shelby Perea



ABC News:

Women prisoners avoid reoffending with help of mentoring program
By Philippa McDonald



CIO:

Uber's CEO needs some serious mentoring – fast
By Rob Enderle



Inside Higher ED:

Questions to Ask Before Choosing a Mentor
By Pallavi Eswara

UPCOMING EVENTS:

- **International Mentoring Association's Annual Mentoring Conference**



April 26-28, 2017



Wilmington, North Carolina



Judy Girard (Keynote), Dawn Chandler & Richard Walsh (Plenary)

Join the IMA for their 29th Annual Mentoring Conference in Wilmington, North Carolina, to learn about the latest research and best practices around professional mentoring.

- **UNM Mentoring Institute's 10th Annual Mentoring Conference**



October 23-27, 2017



Albuquerque, New Mexico



Ann Betz, Lisa Fain, Chad Littlefield, Maggie Werner-Washburne, Lois Zachary, Brad Johnson, David Clutterbuck, Tammy Allen, Lillian T. Eby, Fran Kochan, and Robert Garvey (Plenary)

The UNM Mentoring Institute's 2017 conference will be themed "A Decade of Cultivating an Inclusive Mentoring Community: Developmental Networks for Innovation, Achievement, & Transformation." This conference will feature over 300 concurrent presentations from a diverse variety of academic disciplines and industries.

CALL FOR CHAPTERS:

Frances Kochan and Information Age Publishing invite you to submit a chapter for their forthcoming book, *Mentoring at Minority Serving Institutions (MSIs): Theory, Design, Practice, and Impact*, which will have a specific emphasis on faculty and student mentoring relationships.

Information about the book and submission procedures can be found [here](#).

UNM Mentoring Institute's 2017 Mentoring Conference

IMPORTANT DATES & DEADLINES:

Registration Deadlines:

Standard Registration Deadline

October 12, 2017

Early Registration Deadline

June 15, 2017

Important Dates:

Call for Proposals Release

March 15, 2017

Abstract Proposal Submission Deadline

May 15, 2017

Notification of Submission Acceptance

May 31, 2017

Paper Submission Due (First Draft)

June 30, 2017

Peer-reviewed Papers Returned

August 3, 2017

Final Paper Submission Due

August 30, 2017

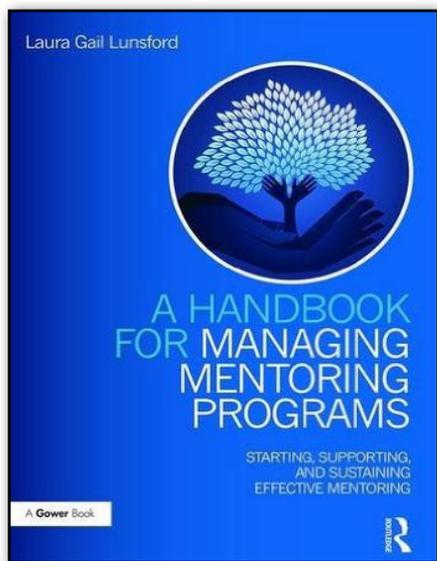
INTERVIEW WITH DR. LAURA LUNSFORD

DIRECTOR OF THE SWAIN CENTER FOR BUSINESS
AND ECONOMIC SERVICES AT UNCW



In 2016 you published a book called “A Handbook of Managing Mentoring Programs.” What do you hope people will gain from reading this book, and what inspired you to write it?

My hope in writing the Handbook of Managing Mentoring Programs is to save people time and effort in supporting these important developmental experiences. I have been fortunate that so many people have trusted my work to ask for advice and consultation on how to set up their mentoring programs. I worked for several years on a grant funded project to set up a mentoring network for teachers in the Arizona borderlands. They inspired me to put all the knowledge I learned into a Handbook to help others.



Lunsford published her first book in 2016, but plans to release another on mentoring and leadership in the future.

What aspects of mentoring do your newest books focus on?

David Clutterbuck recruited me to co-edit the Sage Handbook of Mentoring, which should be out this year. That book is a comprehensive resource internationally for those who study or work with mentoring programs. It was a pleasure to work with some many talented authors, and I co-authored the chapter on mentoring in Higher Education.

A Jossey Bass monograph on Mentoring Undergraduates just came out, where I worked with four talented scholars to provide a terrific summary of what we know about mentoring undergraduates.

[My next] book on mentoring and leadership focuses on mid-career faculty and how we can best prepare them for academic leadership roles.

Last year you became director of the H. David and Diane Swain Center for Business and Economic Services at UNCW. How were you able to implement mentoring best practices at your new job? Do you have any advice for others who would like to introduce mentoring into their workplace, but don't know where to start?

It is true that when you study and speak about mentoring that your colleagues expect you to practice

The best mentors work to understand their mentee's aspirations and hopes

mentoring at work. We will be co-hosting the International Mentoring Association conference on our campus, and, in addition, we are holding a workshop on creating mentoring programs that work as part of the Swain Center offerings. There is a lot of great mentoring going on here through our Cameron Executive Network, a program that connects executives and students. Of course, my Handbook is a great start, and so is attending professional conferences like the Mentoring Institute and the International Mentoring Association. At the conferences you meet like-minded individuals and can learn from their experiences.

What should mentors focus their attention on the most when developing a mentoring relationship?

The best mentors work to under-

stand their mentee's aspirations and hopes, and then tailor their conversations around helping the mentee explore their options and opportunities. Great mentors do a lot of listening, and their value is in asking the right questions based on what they hear.

What types of guidelines do you encourage mentors to set when starting a mentoring relationship?

It depends certainly on the age of the participants. However, I encourage mentors and mentees to find a connection first, through shared interests, goals, or past experiences, and then build on that connection to develop their relationship. It is important to understand the other person and their perspective first.

How does one successfully match a mentor with a mentee, and how do the issues of gender and ethnicity factor into creating successful mentoring relationships?

The best match is when the mentor's expertise lines up with what the mentee needs; a consideration of similarity in communication preferences and styles can also be helpful. The scholarly work is mixed on the importance of gender and ethnicity; and the fact is that at the top levels there are not often not enough mentors who come from under-rep-

resented ethnicities or in certain fields, who are female.

Are there any aspects of mentoring that you are currently researching or developing, or find particularly interesting?

Lately I have become interested in what makes for high quality mentoring relationships. I am studying exceptional mentoring and the behaviors that lead to such great outcomes. In addition, I am working, through the Swain Center at UNC Wilmington, to provide online, on-demand training for mentors and mentees as well as develop some workshops for mentoring program managers.

Last year you ran a workshop called "Starting and Supporting Mentoring Programs" at our annual mentoring conference. How do you think you helped attendees learn about mentoring, and were you able to learn anything in return?

It was amazing how many people attended that workshop. Mentoring is alive and well, and people desire to make their program work well and efficiently. I learned how much people want to do a good job but they have limited resources. People really wanted to know more about evaluation so I changed the afternoon session to focus on that topic.

Do you plan on returning to our mentoring conference this October?

Attending the conference in Albuquerque is a highlight of the year for me. I always meet a great group of folks who care a lot about mentoring and the keynote speakers are the best in the field. I always learn a lot from what they have to say.



Lunsford was a workshop leader at our 2016 mentoring conference in Albuquerque, NM. Here she helps table for the International Mentoring Association. As director of the Swain Center at UNCW, this year she will help to put on the annual International Mentoring Association conference.

More about Dr. Laura Lunsford

Laura Gail Lunsford was named director of the H. David and Diane Swain Center for Business and Economic Services at UNCW in August of 2016. Lunsford holds a bachelor's degree and a doctorate in psychology from N.C. State University and a master's degree from UNC Greensboro. Before she moved to North Carolina she spent eight years at the University of Arizona, where she was an associate professor of psychology, focusing on the psychology of leadership and mentoring. Lunsford has authored more than 30 peer-reviewed articles and chapters, and is a frequent consultant and speaker in the national mentoring community. Her book, *A Handbook of Managing Mentoring Programs*, was published in May of 2016, and she is currently in the process of writing her second on mentoring and leadership.

BOOK REVIEW:

CRITICAL MENTORING: A PRACTICAL GUIDE By Torie Weiston-Serdan

Book Review by Kelly Kailer,
UNM Mentoring Institute

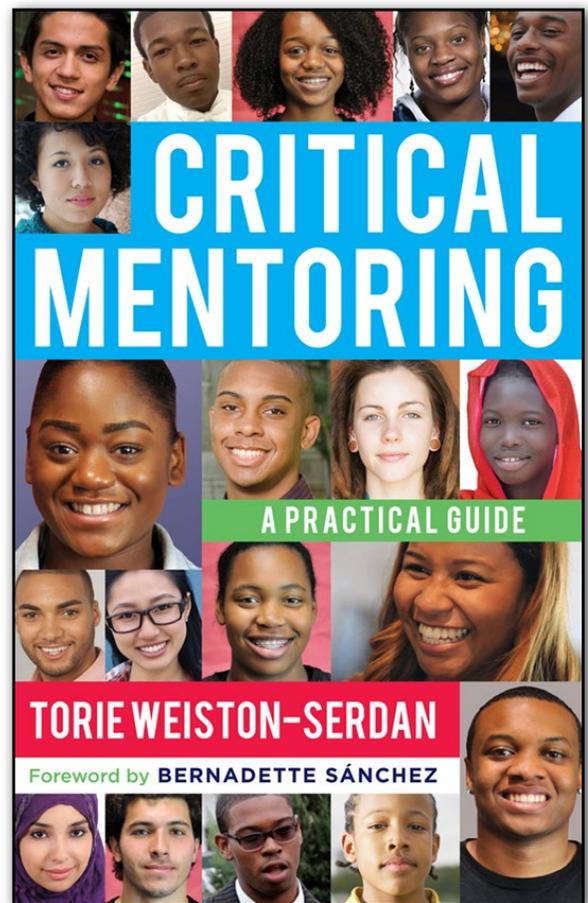
Critical Mentoring: A Practical Guide (2017) initiates an in-depth discussion about the pertinence of critical consciousness to community growth and personal achievement. Building on her wealth of expertise in the field of youth mentoring, Dr. Torie Weiston-Serdan guides readers through an investigation of youth development in terms of race, gender, and other critical theories, and offers practical advice for incorporating Critical Mentoring into organizational frameworks. Coupled with this understanding, Weiston-Serdan imparts her vision for the cultivation of leadership among underrepresented groups and, in turn, for the advent of new social agencies and panoptic success.

Beginning with an overview of her work, Dr. Weiston-Serdan acquaints readers with the formative conditions of Critical Mentoring Theory and practice. Amidst a myriad of professional experiences, Weiston-Serdan highlights her 2007 establishment of “The Youth Mentoring Action Network (YMAN)” as a pivotal moment in her career. Through YMAN, Weiston-Serdan honed in on eliminating the disparity between identities of marginalized children and adolescents and the societal narratives inflicted on them. The detriment of this gap, Weiston-Serdan found, is couched in the individual and social functions of consciousness and the didactic role of perceived expectations.

Intent on disabling the disparaging relationship between societal narratives and those of marginalized communities, Weiston-Serdan developed and utilized Critical Mentoring as a means to empower individuals through an understanding of this rapport. At the crux of Critical Mentoring is an intricate system of ‘respectability politics;’ a comprehensive awareness of the divergent lenses that affect the image of race, gender, and sexuality in contemporary society. With this knowledge, youth and adolescents autonomously de-

velop consciousness that, though independent from hegemonic lenses, maintains an ability to recognize and combat the trajectories they imply.

Sustained by extensive theoretical and practice-based research, *Critical Mentoring: A Practical Guide* equips the reader with effective strategies to provide youth development programs with tools necessary for Critical Mentoring and Critical Consciousness. While the foundations of oppression are deeply seated in contemporary society, Weiston-Serdan presents a avenue along which, mentors, protégés, and their respective communities can bring to light crucial issues and stride toward a new paradigm.



Weiston-Serdan, T. (2017). *Critical Mentoring: A Practical Guide*. Sterling, VA: Stylus Publishing

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We need news!

We are always looking for new content and articles to add to our upcoming newsletters. Please email us at mentor@unm.edu if you would like to submit something. Thank you!

MENTORING TIPS:

Commitment: Keep your promises and be clear about your time commitment.

Listen: Take notes, ask questions, and repeat back what you've heard to make sure you've understood it properly.

Ask Why: Keep asking "why" over and over and you'll find the insights you need very quickly.

Curiosity: Ask good questions. The answer is not always apparent, and sometimes the problem needs defining. Outline possible actions and work together to agree on the best direction.

Problem Solving: Ultimately guide, don't control. A good mentor will give solid advice, but let their mentee make their own decisions.

Knowledge: Match your skill set with the needs of the mentee, and share your stories to teach the lessons you have learned along the way.

Collaborate: No one has all the answers, and sometimes it can be tricky to decide what advice to give. If you're unsure, or want help coming up with more efficient tactics, don't hesitate to collaborate with other mentors.

Honesty: Be direct. Tell the truth, but also remain supportive.

Momentum: Maintain the motivation and focus, stay enthusiastic, and check in with your mentee regularly between meetings.

-Martin Jordan, head of business development for Wayra UK
Read his article in RealBusiness [here](#)



New York Yankees player Brett Gardner chats with Aaron Judge at a batting practice on March 4th. Gardner will follow the advice of former captain Derek Jeter by mentoring new teammates, like Judge. Read his story from the New York Post [here](#).



Mentoring Institute

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