



MENTORING & COACHING MONTHLY

Volume VII • Issue XI

November 2018

IN THIS ISSUE

Hello and thank you for tuning into the November issue of *Mentoring & Coaching Monthly*! Things are only just winding down after the 11th annual mentoring conference that we hosted during the end of October. The conference, themed *Mentoring, Coaching, Leadership for Innovation and Entrepreneurship*, was a great experience and a landmark for the mentoring institute, celebrating over a decade of mentoring conferences.

The primary focus of this issue will be to share snapshots from the 2018 conference, and celebrate some of the feedback that our attendees provided. We were thrilled to read the highlights of the conference and also were appreciative for the opportunity to improve the event for next year.

The first section of the newsletter contains the Editors note, some of the conference attendees' comments on the conference, followed by a collage of conference pictures.

Also contained in the newsletter are 10 mentoring tips for successful university mentoring programs, and links to some engaging articles with a mentoring focus, that were published in the month of November.

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Editor's Note

Welcome back to *Mentoring & Coaching Monthly*! My name is Yvonne, and as managing editor of the newsletter, I couldn't be more thrilled to share what the Mentoring Institute has been up to these past months. We are currently running a promotion to 2018 conference attendees for a discounted price on our Membership Site. I encourage you to visit our website to learn about the many benefits of membership, and how it can help you and the growth of your organization, program, or business.

Last month we hosted our largest event of the year: the 11th annual mentoring conference. The 2018 conference was held on October 22nd through October 26th in Albuquerque, and brought a wonderful blend of educators, practitioners, students, and entrepreneurial professionals to share their knowledge, connect with each other, and develop networks that will guide them through their mentorship path even after the conference adjourned. Being a part of the conference is rewarding for all of us at the Mentoring Institute, and the contributions from our plenary speakers, workshop leaders, conference presenters, and attendees are what makes the conference a successful event year after year.

Next year's conference theme is *Towards the Science of Mentoring* and will be held on Monday, October 21st through Friday, October 25th at the UNM Student Union Building in Albuquerque, New Mexico. It's never too early to mark your calendars, or to consider submitting your research and present at next year's conference.

In addition to the conference, the Mentoring Institute is involved in a number of great projects across the University Campus. Recently, the Mentoring Institute has been working with Dr. Maggie Werner-Washburne, Regents professor in UNM's biology department, on STEM Boomerang. STEM Boomerang is a program that started as a symposium in 2017 to connect young STEM professionals with people and opportunities in the State of New Mexico. The program's aim is to keep New Mexico STEM graduates in state, and provide them with better access to the necessary connections, and the opportunities that are available throughout our community. A strong New Mexico STEM workforce makes us a stronger state, and we're very pleased to contribute to STEM Boomerang.

Regardless of your current involvement in mentoring and/or coaching, it is never too late, nor is there ever a wrong time to start integrating mentoring best practices into your professional goals, personal life, and in the pursuit for higher education. It is often the support of a mentor or a network of mentors that provide a good student with the resources and confidence to become a great student. We encourage you to seek out mentoring opportunities in all areas of your life.

As always, we are grateful for your support of the Mentoring Institute, and hope that you will continue to connect with us, and spread the gift of mentoring and coaching to those who need it most.



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:
YVONNE GANDERT

Snapshots from the 2018 Mentoring Conference

MENTORING, COACHING, AND LEADERSHIP FOR INNOVATION AND ENTREPRENEURSHIP

Here is some of the feedback we received from our attendees:

"Well-structured and extremely helpful!"

"Great place to incubate new ideas and refresh current practices around mentoring and coaching, especially for higher education."

"Wonderful networking opportunities!"

"A lot of great ideas, diversity of topics, and a great wealth of information."

"The [conference] tone is focused on supporting others. It is inviting and engaging."

"Well organized. The information was incredible!"

Pictures from the 2018 Conference



Pictures from the 2018 Conference





IN THE NEWS:

What's new in this month's selection of mentoring-related news



THE CHRONICLE OF HIGHER EDUCATION

Professors Are the Likeliest Mentors for Students, Except Those Who Aren't White
By Audrey Williams June



DEVEX

Mentors are key to women succeeding in leadership
By Lottie Watters



MARKET WATCH

Why Gen Z and millennial workers make great mentors
By Nicole Lyn Pesce

MENTORING TIPS:

10 Tips for University Mentoring Programs

Excerpted from an article in Chronus - 10 Tips: University Mentoring Programs - By Kira Fickenscher

Jump-start your university mentoring programs and put them on the path to success with these key program-planning tips.

1. DEFINE YOUR UNIVERSITY MENTORING PROGRAM OBJECTIVES AND SECURE LEADERSHIP SUPPORT

You would be surprised by the number of university mentoring programs without clear objectives or strong buy-in. Good objectives are SMART – specific, measurable, attainable, relevant and time-bound.

2. FIND A STRONG, PASSIONATE PROGRAM DIRECTOR

A strong program director doesn't guarantee success, but a weak one will guarantee underwhelming results.

3. BUILD FLEXIBILITY INTO THE UNIVERSITY MENTORING PROGRAM

Successful university mentoring programs balance the dueling needs of structure and flexibility. When planning a mentoring program, identify areas that require flexibility and build them into the program.

4. PUT YOUR MARKETING HAT ON

When new university mentoring programs are introduced, there's generally natural enthusiasm and interest. Yet this enthusiasm doesn't always translate into high participation rates. A common reason is the absence of effective promotion.

5. THINK WIN-WIN

Consider the needs of the alumni mentors. Building a solid base of mentors can be a challenge. A key is to understand the positive and negative factors that impact alumni participation.

6. PREPARE PARTICIPANTS FOR SUCCESS

Productive mentoring doesn't just happen. Help mentors and mentees develop and clarify their own objectives. The need for advising and guidance doesn't end after the initial orientation.

7. EMBRACE THE ROLE OF MATCHMAKER

For mentoring to thrive, a solid relationship needs to form between the professional mentor and student mentee. A critical step in the mentoring process is matching mentors to mentees.

8. TRACK, MEASURE, LISTEN & TUNE

How will you know if your university mentoring program is a success? You won't unless you track program and connection metrics and ask for feedback.

9. BRING CLOSURE TO INDIVIDUAL MENTORING CONNECTIONS

Establish a formal process that brings closure to the mentoring experience.

10. BROADCAST SUCCESSSES

Continually demonstrate the value of the program, recognize participant contributions, and spotlight successes. Update websites and social media pages with highlights from effective student-alumni partnerships.



Are you a member yet?

JOIN US TODAY TO ACCESS ALL THE GREAT BENEFITS, ANYTIME

WHY BECOME A MEMBER?

Professionals from all disciplines can benefit from membership, but our primary research focus is mentoring in academia. Staff members in higher education, faculty members, and students at the undergraduate, graduate and post-doctorate level will benefit the most from membership, as the majority of our literature represents these areas. The literature also contains a smaller selection of research for practitioners, business executives, youth mentors, and non-profit organizations.

DID YOU KNOW?

PAST AND PRESENT
CONFERENCE
PARTICIPANTS CAN
GET A **50 PERCENT**
DISCOUNT IN
MEMBERSHIP FEES IF
THEY JOIN BEFORE
NOVEMBER 30TH!

Member Benefits

10% DISCOUNT ON THE MENTORING
CONFERENCE REGISTRATION

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PUBLISHING OPPORTUNITIES

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Discount Code: Thanks50

ANNUAL MEMBERSHIP FEES

STANDARD \$500
UNM STUDENTS \$300

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SAVE THE DATE!

OUR 12TH ANNUAL MENTORING,
COACHING, AND LEADERSHIP
CONFERENCE WILL BE
HELD AT UNM FROM
OCTOBER 21-OCTOBER 25.

2019 CONFERENCE THEME:
*TOWARDS THE SCIENCE OF
MENTORING*

[CLICK HERE TO LEARN MORE](#)



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INSTITUTE