

A Book Review for *The Art and Science of Mentoring: A Festschrift in Honor of Dr. Frances Kochan*

by Ellen H. Reames (Editor), & Linda J. Searby (Editor)

Mary Barbara Trube

The Mentoring Institute, The University of New Mexico

Editors Ellen Reames and Linda Searby invited authors from the diverse field of mentoring to pay tribute to a highly respected and revered mentor -- Dr. Frances Kochan. Editors include essays and vignettes in their volume that further readers' understanding of the phrase "the art and science of mentoring." *The Art and Science of Mentoring: A Festschrift in Honor of Dr. Frances Kochan* is divided into four parts: Part I - Introduction, Purpose, and Personal Tributes; Part II - Concepts and Research; Part III - Theory to Practice; and Part IV - Epilogue.

Authors included in this festschrift have contributed theory- and research-based works in the form of narratives, essays, and papers. Each article was written by individuals whose lifework has been elevated by Dr. Kochan's professional, academic, and leadership roles within a constellation of talent. Authors enthusiastically joined in the venture spearheaded by Reames and Searby to assemble a festschrift with the intention of paying tribute to and highlighting the work of their colleague and friend, some for over four decades.

Part I

In Part I "Introduction, Purpose, and Personal Tributes," Carol Mullen's "Forward" explains that a festschrift is an academic tradition that honors a celebrated, influential person in the academy. Mullen notably reflects on their work and the words "one cannot possibly know Fran without being deeply moved by her humanity, hope, faith, and love...we are transformed by her humbleness and other beautiful qualities and by the deep listening she brings to our stories and selves" (p. 6). Of note is Mullen's recounting of the critical social justice perspectives that Kochan emphasized in her writings on mentoring and culture that urged the integration of cultural values into mentoring endeavors. Ellen Reames's "Prologue: The Constellations" reveals that all chapter authors, who were included in the festschrift, know Frances Kochan personally. Reames recounts several levels of relationships and mentions that the brightest star in her constellation is Frances Kochan. She reveals many of Fran's firsts: "first female principal in Wakulla County, Florida; the first female Director/Superintendent of the Florida State University School in Tallahassee, Florida; and

the first female Associate Dean and then Dean of the Auburn University College of Education" (p. 10).

Part II

Authors of chapters in Part II "The Art and Science of Mentoring: Concepts and Research" contribute nine chapters centered on their unique experiences, years of research, and mentoring theory generation. Tammy Allen and Lillian Eby discuss the connection between art and science as they address the question, "Is mentoring an art or is it a science? Or might it be both?" (p.15) in Chapter 3. Chapter 4 asks the questions and includes the statement, "Wait. What? Looking Back/Moving Forward." The late, beloved Lois Zachary closely examines the concepts of relationships, understanding, conversation, and curiosity from a growth mindset perspective. Zachary's unpacking of James Ryan's commencement lecture and writing is inspirational. In Chapter 5, Robert "Bob" Garvey reviews the literature on mentoring and coaching theory and suggested problem-solving conversations that are empowering. Garvey offers descriptive definitions from mentoring and coaching and provides a framework for dialogue that significantly affects the mentor-mentee relationship. Andrew Hobson's Chapter 6 "Bringing Mentoring Onside: Averting Judgementoring and Enhancing the Professional Learning, Development, and Well-Being of Teachers" presents the process of judgementoring "in which a mentor has an evaluative role over the mentee and/or overly directive approach to mentoring that harms the mentor/mentee relationship" (p. 49). Hobson adds clarity to the role of a mentor as he presents his theory of ONSIDE mentoring with numerous practical examples from the field. Angel Miles Nash and Michelle Young offer Chapter 7, "A Work of A.R.T.: Advocacy, Responsiveness, and Transformation" to highlight the importance of the University Council for Educational Administration's (UCEA) work to increased racial diversity in the academy. Nash and Young focus various processes including the development of a responsive, research-based mentoring program for doctoral students of color, the Jackson Scholars Network. Kathleen Cowin's Chapter 8 "Creating and Facilitating Co-Mentoring Circles: A Guide"

A Book Review for *The Art and Science of Mentoring: A Festschrift in Honor of Dr. Frances Kochan*

presents a six-component model for co-mentoring circles that includes group agreements; reflection, giving, and receiving feedback; hopes and concerns; communication styles, confidentiality, and trust; professional timelines; and self portrait. Cowan describes components and activities with sufficient detail that would enable others to replicate the model. In conclusion of this section, David Clutterbuck wrote about "The Future of Mentoring" to conclude the chapter contributions in Part II. Clutterbuck outlines the history of mentoring and focuses on its substantive evolution over the past 40 plus years.

professions and disciplines within the diverse field of mentoring. This volume is a must read for those who thirst for inspiration and deeper connection with others who envision a starry, starry night filled with constellations and the chance to "wish upon a star" to benefit from mentoring.

Part III

Part III, "Theory to Practice" features reflections by authors who were influenced in a variety of ways. It begins with a "Prologue: A Tribute to Dr. Kochan," the Model Mentor by Sydney Freeman, Jr. In Part III, each writer personally recounted stories directly related to how their professional goals and aspirations were realized as a result of the strategic mentoring by Dr. Kochan. Mary Barbara Trube was "Mentored in Authorship," Sheila Moore was "Mentored in Career Development," Maysaa Barakat was "Mentored in Self-Efficacy," Jason Bryant was "Mentored in Skill Development," Dana Griggs was "Mentored Through Sponsorship," Bill Bergeron was "Mentored in Research," Virginia Knight was "Mentored in Dual Commitments," Dr. Mirna Ramos-Diaz was "Mentored Through Wholeness," and Amy Serafini was "Mentored in the Academy." Each of these chapter authors offer insight into Dr. Kochan's gifted influence on the personal, spiritual, and professional lives of authors.

An "Epilogue: Frances K. Kochan and Her Place in the Constellation of the Mentoring World" pays a stellar tribute by Linda Searby in Part IV: Chapter 20. Searby succinctly presents the goals that editors had for the festschrift, which was based on a labor of love by those who were fortunate to be included in the tribute.

Summary

Authors in *The Art and Science of Mentoring: A Festschrift in Honor of Dr. Frances Kochan* confirmed the essential point that Dr. Kochan's work as an engaged scholar is ongoing because she "practices what she preaches." Some chapter authors, who are no longer actively publishing, produced work during their lifetime that continues to be significant, as is evidenced by the popularity of their mentoring publications for mentors in various industries. Many contributing authors, who benefitted from Fran Kochan's mentoring, have had a significant impact on practicing mentors and coaches in various