Minutes

MENTORING COMMITTEE MEETING – FRIDAY, OCTOBER 13, 2017

Present: Patricia Davidson, Karen Dickinson, Alison Gardner-Shires, Thomas Haughey, Janet Lacey, Logan Leshko, Marek Marciniak, Merry Perry, Tina Selvaggi, Christina Williams, Lisa Lucas

I. Mentoring Update: Tom gave an update regarding Mentoring pairs; there are currently 25 pairs and 1 pair is still awaiting a meeting. He is creating a list of people to check on the pairing status; committee members will act as liaisons for doing an informal check this fall to ensure pairs are working. Tricia will craft the follow-up query, and a non-written check-in is preferred (stop by or make a phone call). In January a more formal evaluation will be conducted.

II. Levante meet-and-greet: Lisa reported that the event went well, with 15 people in attendance. It was casual and friendly; people seemed to enjoy themselves. Consider repeating this event both in the spring and possibly at the end of this semester, combining with NFO, to celebrate the end of the semester and grades being submitted.

III. Subcommittee reports:

a. Evaluation Committee: Gabrielle Halko, Marek Marciniak (chair), Merry Perry

Marek reported that the 2017 feedback showed the main sticking point seems to be in goal setting. While this depends upon the stage of professional career of the mentee, some setting of priorities and a meeting agenda would be helpful. This would also avoid having the mentoring function become more of a perceived “friendship opportunity” to an even more productive use of time. Tricia reported that setting goals in each area of teaching, scholarship, and service can help with later narrative writing for tenure and promotion. Since this was a new focus for last year, it takes time to fully incorporate into the program. Lisa pointed out an excellent book, “Starting Strong: Strategies for Success in the First 90 Days,” by Zachary & Fischler. She suggested that the mentor ask their mentee “what they want to talk about at their next meeting” as a way to provide structure (agenda-setting) and make efficient use of precious time. Alison suggested to offer goal-setting as a great strategy but recognize “that all relationships may not need that.” Lisa suggested that in the mid-year reach-outs to mentors, the committee members might want to bring up the topic of goal-setting.

b. January Mentoring Event: Loagan Leshko, Lisa Lucas (chair), Danielle Skaggs

Lisa confirmed the date of January 25, 2018; she has reserved the Contemplative Center. The Mindfulness event will take place from 5-6 p.m., featuring Allison Donley, Yoga Instructor in CHS, for a 10-15 minute loosening up, followed by a guided meditation with Michael Gawrysiak (mentee of Lisa Lucas). Lisa encouraged everyone to tell their mentees about this event.

c. Mentor Pilot for Associate to Full Professor: Alison Gardner-Shires, Janet Lacey (chair), Tina Selvaggi, Julie Wiest. The subcommittee has made tentative plans for this event and several panelists have
confirmed their participation (Tim Brown, Jon Esser, Alison Gardner-Shires, Jeff Harris, and Susan Johnston [unless she has a conference]). Additional panelists were also discussed. Tina designed a Qualtrix survey that attendees can first fill out to indicate their goals and interest in the mentoring process. After panelists introduce themselves, there will be a Q&A, followed by a coverage of key points that might not have been covered. Attendees can then have refreshments and participate in the Mindfulness Mentoring Event as time permits. She will forward this information to Lisa who will create a promotional flier. Alison suggested we each talk to colleagues in our own colleges since we know who would be interested in this topic. The information can also be shared with major on-campus organizations and committees, including PTW. A note to all chairs to announce at their faculty meetings would also be a possible strategy.

d. Adjunct Mentoring Workshop. Of note: this was the first year that the adjuncts were included in New Faculty Orientation (7 attended). Tom reported that the Adjunct Mentoring Workshop took place on 9/15/17. Twenty adjunct faculty attended and very positive feedback was received. There was an interest in having more sessions of this type. The adjuncts would like to continue peer-mentoring. Further results of a questionnaire by the attendees are in process.

Other: Lisa reminded everyone that on 1/11/18, the Scholarship for TLA workshop will be held, and the author of “The Spark of Learning,” Sara Rose Cavanaugh, will be the keynote speaker. This event is an important one to promote to mentees. Lisa proposed a day to meet and discuss the book before this event, 1/10/17 off site for only 20 participants.

The next meeting will be Friday 11/10/17 at 11:00 a.m. in room 312.