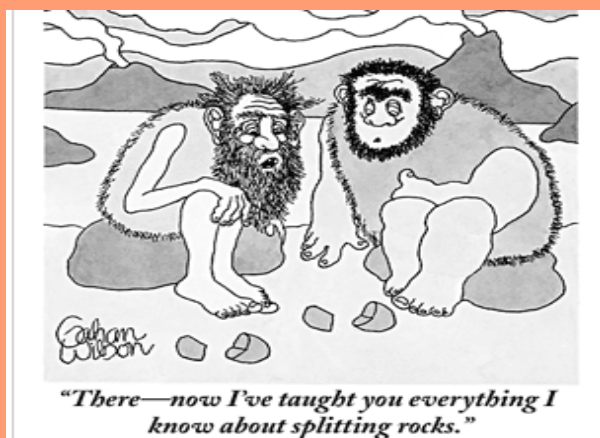
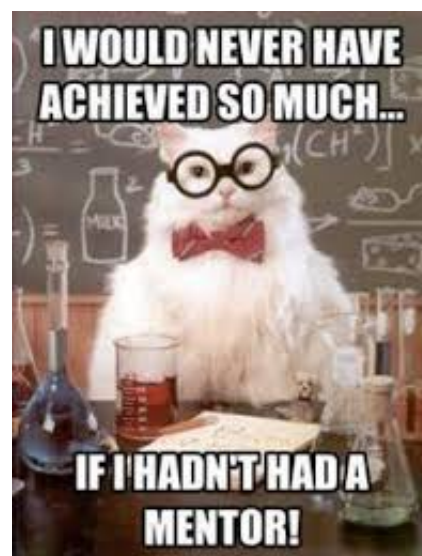


# Faculty Mentoring Program Orientation 2020



## What We Will Cover

- Welcome!
- What is a mentor?
- FMP Mission and Roles
- Q&A: How to make the most of FMP
- FMP Events Calendar Fall 2020



# ICEBREAKER!!!!

- If you have a pet or a baby, or anything cool you'd like to show up put it up to the camera if you are comfortable doing so!!!
- In the chat, what show are you currently binge watching?



## MENTORING



# What word comes to mind when you think of a mentor?

Start the presentation to see live content. For screen share software, share the entire screen. Get help at [pollev.com/app](https://pollev.com/app)

## What does it mean to be a mentor?

A mentor is a person who provides support, advice, and guidance to another person

## Who can be a mentor?

A mentor can be anyone!!!!

# What is mentoring?

“Mentoring is a dynamic, \_\_\_\_\_ relationship in which a Mentor and Mentee agree to a partnership and work \_\_\_\_\_ to achieve mutually defined goals to facilitate a Mentee’s professional \_\_\_\_\_ and \_\_\_\_\_.”

## Mentoring can help attend to 2 major domains

### Professional/educational Development

- Job search
- Career guidance
- CV preparation
- Negotiating skills (contracts)
- Scholarly projects
- Goal setting
- Research skills
- Manuscript preparation
- Grant writing
- Promotion
- Networking skills
- Sponsorship
- Advocate on behalf of mentee to leadership
- Navigating the institution (How to get things done, who has power and influence?)

### Personal Development

- Work-life integration or balance
- Time Management
- Organizational skills
- Conflict management skills
- Communication skills
- Gender or Diversity topics

**Research suggests that the most effective way to promote student success is by engaging students in meaningful relationships and creating a university culture of positive participation and support**

- Mentoring helps personal development and feelings of belonging
- Mentoring enhances career guidance/prospects
- Mentoring enhances productivity
- Mentoring improves retention and recruitment

Thus, the FMP will work tirelessly to ensure that all CSUSM students feel welcome, supported and respected.

### **The Purpose of the Faculty Mentoring Program is to:**

- Reduce isolation and discomfort students may experience
- Provide support for academic success
- Offer avenues for life after graduation



## GOALS FOR EFFECTIVE MENTORSHIP

### **Breakout Groups**

- What do you need as a mentee/mentor?
- Why do you think you need help?

Complete the mentoring self assessment form

## What are Your Mentoring Needs?

- Clarify your values and interests
- Identify your knowledge and skill goals
- List specific development opportunities of interest
- Outline specific goals

Complete the Mentor Worksheet at Home



# Mentor Learning Outcomes

- Build and support effective relationships
  - Share your story - be willing to disclose your past and current experiences and future goals
- Provide objective guidance and feedback based on personal experience
  - Focus on concrete actions and behavior in order to support mentee growth and development
- Facilitate reflective thinking
  - Ask thought provoking and reflective questions to mentees
- Take ownership for own personal growth and learning
  - Create SMART goals and reflect on proteges progress

# What Does a Mentor do?

- Believes in their protegee!
- Actively maintains contact
  - Meet face-to-face/virtually often
  - Helps protégé in setting clear and realistic goals.
- Introduces protégé to educational or corporate structures, politics and people (networking)
- Shares in the “good times as well as the bad.”
- Provides advice, counsel and support
- Encourages protégé to push their boundaries and try new things.



## Protégé Learning Outcomes

- Build effective personal and professional relationships
  - Keep your commitments, share your story, and build your network
- Set goals for personal growth and learning
  - Set SMART goals and identify action steps
- Ask for and receive feedback
  - Share progress, ask for feedback, and actively listen
- Reflect on experiences and lessons learned for future application
  - Practice self-reflection and share with your mentor

## What Does a Protégé Do?

- Actively maintains contact with your mentor and the FMP over the phone, email and/or via zoom
- Seeks information, advice or assistance as needed from either your mentor or the FMP
- Attends the FMP activities
- Has the passion to succeed
- Respects the mentor's time
- Acts with integrity (honest and trustworthy)
- Is willing to listen to advice, be vulnerable, and try new things!

# Effective Communication: The Key to Effective Mentoring

- Make a communication plan
  - “The single biggest problem in communication is the illusion that it has taken place” George Bernard Shaw
  - Engage in Active Listening
- Know what your mentor/protégé can and cannot do...

## Some Questions to Ask During your Initial Meeting and Tips for Success

- What do you expect of your protégé/mentor?
  - How would you describe your approach to mentoring? Your mentoring style?
  - What would you consider an effective mentoring relationship?
  - What goals do you have for our mentor/protégé relationship?
- 
- Be prepared for your meetings
  - Take notes
  - Follow through

# ICEBREAKER!!!!

- A GIF is worth 1000 words
  - In breakout rooms find a GIF to describe one or all of the following
    - How you look when you dance
    - How you feel on Monday morning
    - How you feel in zoom presentations/meetings
  - Share your GIFS with each other and be prepared to share one GIF with the group. \*\*\*\*All GIFS must be appropriate\*\*\*\*



## Breakout Groups

What can you do to make the most of your FMP experience?

## EVENTS AND RESOURCES

### Events Calendar

Please RSVP!

- Time and Stress Management: 10/7 12:00-1:00 Zoom
- So You Wanna Go to Grad School?: 10/27 12:00-1:00pm Zoom
- Gaining Experience and Applying to Graduate School: 11/10  
12:00-1:00pm
- FMP End of Semester Virtual Celebration: 12/2 5:00-7:00 Zoom

# Resources

- Faculty mentoring program staff
- FMP Office Hours
- Campus Based Resources
- Exam Survival Tips (November/December)
- Scholarship for Post-Graduate Testing
  - Covers fees for Graduate School exams, based on need and availability of funds.

## Questions?

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