In 2018, EDUCAUSE Community Groups (https://www.educause.edu/community/) piloted a peer mentoring program that included the involvement of five community groups – Communications Infrastructure and Applications, Itana Enterprise Architects, ITSM, Sharepoint/Office 365, and Young Professionals – and 18 program participants. Hear from CG leaders who led this pilot and from peer participants who engaged in it to find out: what was included in the program, what positive results came out of it, where we will be making improvements, and how to express interest for next year.

The recording of this event is available at Link: https://educause.acms.com/pzfgx22qz4rk/

Karen Wetzel, EDUCAUSE: Welcome to today's EDUCAUSE Community Groups webinar! Please feel free to add your questions, suggestions and comments in this chat area throughout today's webinar.

Karen Wetzel, EDUCAUSE: For our attendees: Have you participated in a formal mentoring program in the past?

cjohansen: I was a mentor at Penn State. It was a great experience.

cjohansen: Participated in a formal program.

Karen Wetzel, EDUCAUSE: We've been doing some work with the Penn State ID2ID mentoring program: https://www.educause.edu/eli/initiatives/id2id -- Mark Katsouros, Communications CG leader, was able to share a lot about the Penn State efforts, as well.

Karen Wetzel, EDUCAUSE: I've heard from him how well planned it is -- and intense (a year-long program).

Karen Wetzel, EDUCAUSE: One thing that we did in this program was keep co-mentors from the same CG -- instead of across CGs -- in order to bank on some already-identified similarities.

Matthew House - WashU in St Louis: Co-mentors from the same CG was a very helpful aspect. There aren’t a lot of people at my institution with similar roles, so it was great to have someone else to discuss mutual issues.

Matthew House - WashU in St Louis: I have to drop early. Great experience and very helpful. Thanks again for the opportunity!

Karen Wetzel, EDUCAUSE: Thanks, Matthew, for coming!

Kerri Hudzikiewicz: Can you please share how people were paired within the CG?
Aixa Pomales Swarthmore College ITS: aww shucks, we should have put a disclaimer ourselves
Joel Price: ) We weren't rehearsed either
Sara: I second Kerri's question. Can you also talk a little more about the nuts and bolts of the program. What were your goals? What guidelines did you have, etc.?
Beth Schaefer (Itana CG): You and Joel sounded great, Aixa!
Aixa Pomales Swarthmore College ITS: Thank you Beth!
Jonathan B. Hardy (Univ. of Georgia - Young Profs CG): The goal was to pair within the same CG, of course. Beyond that, we tried to pair people with similar goals and interests
Joel F. W. Price (Swarthmore College, Young Profs): Thanks, Beth!
Sara: Thanks for your response. What would you say you'll change for the next cohort?
Jonathan B. Hardy (Univ. of Georgia - Young Profs CG): In the application, we asked people to provide info on what they wanted to share, what they wanted to learn/focus on, and some personal interests. Those answers were instrumental in helping make pairings
Kerri Hudzikiewicz: love that! thank you for the extra info and sharing these experiences.
Joel F. W. Price (Swarthmore College, Young Profs): What Jonathan said was actually one of the most delightful parts of this -- finding out those things that weren't explicit up front and that we overlapped on!
Jonathan B. Hardy (Univ. of Georgia - Young Profs CG): I think one challenge was that we underestimated how many people spanned multiple CGs. So we are adjusting the application process to accommodate that. We are still working out ways we can strengthen the actual pairing process as well. We were a bit rushed during the pilot, but on future cohorts we want to dedicate more time in the process to evaluate possible pairings
Sara: Thanks!
Kerri Hudzikiewicz: Did you provide supporting documents and guidelines to help people co-mentor as well? Was past mentoring experience part of the application process as well?
Kerri Hudzikiewicz: nice! thanks
Aixa Pomales Swarthmore College ITS: Woohoo! Resources folder :)  
Jonathan B. Hardy (Univ. of Georgia - Young Profs CG): Agreed that this will be open regardless of mentor program experience
Jonathan B. Hardy (Univ. of Georgia - Young Profs CG): The resources is the area we plan to focus on most heavily before the next cohort. We wanted to let the feedback from the survey and experiences of participants guide where we put our efforts
Jonathan B. Hardy (Univ. of Georgia - Young Profs CG): We plan to document more around peer mentorship, how to get started with the relationship, guidance on meeting, et cetera
Precious (SP/O365) 2: Yes, please comment. It helps with the dialogue.
Dana Miller: I was attracted to peer mentoring associated with the CG is that it has been difficult to find like-minded people locally.

Dana Miller: Meant the reason I was...

Sara: Where can we sign up for the next round?

Precious (SP/O365) 2: The four main stages of mentoring relationships are: 1. The beginning 2. Challenging and testing 3. “Real” mentoring 4. Transition (toward closure)

Precious (SP/O365) 2: I enjoy hearing the stories about the beginning...because it takes a while to get to "real" mentoring :)

Kerri Hudzikiewicz: It seems to me that defining what peer mentoring is early on is helpful to setting proper expectations between parties. Though, if for some reason something wasn’t working out between people was there a way or a contact for people to reach out to on this and a defined course of action to help resolve or help redefine expectations (mediate, I guess) :

Aixa Pomales Swarthmore College ITS: Yes! we also discussed mentor/sponsor/coach and their differences

Precious (SP/O365) 2: Kerri, each pair/triplet could reach out to the CG Lead to find out what to do, but we may have not properly communicated that in the very beginning

Eden Dahlstrom (EDUCAUSE): More information about mentoring resources at EDUCAUSE: https://www.educause.edu/careers/special-topic-programs/mentoring

Aixa Pomales Swarthmore College ITS: Yes thank you to all who put this together for us to be able to participate, share, learn and developing relationships

Kerri Hudzikiewicz: Thanks Precious. That helps! appreciate everyone taking the time to share your experiences with us today! awesome job

Precious (SP/O365) 2: You're welcome...thank you all for participating and listening. Hoping for a successful round 2 in 2019!

Joel F. W. Price (Swarthmore College, Young Profs): This was my first mentorship experience, and I won't know how much work went into it, but I certainly appreciate all of the work from all of you!

Aixa Pomales Swarthmore College ITS: Thank you!!!!

Dana Miller: Thank you!

Beth Schaefer (Itana CG): I am excited for the next round!

Beth Schaefer (Itana CG): Thank you!

Jonathan B. Hardy (Univ. of Georgia - Young Profs CG): Thank you all!

Hema@GT: Thank You

Karen Wetzel, EDUCAUSE: Thank you!