

The Everett Community College Disruptive Innovations team would like to thank you for attending and participating in our 3rd Annual Mentoring Conference. We hope that you are leaving with some great ideas! Please continue checking our webpage at www.everettcc.edu/mentoring for upcoming events, next year's conference and more information.

We hope you will join us next year when we will host the 4th Annual EvCC Mentoring Conference in April 2019!

If you are interested in starting a mentoring program at your institution, consider attending our Pre-Conference Workshop next year where you will learn how to...

Design a Successful Mentor Training

What are the keys to a successful mentoring partnership? The first - and perhaps most important - step is a training to provide mentors with the necessary tools for a quality mentoring relationship. This workshop will guide participants in developing a training for potential mentors in their organization. Everyone who is interested in building a program is welcome to attend!

Goals and objectives include:

- Clarifying mentor's role/responsibilities
- Clarifying mentee's role/responsibilities
- Strategies for staying engaged
- Sensitivity to cultural differences
- Dealing with issues of confidentiality
- Practical advice from past mentors and mentees
- Discussion, questions, concerns
- Design Time

Everett Community College 3rd Annual Mentoring Conference

Mentoring is About Building Relationships

A bunch of text goes here about this topic

Friday, April 6, 2018



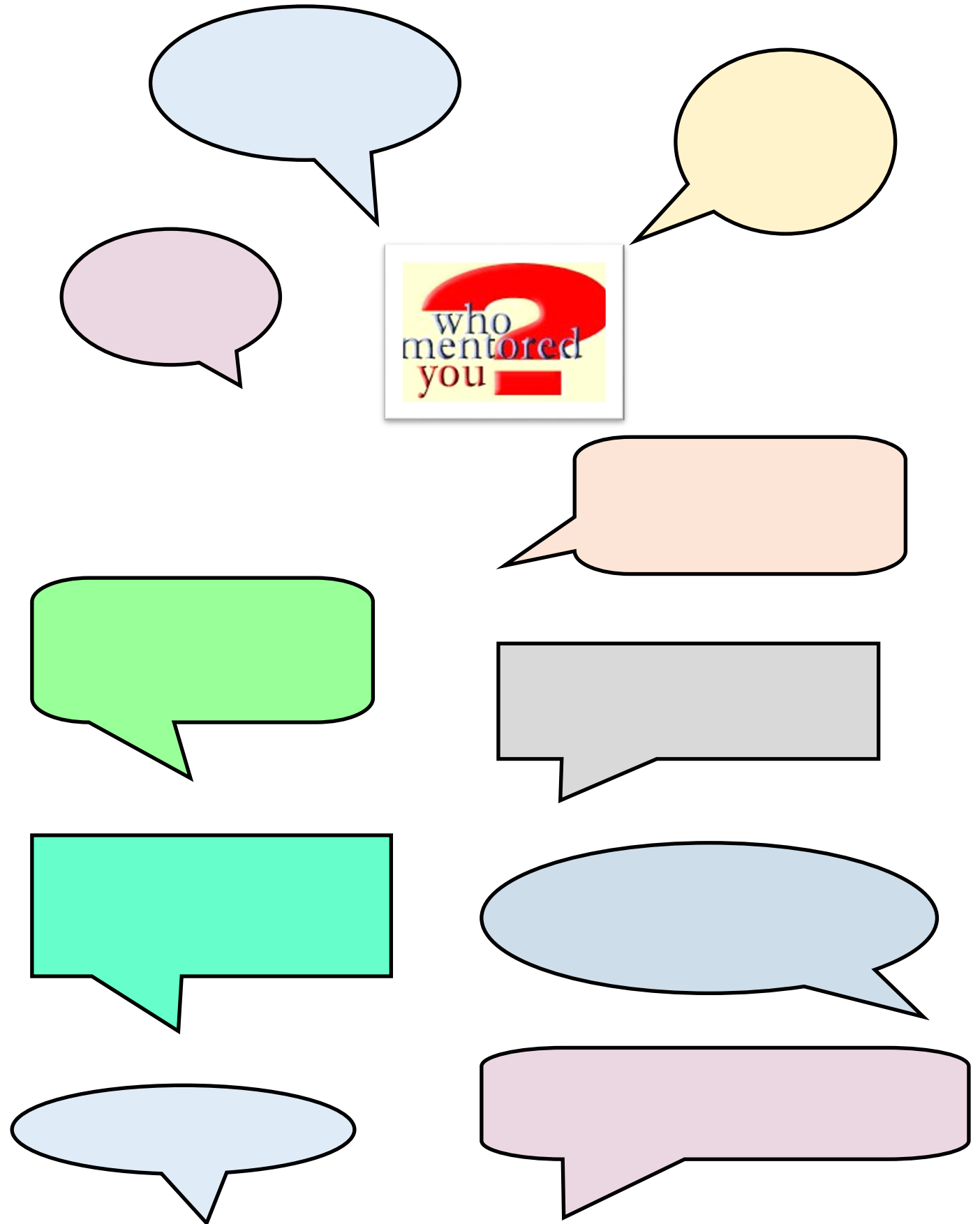
EvCC Mentoring

We are disruptive innovators.

The idea of a mentoring conference at EvCC grew out of an EvCC delegation visit to a national mentorship conference in Albuquerque, New Mexico. The group was inspired by the workshops, the mystical landscape and a phrase they picked up: Disruptive Innovation. The group returned ready to spread the message of mentoring at EvCC and in Washington State.



Front row left to right: Jeanne Leader, Chayuda Overby, Azrael Howell, Peg Balachowski
Back row left to right: Katie Jensen, Tina Evans, Lynne Munoz, Andrea Wells-Edwards



At the end of the day, the **MENTORIUM** is your place to dream, explore, connect with your peers, and reflect on *All Things Mentoring*. Your response to this session from the 2017 Conference was so positive that we've decided to repeat! We will model a mentoring icebreaker and there will be opportunities to have informal conversations with presenters, mentor groups focusing on faculty, women, men, students, and perhaps a wild card group! This is also an opportunity to start your own conversation to find like minds for a discussion. Or you can talk shop with your colleagues and new friends. We will help you activate your imagination with light snacks and beverages. Join us at the **MENTORIUM** for a meaningful and joyful end to your conference experience.



What's Your Story?

Directions: Please take a few minutes and reflect on ...

What's your mentoring story?

If you have worked with a mentor, what did you gain from that experience?

If you've served as a mentor, describe one activity that you found to be the most impactful.

What goal do you have related to mentoring?

Review the program and note which sessions will be of most benefit to you today. If there is a topic that would have been helpful, make note of that (you'll have a chance to share it later).

8:00-9:45 A.M.

Jackson Conference Center

8:00 – 8:30 A.M. **REGISTRATION** –Lobby

Continental breakfast and networking

9:00- 9:45 A.M. **WELCOME AND INTRODUCTIONS** –Wilderness Room 101

Our Mentoring Stories: Activities, guided discussion,

For detailed information and to build your agenda for the day, sign up on the app, EventsXD. Search for EvCC Mentoring.



2:15 – 3:00 P.M.

Breakout Session IV

Leadership on Tap-Unleashing the Power of Peer Mentors, GWH 268

Mary Butcher, Erica Swenson, Seth Deister, Green River College

This session will explore the potential and scope of Peer Mentor involvement in designing and delivering content for their peers. We will explore creative ways for mentors to provide social and academic support. This will be done through collaborative discussion, activities and a case study. We will look at the evolution of Peer Mentor engagement at Green River College as a model for how students can inform and change campus culture. Are you currently tapping the full potential of your student leaders? Come and find out.

A Guide by my Side: Reflections on Mentoring Throughout a Career, GWH 270

Sandra Fowler-Hill, Portland Community College

This presentation explores how mentoring relationships have been developed to build confidence and skills in order to prepare for the next step in a career. Through storytelling, I will share the path I have taken and how mentorship has helped me along my journey as a mentee and a mentor. Each participant will identify competencies needed for the future, identify ways to connect with people who can help you develop these competencies, and ultimately develop a successful mentoring relationship.

Peer Mentoring for Retention and Leadership Development, GWH 274

Azrael Howell, Chayuda Overby and Katie Jensen, Everett Community College

In this workshop we demonstrate how the PROPELS program incorporates Greenleaf's Servant Leadership Theory and Kolb's Theory of Experiential Learning as the framework for our student coaching. These activities are designed based on social justice and modeling role plays.

The Power of Staff Mentoring, GWH 278

Robert Britten, Pierce College

This workshop will look at the barriers to mentoring and the roles each person plays in successful mentor/mentee relationship. We will also look at ways to evaluate the relationship and why closure is important. This workshop will also discuss mentoring networks and why how you connect is just as important as who you are connected to.

Stress Management as a Tool for Effective Learning and Demonstration of Knowledge: Instructors/Counselors/Tutors as Student Mentors, GWH 286

Andrea Levy, Seattle Central College

For many students, their inability to manage stress produces a false measure of what they know and understand. This is often called test anxiety. For some students, their anxiety trigger may not be test-taking, but rather a particular subject matter, like math. This workshop is designed to help faculty and staff recognize the symptoms of stress, the 'Fight or Flight' syndrome, and provide mentoring tools to help students take control of their stress so they can learn and demonstrate their newly acquired knowledge effectively.

Improv for Team Building, Creativity and Trust, GWH 288

Emily Ferguson, University of Washington

IMPROV as an art form is commonly associated with comedic theatre but the philosophies of improv reach far beyond the stage. The mentoring process/relationship involves a considerable amount of trust and engagement as strengths are identified, goals are set, and plans are made. This workshop aims to give mentors and leaders fun tools for encouraging communication, developing team cohesion and responsiveness, and preparing individuals/teams to think outside the box. Come play!

1:15 – 2:00 P.M.

Breakout Session III

Engaging in the Reluctant Mentee, GWH 268

Tina Evans, Lynne Munoz, Andrea Wells-Edwards, Everett Community College

Everett Community College has implemented a successful mentoring program that pairs experienced faculty mentors with new adjuncts in their first quarter. In this session, we discuss current research on the essential mentor/mentee relationship and offer ideas for engaging the “reluctant mentee.” Key to the success of a mentoring partnership is the full investment of both sides. We will explore the dynamics and paradigms around the basic mentor/mentee partnership and offer ideas for increased protégé engagement.

Student Initiated Mentoring: Engaging the Network, GWH 270

Juergen Kneifel, Everett Community College

This workshop will explore the benefits of youth initiated mentoring through proactive engagement with adult role models that the students identify and seek out. The purpose is to help them achieve goals and pursue their dreams by advocating for themselves. We will utilize a plotting exercise tool to demonstrate how to create the potential roadmap to a match. The prospective mentors that appear in the viewfinder will be agents of opportunity, possibility and growth for these students.

Reflective Practices in Mentor/Mentee Relationships, GWH 274

Michelle Barnes, Everett Community College

In this workshop we will examine how Schon's theories of reflection-in-action, reciprocal reflection-in-action, and reflection-on-action enhance the mentoring process. In addition, we will briefly examine essential elements of the practice of mentoring and how to plan for successful interactions between mentors and mentees.

The 4 Connections: Building Relationships that Empower and Renew, GWH 278

Sally Heilstedt and Elisa Parrett, Lake Washington Institute of Technology

Based on a model developed at Odessa College, the Four Connections provide the opportunity to build relationships that increase retention and reduce equity gaps (*Odessa's dropout rate is only 3.8%!*). Discover the 4 Connections which include 1) learning and using their students' names, 2) checking-in regularly, 3) scheduling one-on-one meetings, and 4) practicing paradox to not only improve student success but also to renew one's commitment to teaching and learning.

Self-Mentoring: High Impact Practices, GWH 286

Jennifer Whetham, SBCTC and Bob Mohrbacher, Centralia Community College

Using concepts from recent research on community college faculty, participants will reflect on their careers to date and anticipate and plan for future opportunities and challenges. Participants will learn about three paradigms that two year college faculty often use in constructing their professional identity; identify strategies to work with people who operate from a different paradigm; explore the value of picking a mentor with a different paradigm; and leverage college wide and department initiatives.

The EvCC Group Mentoring Program: The Easy and Hard Parts of Implementing a Program , GWH 288

Alanna Yang, Kathryn Johnson, Jeanne Leader and Sharon Lewis, Everett Community College

EvCC began a group mentoring program in the fall of 2016. Five groups were established: Late Career, Early Career, Faculty Members, Women, and Men. This session will explore the progress of the groups and the challenges as well as the successes to date. Participants are encouraged to bring questions about group mentoring for the facilitators and will engage in a brainstorm about group mentoring frameworks.

10:00 – 10:45 A.M.

Breakout Session I

Leaning In - Mentoring for Women (Panel Discussion), GWH 268

Margaret Balachowski, Nina Benedetti, Katie Jensen and Katherine Schiffner, Everett Community College

Do gender biases still exist in the workplace? What can women do to help themselves, and make the small changes in their life that can effect change in both their lives and the workplace? Let's lean in together to learn more about group mentoring for women.

Unlocking the Power of CQ in Mentoring: Preparing Mentors for Inclusion, GWH 270

Brandy Brown, University of Arizona South

This session focuses on a training program that prepares research mentors to work with underrepresented students who are preparing for higher education. The training builds on and adapts the well-respected Entering Mentoring curriculum to integrate High-Quality Mentoring practices, practice in improving our own Cultural Intelligence as mentors, and ways to promote inclusion at all stages of the mentoring process.

Are you a Mentor or Mentee ...? Excel at Both! GWH 274

Marty Cavalluzzi, Pierce College Puyallup

Interested in moving up within your college/organization? Looking for practical advice on how to do that? Looking for some way to give back or help others get ahead? Are you an administrator and miss teaching? This session will provide you with simple ways to mentor people, both formally and informally. I am the facilitator for the Puyallup Sumner Chamber of Commerce Leadership Institute. In this role and as a mentor, I focus on a three-pronged approach to success: 1) Be the best you can be at your job/career; 2) Be a leader at your college/organization regardless of where you are in the hierarchy; and 3) Get more engaged with the external community and become a leader in that community.

Mentoring Inspired Supervision: A Model of Connected Experiential Learning, GWH 278

Vivienne McClendon, Becky Turnbull and Larry Boykin, Bellevue College

The Bellevue College (BC) Library and eLearning Center employs over twenty student assistants each academic year. Student retention is one of the biggest concerns in higher education and the BC Library believes its efforts can play a pivotal role in developing a supervisor as mentor model replicable by other units. Our mentoring team is currently beta testing a model of brief bi-monthly face-to-face mentor/mentee meetings, supplemented by an online space for discussions and information sharing. We use a set of inventories, questionnaires, and mentor data collection to: a) learn more about our student workers' academic and career goals, b) assist the student in identifying skills gained on the job, c) engage the student mentee in reflection on the nexus of job skills and career goals, and d) gauge mentor and mentee satisfaction with the model.

Mentoring for BHAGs: Help Yourself and Others Achieve Big, Hairy, Audacious Goals! GWH 288

Stacy Fullwiler, Seattle University

This workshop will provide a foundation for participants to mentor themselves and others through the process of conceptualizing, planning, and achieving Big, Hairy, Audacious Goals (BHAGs). I will provide an introduction to the concept of BHAGs and the role a mentor (traditional, peer, or self) can play in achieving them. Participants will be led through a series of activities and worksheets, including visualization, a personal SWOT analysis, a Resource Tree (akin to a “family tree”), a Countdown plan, and an Intentions plan. Participants will leave with a basic foundation for unpacking goals, and performing the work of a mentor in achieving those goals: asking questions, assessing conditions, guiding, connecting, planning, and taking action.

Mentoring Stories: Experience is the Best Teacher (Panel Discussion), GWH 268

Jennifer Howard, John Olson, Lynne Munoz and Pat Sisneros, Everett Community College

Come hear what experienced mentors have to say about what it's like to mentor fellow employees. Their stories may inspire you, motivate you and perhaps help you navigate some choppy mentoring waters. This panel discussion will provide an opportunity for your questions. If you're considering becoming a mentor, this session is for you.

Mentorship for Faculty of Color, GWH 270

Karen Bolton, Olympic College and Latoya Reid, Tacoma Community College, Mentorship for Faculty of Color

Research has evidenced the need for mentorship for our faculty of color, citing the many institutional barriers to success and retention, as well as the resulting accumulated stress for our faculty of color. This session will explore the need for mentorship in greater depth and encourage participants to consider the needed action that exists.

Beyond Yoda and Luke: An Alternative Faculty Mentoring Model GWH 274

Martin Cockroft, Barbara Parker, Shannon Potter, Dan Roth, Olympic College

Olympic College's Center for Teaching & Learning began its Lunch Circles program in Winter 2016 to help new faculty connect with more senior faculty across disciplines and divisions, levels of experience, and classifications. In this mentoring circles model, full-time and adjunct faculty meet for lunch twice per quarter in groups of 3-5 to discuss student and faculty learning and success. Benefits and challenges of the model will be discussed.

Creating a Culture of Innovation One Mentee at a Time, GWH 278

Elliott Stern, Lake Washington Institute of Technology

Mentors can effectuate cultural change through mentorship. This workshop will focus on developing innovative and growth-minded mentees and reports as a way of facilitating their professional development but also the creation of an entrepreneurial, innovative culture. Mentors often help mentees navigate politics and hierarchies but rarely encourage them to take risks and lead creatively and with a spirit of innovation. Doing so requires the mentor to probe, challenge and support the mentee. It also requires the mentor to give up trying to put their own imprimatur on the mentee. Good mentors can change institutions for the better. Bad mentors create "mini-me's" and stagnant institutions. Relational change begets cultural change.

Get that Group Going! Mentoring Tools for Teams, GWH 288

Jeanne Leader, Everett Community College

Mentoring a group can be particularly challenging due to the variety of individual experiences, expectations and personalities that each member brings to a team. Using hands on activities and examples, this session will focus on specific approaches and ideas to mentor groups including team contract models and rubrics for team self-assessment. Participants will learn the basics of design thinking, as a problem solving strategy and framework for group projects.



Join us in the Jackson Conference Center Wilderness Auditorium for lunch. For those who made dietary requests at registration, please look for the table marked "Dietary Requests" to pick up your lunch.

Feel free to roam the campus at this time (and again after the conference) to see some of the unique artwork located around the campus. At EvCC we believe that works of art enrich our campus environment and expand the awareness of students, the campus, and the community as a whole. It is the goal of EvCC to integrate art into building projects as part of the initial design. For more information on EvCC's Art Collection please go to our website at www.everettcc.edu and type art collection in the search bar.

As you walk through the campus be sure to take note of all the beautiful fragrant flowers blossoming. The Spring and Summer months at EvCC have become the "most wonderful time of the year" for many locals and the campus community, due to the hard work and persistent efforts of the EvCC Grounds Crew.



Feather Star
Parks Student Union



Firefighter's Plaza
South of Glacier Hall in plaza



Universal Totem
Olympus Hall (East Side)



Chantilly Green Seaform Set with Ebony Lip Wraps
Library, Parks Student Union



The Day the Wall Came Down
Library, Parks Student Union