

Mentor Program Goals

- Provide an overview of Maricopa culture, mission, vision, values and strategic goals.
- Promote career exploration and job options within Maricopa.
- Encourage participation in internships and cross-training opportunities.
- Encourage and provide professional networking opportunities.
- Demonstrate the importance of developing mentoring relationships.
- Foster mentees' participation in professional development activities.

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2009-2010 WLG Mentor Program

There are twenty-seven (27) women participating in the 2009-2010 program, representing all colleges and the district office. Program participants attend monthly sessions designed to help them learn more about the Maricopa Community Colleges and how to be successful in reaching their professional goals. Their positions include custodial, PSA and MAT. The participants have varied educational backgrounds, ranging from some college to a doctorate degree. They are assisted by mentors from all colleges and the district offices. Five college presidents, two vice chancellors, several vice presidents and the career services center directors, among others, serve as mentors. After the program, graduates typically continue working on their goals and many stay in touch with their mentor.

Mentees

Maria Hernandez —CGCC	Heather Bennett —RSC
Eva Smith —CGCC	Leah Hall —RSC
Almetra Walker —District	Arina Melkozernona —RSC
Ty Ferguson —EMCC	Marina Sires —RSC
Damita Kaloostian —EMCC	Kate Tsepilova —RSC
Leonor Carrasco —GCC	Mercy Cruz —SCC
Laura Krueger —GCC	Mary McKeever —SCC
Irma Rodriguez — <i>In Memory</i> —GCC	Dulce Meneses —SCC
Ranie Mott —GWCC	Sonia Sydnor —SCC
Carol Johnson —MCC	Jen Sydow —SCC
Adelina Armenta —PC	Patricia Herrera —SMCC
Amy Torgerson —PC	Maria King —SMCC
Marsha Foster —PVCC	Genesis Toole —SMCC
Nancy McNeill —PVCC	Julie Wechsler —SMCC

Learning Outcomes

As a result of participating in the WLG Mentor Program, mentees will be able to:

- Demonstrate knowledge of Maricopa culture, mission, vision, values and strategic goals.
- Identify personal and professional goals.
- Recognize the importance of and employ mentoring relationships.
- Utilize professional networking skills.
- Apply personal and professional development skills including mediation and strategies for personal wellness.
- Prepare a professional resume and demonstrate communication skills for job interviews.

Another successful year for the WLG Mentor Program

The Women's Leadership Mentor Program was created "...to provide for the continuous development of a strong and supportive work environment for the diverse women of the Maricopa Community Colleges." The graduates and mentors evaluate the program each year to help it continuously advance to the next level. Participants state that it accomplished all of its goals, many to a very significant degree. Participants also reported they reached 85% of the goals that they set for themselves during the program.

The mentee/mentor relationship is very important, however, certain needs and expectations must be outlined by both parties before learning can occur. There are certain behaviors such as taking risks, accepting each other and agreeing upon specific goals that must take place.

The program has a wonderful network of mentors, including Dr. Paul Dale, Interim President of Paradise Valley Community College and Dr. Maria Harper-Marinick, Vice Chancellor of Academic & Student Affairs. They have mentored a number of mentees over the years.

Dr. Paul Dale is enthusiastic about teaching and believes that, "serving as a mentor is a wonderful opportunity to see work problems and issues through the eyes and lenses of an "up and coming" professional." He also believes that as a mentor, "you become more aware of "walking the talk" in that "your own professional behavior be congruent with the lessons you are imparting to your mentee."

Dr. Maria Harper-Marinick believes that her, "primary function as a mentor is to help the mentee reflect honestly about herself and help her identify and articulate her strengths and areas of improvement, and to define personal and professional goals." As a mentor her mentees allow her to become, "more reflective" and she "suspends judgment" and therefore develops an "appreciation for the richness each individual brings to the relationship."

Dr. Harper-Marinick says it best in stating that the program should really allow women to:

1. Find their voice. Who are you and what do you value?
2. Understand their strengths and develop their talents
3. Develop meaningful relationships, not just seeking opportunities to network.
4. Develop competence in the chosen field; being prepared academically; pursuing life-long learning
5. Always embrace possibilities; having the will to take risks
6. Develop a positive attitude about work and life

The Mentor Program planning group works very hard to create a program that helps mentees accomplish the above tasks. Thereby, it is important to recognize the graduates of the previous class (below) and wish them the best in their professional and personal growth!



Mentor Program Graduates 2008-2009

Kacie Takata, MCC; Lynette Jim, SMCC; Lyelia Perez, EMCC; April Orr, GCC; Franklene Smith, CGCC; Rochelle Rivas, SMCC; Jackie Serna, GCC; Kristin Sumrall, RSC; Dina Geiman, RSC; Lisa Tang, RSC; Ceci Saenz, PC; Karen Dale, SCC; Mona Elaquad, DO; Shoshannah Landis Grieve, PVCC; Carol Maffuccio, RSC; Sandi Lein, CGCC; Laura Jandebaur, CGCC; Pam Schuler, MCC; Sianna Kent, SMCC; Jennifer Kaufman-Fourness, DO



Inspirational Quotes

"I'm constantly trying to broaden my horizons to include a few extracurricular activities to keep me active and learning."
- Jennifer Means

"Many things in life will catch your eye. But only a few will catch your heart. Pursue those."
- Becky Bradley

"A feminist is a woman who does not allow anyone to think in her place."
- Michele Le Doeuff
Submitted by
Heather Kruse

"Do what you have to do, in order to do what you want to do." - Unknown author.
Submitted by
- Joy Taylor

"The mentoring program was a great opportunity and experience for me, it allowed me to network with women and share our experience of the program."
- Rosa Cota

"I think the Mentor Program is a great way to "pay forward" the help we've received in our own careers from our own mentors. Every leader, I believe, has the responsibility to help prepare the next generation of leaders."
- Rich Marmon

Women Leaders and Professionalism

The Women's Leadership Group Mentor Program teaches many different concepts and skills that help the mentees develop and grow both professionally and personally. One of the sessions centers on professional image.

Several key Maricopa women some also mentors, were asked about how they see professionalism and image. Below are their responses.

What attributes come to mind when you think of professionalism?

An individual has to have many different attributes to be considered professional. Some of them are, as defined by, Deanna Pritchard, Executive President of the Professional Staff Association:

1. **Communication**— the ability to speak and write in a way that is both respectful and logical;
2. **Behavior**—always operate within the spirit of MCCC and the college where you work;
3. **Team Player**— work cooperatively with others and to be part of a team, working together as opposed to working separately or competitively will give others the opportunity to see you as a leader and as a collaborator.

WLG Mentor Dr. Linda Thor, former President of Rio Salado, says to, "Be honest, competent and forward-thinking."

Sonia Filan, Director of Institutional Advancement at MCC, stated, "A person who displays a high degree of ethics, is respectful of others, is knowledgeable in their field, is dependable, is caring, listens, and strives to find the best in others."

Donna Schober, Executive Assistant to the Chancellor, believes professionalism is, "Listening to and understanding others, integrity (i.e., do the right thing) and open to feedback."

What do you think constitutes having a professional image?

Deanna said, "A professional image isn't something that we can put on and take off like a mask. It is something that you must safe guard and always be aware that someone somewhere is taking note of how you act and react to "stuff".

Dr. Thor believes that, "Someone who feels empowered in their position is usually self-motivated and self-reliant. They find ways to deal with problems they encounter, they ask questions and take action, within their scope of responsibility, without waiting to be given a regimented script. The image of professionalism is further visualized when we are trustworthy, empathic and punctual."

Sonia believes, "Modeling the right behaviors, dressing in a professional manner, being authentic and transparent, and willingness to embrace differences.

Donna stated that to have a professional image is to have, "appropriate dress, behaviors, being a role model and representing the organization by living its values."

How important is professional image for career advancement and opportunities in Maricopa?

Professional image is probably the number one factor when experiencing upwards mobility within MCCC. Employees who not only demonstrate a professional image but who make it a part of who they are at work are viewed as being optimistic and part of the established Maricopa environment, states Deanna.

Dr. Thor says, "Maricopa strives to offer equal opportunities for advancement to all employees. However, it is still very important for you to make yourself visible to those in positions to promote you. You have to create your own visibility for yourself and your work. A professional image starts with an understanding that there is a difference between being a manager and a leader. You don't have to have a fancy title to be a leader—there are daily opportunities."

Sonia believes, "A professional image should be important for career advancement. As in any organization, individuals are not necessary considered for career advancement opportunities because of their professional image, but because of their association with key individuals within the organization. I cannot speak for Maricopa as a whole."

Finally, Donna stated, "Very important because professionalism is one's reputation."

Professionalism and image are very important key components to being successful, at any job. They are defined by each individual, reassessed and fine tuned through out an individual's career.



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Words of Wisdom

The WLG Mentor Program provides many unique experiences and opportunities to each graduate. A previous article in this issue focused on the mentor and their perspective of the program, however in this article Inhye Peterson, an Administration Assistant at Rio Salado, currently on a Creative Pathway experience, and Heather Weber, Executive Assistant at Estrella Mountain, were gracious enough to give their insight on the program. They both hope that their responses will motivate other women within Maricopa to participate in the program!

What made you fill out the application to become a part of the WLG?

I was actually counting down the days so I could fill out the application form for the WLG Mentor Program. I was well aware of the program from my informal mentors and co-workers on my campus. They gave me tremendous encouragement and support. —Inhye Peterson

A member of the WLG planning committee, Linn Taylor, was the Director of Student Life at Estrella Mountain and began talking to me about the participating in the WLG Mentor Program. I was relatively new to the college and knew very little about the Maricopa Community College District. I thought the program would provide a great opportunity to learn about the District, network with other women and learn about potential career opportunities and pathways within the District.—Heather Weber

What part of the program did you really enjoy?

I enjoyed College President's Career Pathways speech the best! Nevertheless, I learned from every single speech, presentation and activity of the Program. —Inhye Peterson

I really enjoyed getting the opportunity to form relationships with my mentor and the other women participating in the program.—Heather Weber

What lessons do or did you share with others?

I told others the importance of going through the Mentor Program. I have been able to convince quite a few employees. (A couple of them are the current participants of the Program) - sometimes, I wish we didn't have to wait for 2 years to apply. —Inhye Peterson

For myself, the Mentor Program taught me to recognize and appreciate the value of the incredible support, knowledge, and mentoring I receive from those who I work with everyday, as well as those individuals who I meet through programs like WLG. Since I was encouraged to participate in the Mentor Program, I make an effort every year to call at least one woman on campus and encourage her to participate in the program.—Heather Weber

Do you keep in touch with your mentor?

I haven't had a chance yet. My mentor was Mary Frederick from Chandler Gilbert Community College. I utilize her professional tips when communicating with others on a daily basis. It has been very beneficial! —Inhye Peterson

My mentor was Dr. Jane Saldana-Talley, the former VP of Administrative Services at Paradise Valley. She was absolutely wonderful. We met on a regular basis and talked a lot about where I saw myself in the future when it came to my career. She worked with me on my resume and helped me prepare it for a Director level position. What I gained from the experience was a very good sense of what I needed to do to reach my goals. I was able to maintain my relationship with my mentor following the program. Thanks to her guidance and support, I was able to successfully make the transition from professional staff to MAT. —Heather Weber

Overall, how do you feel that you have grown since joining the WLG?

I have grown tremendously since I joined the Mentor Program. I know how to navigate the system and ask for support from others - supervisors, mentors. We all need to remember that we are ultimately responsible for our own professional growth. —Inhye Peterson

Since completing the program in 2005, I feel that I have grown both professionally and personally. I have moved from PSA into MAT, where I am able to provide leadership and support on college-wide initiatives and programs. I also am currently in my second year as an MCCCDC-NAU cohort student in the Doctor of Education in Educational Leadership (Ed.D.) program. —Heather Weber

Do you have any knowledge that you would like to give past/current or future members of the WLG Mentor Program?

I would like to encourage all women in Maricopa to take advantage of this wonderful opportunity that is available to us. WLG Mentor Program has an excellent reputation and is well recognized within the district. For the past and current program participants, I would like to challenge them to have ongoing dialogue with your formal and (or) informal mentor(s). Set some time aside and plan ahead in the beginning of each year! —Inhye Peterson

I have grown to understand the value of professional development opportunities like the Mentor Program. It is so easy to become consumed with daily responsibilities, that we often forget to take time out for professional development opportunities or plan for the future. Furthering your education, developing a relationship with a mentor or learning a new skill will not only help you in the future, it can also assist you in your current role.—Heather Weber

2010—2011 Mentor Program

Applications for the 2010-2011 Mentor Program will be available beginning in April 2010 at www.maricopa.edu/wlg/mentor.php. Women in MAT, PSA, M&O, Crafts, College Safety and Specially Funded positions who are full time and have been in a board approved position for two years are eligible to apply. Contact Crystal Rodriguez at crystal.rodriquez@smcmail.maricopa.edu.