

Mentor Program Planning Group

Ms. Sue Tavakoli
(Co-Chair)
623.935.8840

Dr. Cheryl Crutcher
(Co-Chair)
602.243.8398

Ms. Sherri Basha
480.732.7226

Ms. Joni Grover
480.461.7178

Ms. Cathy Hernandez
602.286.8028

Ms. Suzanne Hips
602.243.8153

Ms. Liz Ketterman
480.423.6138

Ms. Heather Kruse
602.787.7246

Ms. Inhye Peterson
480.517.8224

Ms. Crystal Rodriguez
602.243.8036

Ms. Almetra Walker
480.784.0571

Ms. Heather Weber
623.935.8015

Planning Group Liaisons

Ms. Suzanne Hips
Career Council
602.243.8153

Dr. Maria Harper-Marinick
Chancellors Executive Committee
480.731.8106

Dr. Mary Lou Mosley
VP Academic Affairs
602.787.6607

Ms. Sue Tavakoli
VP Administrative Services
623.935.8840

Dr. Debbie Kushibab
VP Student Affairs
623.935.8812

How to Become a Mentee

The Women's Leadership Group (WLG) Mentor Program is designed to provide women in MAT, PSA, M&O, Crafts, College Safety, Specially Funded and Skill Center positions with an opportunity to focus on professional goals and prepare to take advantage of advancement opportunities within the Maricopa County Community College District (MCCCD).

I can do or be anything that I set my mind on...



Encouraging women employees to prepare for future jobs throughout the District, the Mentor Program strives to reach out and assist individuals within the District that want to be challenged by new professional opportunities.

According to one former Mentee, "The WLG Mentor Program taught me the value of constantly striving to improve myself in my personal life and professional life."

To participate, individuals must be full-time and have been a Board approved employee for at least two (2) years. The Mentor Program is not designed to prepare individuals for faculty positions.

The 2011-2012 Mentor Program begins September 2011 and continues through April 2012, concluding with a celebratory graduation. Participants are required to attend a day long seminar one Friday a month and meet regularly with their mentor.

For acceptance into the 2011-2012 WLG Mentor Program, completed applications, including all signatures, are due by Tuesday, June 7, 2011 by 5:00 p.m.

Interested in applying for the Mentor Program?

Just follow these steps.

How to send applications:

Download and complete an application at:
<http://www.maricopa.edu/wlg/mentor.php>

Applications can be submitted by:
- scanning the application and sending via email
or through intercampus mail.

Applications must have all signatures present.

Where to send applications:

Sandra Villaverde
Estrella Mountain Community College
sandra.villaverde@estrellamountain.edu
623.935.8025

When to send applications:

Deadline is: **June 7, 2011 by 5:00 p.m.**



WOMEN'S MENTOR PROGRAM NEWS

ISSUE

04

2010-2011

2010-2011 Mentees

CGCC
Carrian Dehiya
Iris Ishikawa
Magdalena Soto
Julie Wright

DO
Sandy Adakai-Yellowhair
Alyssa Brown

EMCC
Donna Owens
Susan Staal
Sandra Villaverde

GCC
Lourdes Cloud
Stefanie Latham
Jennifer Toole
Karen Dawson

GWCC
Sarah Hough

MCC
Judy MacQueen
Sheri Norgard
Emily Dimson

MSC
Dana Burns
Mary Hodder
Kristy Warfield

PC
Mary Brand

PVCC
Sharlene Celeskey

SCC
Bonnie Gass
Mary Gibbons
Winona Thirion

SMCC
Kim Rainey
Sylvia Symonds



Mentor Program Co-Chair Address

As Co-Chairs of the Women's Leadership Group (WLG) Mentor Program, we are pleased to support this vital professional development program for the women of the Maricopa Community College District.

This year, we were proud to mark our 10th Anniversary. Originally established in 2000, the Mentor Program is a unique opportunity for women to explore and prepare themselves to take advantage of advancement

opportunities on their college campuses and throughout the District.

This year 27 mentees participated in the program, where they explored professional strengths, challenges and career options. They attended monthly sessions, where they learned from content experts, who shared their professional expertise about the District.

The Mentor Program is supported by a professional and dedicated committee that plans and implements the program each year. The

planning committee tirelessly serves to keep the program current and viable, ensuring relevancy for all participants.

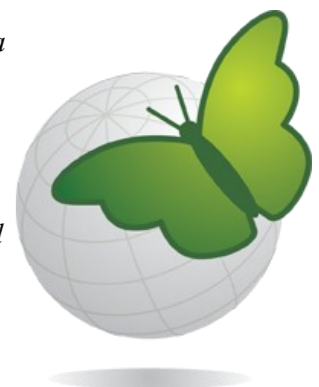
For us as co-chairs, it is a privilege to be a part of this incredible program and team. We look forward to helping women achieve their educational and professional goals for another 10 years!

*Ms. Sue Tavakoli and Dr. Cheryl Crutcher
Co-Chairs
WLG Mentor Program*

The butterfly, a symbol of the WLG Mentor Program, is a visual representation of the process of chrysalis.

Through the chrysalis process, a caterpillar transforms itself into a beautiful butterfly.

Metaphorically, a mentor serves as the chrysalis pouch and provides a safe cocoon of acceptance, challenge and release in which the mentee struggles, learns and grows in her transformational journey.



Mentor Program Goals

- ◆ Provide an overview of Maricopa culture, mission, vision, values, and strategic goals
- ◆ Promote career exploration and job opportunities within the Maricopa Community College District
- ◆ 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



Mentor Program 2010

WLG Mentee Expectations

- ◆ Establish professional development goals
- ◆ Establish mentor program goals
- ◆ Attend orientation
- ◆ Attend monthly Friday sessions
- ◆ Attend graduation
- ◆ Commit to meeting at least one time per month with mentor
- ◆ Maintain confidentiality in the relationship
- ◆ Provide honest feedback
- ◆ Work with mentor in evaluating ongoing progress



WLG Program Sessions

- | | |
|--|--|
| ◆ Understanding Students Rights and Responsibilities | ◆ MCCCDC Strategic Planning and Budget |
| ◆ MCCCDC Policy Governance | ◆ Professional Image |
| ◆ Paths to Presidency | ◆ MCCCDC Students and Community |
| ◆ Career Development | ◆ Professional Development |
| ◆ Networking | ◆ Job Presentations |
| ◆ Diversity and Inclusiveness | |

Mentor Moment

I strongly encourage everyone to take advantage of the numerous opportunities existing in the system like getting involved on a committee, pursuing a degree, participating in training, and most of all, getting to know people through networking.

Dr. Maria Harper-Marinick, Executive Vice Chancellor and Provost for the Maricopa Community College District.

Celebrating 10 Years of Success

This year, the Women's Leadership Group Mentor Program was proud to mark the 10th year of the program. To celebrate, on December 3, 2010, all former mentees and

mentors were invited to a reunion at Scottsdale Community College.



To date, 206 Maricopa women have successfully completed the Mentor Program. The reunion provided an excellent opportunity for the almost 100 participants to celebrate mentee successes and recognize the commitment of the mentors whose continued service make the program possible.

The program began with an address by Dr. Rufus Glasper, Chancellor of the Maricopa Community College District, followed by brief remarks from the WLG Mentor Program co-chairs. Attendees then had the opportunity to renew relationships by networking with many of the individuals whom they have established a professional relationships with as a result of the WLG Mentor Program.

Mentor Program Graduate Survey Results

During the Fall 2010, the Mentor Planning Committee surveyed past Mentor Program graduates to evaluate the impact of the program. Over 59% of the respondents indicated that since participating in the program they have experienced a job change or promotion. The survey also indicated the same number of respondents had started an educational program or obtained a degree or job related certification.

When asked what was the greatest value of the program, one respondent indicated that the most valuable aspect of the program was that she *"learned to network and take advantage of professional opportunities."*

Other responses included:

- ◆ *I've learned to overcome my limitations.*
- ◆ *It was all very helpful. I especially enjoyed the in-depth assistance with interviewing and resume writing.*
- ◆ *The mentoring relationship was of greatest value. I still connect with my mentor 7 years later.*
- ◆ *I learned the importance of networking and establishing relationships with colleagues.*
- ◆ *To professionally prepare for what you want.*
- ◆ *I learned that there are women and men out there who care about you, even if you are not from their college.*

When asked as a participant of this program, what words of advice would they share with future participants, one respondent advised, *"This is an investment in you. Take advantage of the opportunity for self-reflection, encouragement and growth. Enjoy the journey."*

Other responses included:

- ◆ *Take advantage of all opportunities available to you within Maricopa and beyond. The knowledge, information and exposure gained will enhance and prepare you for new opportunities in the future.*
- ◆ *Network as much as possible and make sure you listen and ask your mentor questions and value their story, path, experiences, and advice.*
- ◆ *Attend all WLG events! Force yourself out of your comfort zone. Know that networking will lead to future lifelong working relationships.*
- ◆ *Create short/long term goals that are reasonable and obtainable.*
- ◆ *This is a great opportunity to gain more in-depth knowledge of the District. Participating and getting involved will allow others to see that you are more than just your "position" and that you are capable of doing so much more.*

