

# AJCU IT Mentoring Pilot Program

Presented by:

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# Purpose

- The proposed purpose of the AJCU IT Mentoring Program was to provide AJCU member schools with an effective staff development resource for outstanding staff who, in the judgment of their sponsors, have leadership potential.
- The AJCU IT Mentoring Program will offer these staff members the opportunity to develop their skills and broaden their perspective on the issues and challenges Information Technology professionals face in higher education

# Design

- The AJCU IT Mentoring Pilot Program was designed to provide professional development opportunities for emerging IT leaders at AJCU institutions, as well as allow current leaders to gather fresh perspectives and contribute to the development of the AJCU community.
- Mentoring relationships were intended to be cross-institutional. Mentors and mentees were matched based upon their stated career goals and preferences.

# Matching Procedure

- Each AJCU institution may nominate up to a maximum of 2 mentors and 1 mentee.
- The CIO (or equivalent) shall nominate.
- Each nominee must complete the appropriate questionnaire and agree to the Terms and Conditions of the AJCU IT mentoring program.
- Based upon nominations and questionnaire responses, the AJCU IT Mentoring Program committee shall match up to a maximum of 10 mentees with mentors.
- The committee chair shall inform mentors and mentees of the outcome of the matching process. Any mentor or mentee concerns regarding matches shall be reviewed by the committee as a whole for appropriate action.

# Timeline for Alpha Class

- The pilot program mentoring relationship ran for six months, commencing August 1 and continuing through January 31, 2008,
- Mentor/Mentee pilot program pairs may choose to continue their relationship in to the next year..
- Participating Schools
  - *Fordham University*
  - *Loyola University Chicago*
  - *Loyola College in Maryland*
  - *Scranton University*
  - *University of San Francisco*



# Mentors

## Mentor Qualifications

- Have at least 5 years experience in IT management and leadership.
- Non CIOs must be nominated for participation in the program by the CIO or equivalent.
- Be willing to share experiences, lessons learned, and thoughts on future directions regarding the IT profession.
- Be willing to meet the Mentor Responsibilities as defined above.

## Benefits for Mentors

- The satisfaction that comes from helping the professional development of an AJCU-CITM colleague.
- A new friend and colleague.
- Fresh ideas and perspectives from a colleague newer to the profession
- Additional cross-institutional perspective and contacts

# Mentees

## Mentee Qualifications

- Be professionally employed in an IT-related job at an AJCU institution.
- Be nominated for participation in the program by your CIO or equivalent.
- Be willing to ask questions of your Mentor about the IT profession.
- Be willing to meet the Mentee Responsibilities as defined above.

## Benefits for Mentees

- One-on-one guidance from an experienced IT manager and leader.
- A new friend and colleague.
- Cross-institutional perspective and contacts

# Process Review w/ Participants

- How are you interacting with your mentor/mentee?
- What has been most helpful or interesting about the experience so far?
- What challenges or issues have you encountered?
- What Suggestions do you have to improve the program?
- What strategies are working best for you to get value from the experience?
- Would you like to continue past the planned January 31 end date until the AJCU CITM conference?



# Committee Feedback

- 12 months, 6-month intervals
- Matching annually
- Require face-to-face meeting at start
- Recommend AJCU conf attend at end/  
beginning
- Mid-way checkpoint conference calls of  
mentors/mentees

# 2007 - 2008 Committee Members

## *Committee Members*

- Jason Benedict - Fordham University  
(benedict@fordham.edu)
- Chris Gill - Gonzaga University (gill@its.gonzaga.edu)
- Ellen Keohane - College of the Holy Cross  
(ekeohane@holycross.edu)
- Susan Malisch - Loyola University Chicago  
(smalisc@luc.edu)
- Tracy Schroeder - University of San Francisco  
(schroeder@usfca.edu)



# AJCU IT Mentoring alpha class

## *Mentors*

- John McFadden – Loyola College in Maryland
- Tracy Schoeder – University of San Francisco
- Jerome Desanto – Scranton University
- Dan Vonder Heide – Loyola University Chicago

## *Mentees*

- Connie Wisdo – Scranton University
- Aouie Remigio – University of San Francisco
- Shannon Ortiz – Fordham University
- Charlotte Pullen – Loyola University Chicago

# Important Links

- AJCU IT Mentoring - Main Page
  - <http://ajcucitm-mentoring.pbwiki.com/>
- AJCU IT Mentoring Committee Charter
  - <http://ajcucitm-mentoring.pbwiki.com/AJCUCITM-Mentoring+Cross-Institution+Charter>
- AJCU IT Mentoring – Terms and Conditions
  - <http://ajcucitm-mentoring.pbwiki.com/Terms+and+Conditions>

**Questions?**

**Thank You**

