

We invite your institution to participate in the AJCU Mentoring Program. Since 2006, the program has matched nearly 30 mentors and mentees from a number of AJCU schools and has received overwhelmingly positive feedback from the participants. As a leader, you understand the power of personal connections in the development of people. We hope you will consider making an investment in this worth-while initiative by identifying those "future leaders" in your organization and encouraging them to participate in this program. To aid you in your decision, we have enclosed some of the commonly asked questions about the program, as well as testimonials from individuals who have been part of the experience. We also would like you to consider becoming a mentor and sharing your knowledge to help advance and cultivate new leaders.

Mentoring can be a truly rewarding experience, yet becoming a mentor does involve a time commitment from busy professionals like you. The benefits to you, your institution, and the information technology field, however, are well worth the effort. If you or one of your staff are interested in participating, please visit the AJCU-CITM mentoring web site or contact the program chair, Jason Benedict at [benedict@fordham.edu](mailto:benedict@fordham.edu).

Sincerely,

*The AJCU Mentoring Program Committee*

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**Mission:** The mission of the AJCU-CITM Mentoring Program is to provide AJCU member schools with an effective development resource for staff with leadership potential. The program offers these individuals the opportunity to develop their skills and broaden their perspective on the issues and challenges Information Technology professionals face in higher education.

**What does it mean to be a Mentor?** The goal of this particular mentoring program is to foster a relationship between an experienced leader and a less experienced colleague employed by another Jesuit institution. Through regular communications (by phone, email, Skype, and even face-to-face when possible), the mentee receives guidance to expand skills, perspective, and experience.

"The CIOs and senior managers at AJCU institutions have a breadth and depth of experience that can ensure a successful, sustainable program. We hope all such leaders consider participating in this program as mentors in the coming years." - *Jason Benedict, Fordham University*

**What is the time commitment for a Mentor?** The AJCU Mentoring Program consists of a 6-month formal mentoring partnership with mentors committing 1-2 hours a month to meet with their mentee.

**What is the overall program value?** Mentors pull from their own experiences to help others mature into a leadership role faster and with less risk. By sharing individual experiences, offering positive role modeling, as well as recognizing and communicating potential in mentees, mentors create relationships that allow the individuals to generate and sustain the core program values.

"Similar leadership development for qualified staff would typically cost thousands of dollars and would still not be custom tailored to the Jesuit Higher Education consumer. This valuable service is offered for free and so has a very clear value proposition." *Ellen J. Keohane, College of the Holy Cross*

**What has been the track record of geographically separate mentoring relationships?** While we encourage face to face meetings when possible, none of our feedback indicates this is a critical requirement. What is of importance is a commitment to regular meetings.

**Do Mentors receive any training?** We host a kick-off conference call with all the mentors (and a separate one for mentees) to orient you to the program. In addition, our website at <http://ajcu-citm.pbworks.com/AJCU-CITM+Mentoring+Program> offers a starter kit plus several tips on creating a successful mentee/mentor relationship.



"... this initiative gives the Jesuit colleges and universities a unique program to help further bond us together given our very unique culture. The program exemplifies some of the core tenets of Jesuit philosophy." *Mary Corcoran, Boston College*

**What kinds of conversations take place between mentors and their mentees?** Conversations typically center on personal and professional goals such as career planning, strategic thinking, navigating the politics of higher education, and people management. Mentees need their mentors to ask thoughtful questions, listen well, serve as sounding boards and provide objective feedback.

**What are the criteria for being a mentee?** Most mentees are nominated by their CIO. Mentees are typically mid-level, high-performing individuals with several years of experience. Mentees must be willing to commit the time to prepare and participate in the mentoring meetings. They should be self-directed and committed to their personal and professional development.

"This program was perfect for my needs! After I participated in the pilot program, two other managers in our organization followed suit. I hope I get the opportunity to go through it again, sometime in the future." **Connie Wisdo, University of Scranton**

#### Benefits to Mentees:

- Obtain objective counsel and input
- Receive a broad perspective necessary for sound decision making
- Access to new resources and the opportunity to build and strengthen interpersonal networks
- The insight to become more effective as a leader
- Growth and career development
- Get straight-forward and constructive feedback
- Increase job satisfaction

"The program matched me to an ideal mentor. Two years after completing my mentoring session, I am in regular contact with, and still get sound advice from, my mentor." *Shannon Ortiz, Fordham University*

The matching process was very successful: after time it seemed as though my mentor and I had the same career path. I always found benefit in our meetings." *Allison Stillwell, Loyola University Chicago*

"When the match is good, it cultivates longer-term relationships that are hard to duplicate in any formal training program or casual meeting. Having someone you can bounce ideas off of or get advice from in a friendly atmosphere is a valuable career tool for all of us." *Susan Mallsch, Loyola University Chicago*

#### Benefits to Mentors:

- Ability to enhance your leadership and coaching skills
- Broadened perspective
- First hand exposure to the challenges faced by the next generation of IT leaders
- The satisfaction of "giving back" and being part of another person's professional growth.

**What happens when the program ends?** Some mentees and mentors continue to meet informally beyond the 6-month program and some do not. This is clearly a decision to be made by the individuals. We encourage all mentees and mentors to stay connected and grow their network through the AJCU-CITM Mentoring Program Alumni Group on LinkedIn.

"The AJCU is a unique team of institutions, and the IT organizations are a wonderful resource for all institutions who participate. The AJCU can leverage the expertise of those in leadership positions to build tomorrow's leaders. This program does just that." *Tracy Schroeder, Boston University (former CIO at University of San Francisco)*

#### Program Committee Members

Jason Benedict - Fordham University ([benedict@fordham.edu](mailto:benedict@fordham.edu)) - Chair and Ombudsman

Mary Corcoran - Boston College ([mary.corcoran@bc.com](mailto:mary.corcoran@bc.com))

Susan Genaro - Regis University ([sugenaro@regis.edu](mailto:sugenaro@regis.edu))

Ellen Keohane - College of the Holy Cross ([ekeohane@holycross.edu](mailto:ekeohane@holycross.edu))

Shannon Ortiz - Fordham University ([ortiz@fordham.edu](mailto:ortiz@fordham.edu))

Dan Vonder Heide - Loyola University Chicago ([dvonder@luc.edu](mailto:dvonder@luc.edu))