

EDC 2015: Mentoring Session Notes

Ideas from D. Dawson, S. Chu & R. Rodgers' session

How Could Mentoring among EDC Members Occur at a Distance?

- The use of the “Educational Developers Mentoring Map” by T. Dawson & D. Dawson (available on EDC website) was deemed to be helpful to identify mentoring needs and potential sources.
- We discussed how co-mentoring may be another option given the potentially limited number of available mentor-mentee relationships.
- Ways in which EDC could support mentoring:
 1. **A lunch or event at the EDC institute.** *Celia P. (Institute co-host)* will pilot at the upcoming Institute.
 2. **EDC members mentorship list** consisting of mentors & mentees; mentorship groups. List to be kept in a closed shared space (e.g. new website).
 3. **Synchronous/f2f activities:**
 - Breakfast network at EDC
 - Real-time coffee chat online
 - Online webinars on a specific topic/trends by experienced members: *Deb D. (EDC, Chair)* to pilot this spring using WebX.
 4. **Asynchronous activities:** EDC may provide tools and online space for groups or pairs to set-up their own ad hoc discussions and connections over time.
 - Possible tools at this time: google docs, google hangout, Blackboard collaborate, etc. *Stephanie C. (V-C, Communications)* to check into SFU’s Canvas pilot to see if external groups are possible. (Follow-up since then – not yet unfortunately).
 - Important to link to these member created groups from the EDC website and move them all over to an EDC intranet when new website is available.
 5. **Support for:**
 - Young developers
 - Experienced developers
 6. **Resources area on website:** Until a new website is in place, EDC members can forward and *Stephanie* will post the resources.

Key Considerations When Setting up Mentoring at a Distance

- A. Members’ Goals/Needs
 1. Clarify what each person is wanting/needing
 2. Articulate goals and expectations of each person
 3. Clear definition of group goals
- B. Members’ Roles, Responsibilities & Expectations
 1. Time commitment
 2. Communications among members
 3. Frequency of meeting

4. Academic outcomes
5. Members are not obligated to stay if the arrangement is no longer working for them or has fulfilled their needs
6. Duration/when the arrangement will be revisited (okay for it to end)

C. How to Establish Ground Rules?

1. Create a circle of “trust”
2. Confidentiality agreement
3. Open-mindedness
4. Respect – for time, knowledge, sharing, and mutual respect overall
5. Length of the agreement/revisit every 6 months

D. Group Dynamics

1. Keep the group open and be able to accommodate newcomers
2. Don't feel excluded because you didn't join in the first wave
3. How much is shared outside the group? (e.g. recorded archived online sessions for those who missed attending?)

E. Tools & Technology Considerations

1. Open communication
2. Forms of interaction
3. Use of tools/technology
4. When using technology have:
 - a. A back-up plan if technology fails
 - b. A process – Who calls who? When? What to do if someone is late?