

Markwood Center for Learning, Innovation & Collaboration @ the Jim Dan Hill Library

invites participation in Year 2 of the

## **UW-Superior Homegrown Mentorship Program**

### ***Lead From Where You Are*** **2022-23**

Invitation to Apply

#### **Overview**

The Homegrown Mentorship Program at UW-Superior is a year-long, cohort-based program that:

- Invests in leadership & mentorship knowledge and skills in UW-Superior colleagues for the continued improvement and future of UW-Superior
- Offers mindful examination of leadership & mentorship in the context of the university and higher education
- Develops individuals' knowledge and skills around leadership & mentorship topics for higher education in a cohort-based, collaborative approach
- Offers project-based learning for participants to apply their knowledge and further enhance efforts within the University

***What does “Lead From Where You Are” mean?*** The view of mentorship in this program is that a mentor is not made from a title or position, but on one's values and approaches to communication, decision-making, collaboration – in fact, a host of knowledge, skills and behaviors. “Leading from where you are” is a term coined by the developers of this program, including long-serving UW-Superior colleagues and instructors, to reflect the work context we find ourselves in and a notion of leadership & mentorship made up of an individual's approach to improvement for their own personal and professional sake, as well as the continuous improvement and future of the University.

#### **Program Approach**

This program's emphases are to develop knowledge and skills in university employees within small cohorts and with the opportunity for individual mentoring. The below four emphases explain the approach this program will take to inspire learning and individual growth in program participants.

***Gain New Information:*** You will read and become (more) familiar with a breadth of topics, studies, and resources in higher education. Readings, case studies, and conversation prompts are curated and designed from the available research, theories, and models in the literature in the context of higher education.

***Enjoy Collegiality:*** You will contemplate and discuss what you learn within a collaborative cohort. The cohort model necessitates a full commitment to attending all sessions in order not to let your colleagues down, to develop and deepen connections, to enrich understandings, and to allow for an enjoyable setting for learning.

**Support Along the Way:** You will meet 1:1 with a cohort mentor, as well as create your own personal leadership & mentorship map using the Homegrown “Lead From Where You Are” curriculum and map template.

**Apply What You Learn:** As an individual or in a pair or small group, you will apply your learning to a real-world project that can support your current work or create something new at the University.

## Curriculum

The curriculum will consist of the below topics and be delivered by the program mentors. The curriculum has been developed with an emphasis on the research, theories, and models specific to the literature on mentorship in the context of higher education:

- The unique context and demands of higher education
- Communication
- Relationships
- Ethics, Equity, Diversity & Fairness
- Decision-making & Risk-Taking
- Reflection & Renewal
- Other potential topics as they are requested or emerge from the cohort

## Structure & Schedule

For 2022-23, there will be three cohorts of 5-6 participants. Each cohort will have two mentors who have served 10+ years at the University.

**August 10-12, 2022 Kick-Off:** Three half-days of retreat that set the stage for individual development and collegial collaboration. This will be done as a collective whole group with time for small cohort break-outs. Meetings will be 8:30am-12noon in person in the Jim Dan Hill Library and include a light breakfast.

**September-December 2022:** Each cohort will meet 6 times throughout the semester to develop relationships and proceed through the Homegrown Mentorship curriculum with pre-work, discussion & reflection. Meetings will be held at a set time to allow for schedule-planning into Fall 2022 now.

**Meetings will be held Tuesday evenings 5:30-7:30pm for all cohorts** in person in classrooms in Swenson Hall.

**Friday, January 13, 2023:** A full-day retreat for all participants that will focus on planning a deliverable to reflect skills and abilities from the curriculum. To be held in person in the YU and include lunch.

**Spring 2023 Semester:** Work & delivery of projects on the cohort’s own timeline with regular mentor check-ins. Optional cohort meetings as determined by each group.

**May 2023 Closing Session & Celebration:** A celebration of the completion of the program with project showcase, group reflection & debriefing and individual assessment of learning & growth. Date TBD; to be held in person in the YU.

## Terms of Participation

People who have served 2-7 years at the university (whether FTE or the sum of years including LTE positions) will be prioritized. Those serving longer are also invited to apply. Tenured professors in year 6 or 7 are especially encouraged to apply, as the transition into tenure can be a significant time for personal and professional renewal and planning. The cohorts will be purposely designed to include employees from different employment categories, including University Staff, Academic Staff, Academic Instructional Staff, Tenure-track faculty, and Tenured faculty, with an emphasis on breaking down silos and improving mutual understanding of our work across campus units.

This program is intended to be a purposeful and fairly intense step in your professional journey. For you, 2022-23 may be the right time to engage in deep reading and discussion, forge meaningful connections with other campus colleagues, focus on your knowledge, skills, and behavior as a future leader and mentor with your own mentor, and more purposefully begin to **lead from where you are**. If it is the right time for you, then your personal commitment to the program is expected, both in terms of energy and dedication to engaging in the curriculum, as well as the time commitment. The program has been carefully pre-planned in terms of the individual time needed to devote to reading and preparation, as well as the hours of meeting time:

Planned number of hours/commitment in Fall 2021: **25+**

2-3 hours of pre-readings for August Kick-Off

9 hours of half-day retreat August 10, 11 & 12 mornings

6 two-hour cohort meetings in Fall 2022

1 hour or less of pre-reading for each cohort meeting

2 hour-long check-ins with Mentor in Fall 2022 semester

Planned number of hours/commitment in Spring 2022: **20+**

4 hours of January retreat

2 hour-long check-ins with Mentor in Spring 2023 semester

12+ hours of individual or group work on project (hard to judge; will vary by person & project)

2 hours Closing Session & Celebration in May

## Stipends

The Homegrown Mentorship Program represents a significant investment in people at UW-Superior, with an emphasis on personal & professional growth, which will allow for increased knowledge and skills in the context of higher education and for the future of our University. To that end, participants will be compensated for their time and effort with stipends in the amount of \$1200. Although this is not a direct hourly payment for the number of hours expected of the program, the philosophy of this program is to incentivize and honor those University colleagues who will engage in personal and professional development for their own and the University's benefit.

## ***How to Apply***

Applicants are asked to send the following documents in a single Word doc or PDF attachment to [CLIC@uwsuper.edu](mailto:CLIC@uwsuper.edu) by 4pm on Monday, June 13, 2022

1. A letter of application explaining your:

- Name, title, position and duties at the University and your years of service
- A brief narrative (2+ paragraphs) providing your reasons for wanting to participate in a mentorship program focused on your professional growth in the context of Higher Education. What does or could “lead from where you are” mean to you, either in your current position or in terms of your larger professional goals or dreams? What potential project would you be interested in undertaking in your current role or unit? Or, what problems exist that you believe applying leadership & mentorship skills could help solve at the university? Your audience for this letter includes the mentors who will lead the cohorts in the program, and their goal is to understand your work context and goals, as well as create cohorts that will allow for productive collaboration and provide multiple points of view in each cohort.
- A statement of confirmation that you are able and willing to dedicate the time, energy, and commitment necessary to the program as stated above for the full year.

2. Your updated & abbreviated CV or resume (2 pages max)

3. A statement (an email suffices) from your Chair or Supervisor stating that they understand the program elements; that they fully endorse your participation in the program; and that they welcome any ideas or potential projects that may result from the program and have bearing on your unit/department.

## ***Criteria for Acceptance***

- Full response to the application content asked for above
- At least 2 years’ service at the University (combined LTE & FTE is allowable)
- A demonstrated interest in developing your career in the context of higher education; this can encompass any/all units, departments, and aspects including but not limited to: academic affairs, support services, administration and business affairs, student affairs, student success initiatives, and athletics.

## ***Reach Out***

Questions? Clarifications? Not sure if this is right for you? Please reach out to Jamie White-Farnham in the CLIC at [jwhitefa@uwsuper.edu](mailto:jwhitefa@uwsuper.edu). We look forward to welcoming those University community members who are excited to take this kind of journey. It will be a new and bold learning experience for participants and mentors alike.