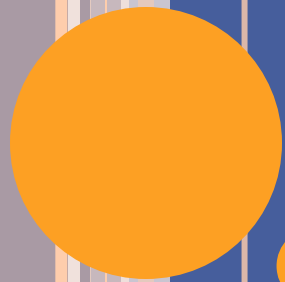




AN EMERGING CAIR MENTORING PROGRAM

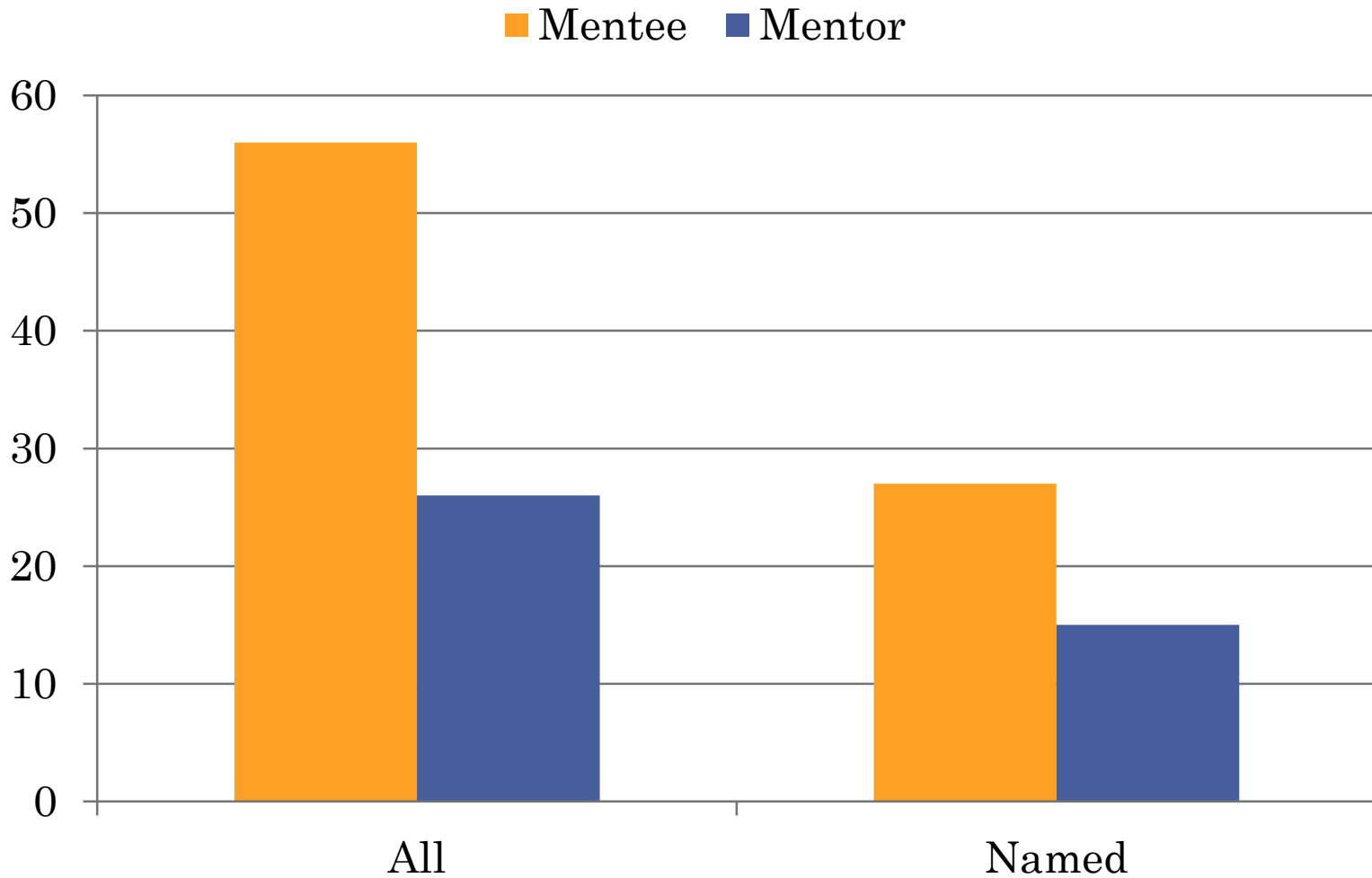
Heather Brown & Jacqueline Honda

**CAIR Conference
November 2014
San Diego**

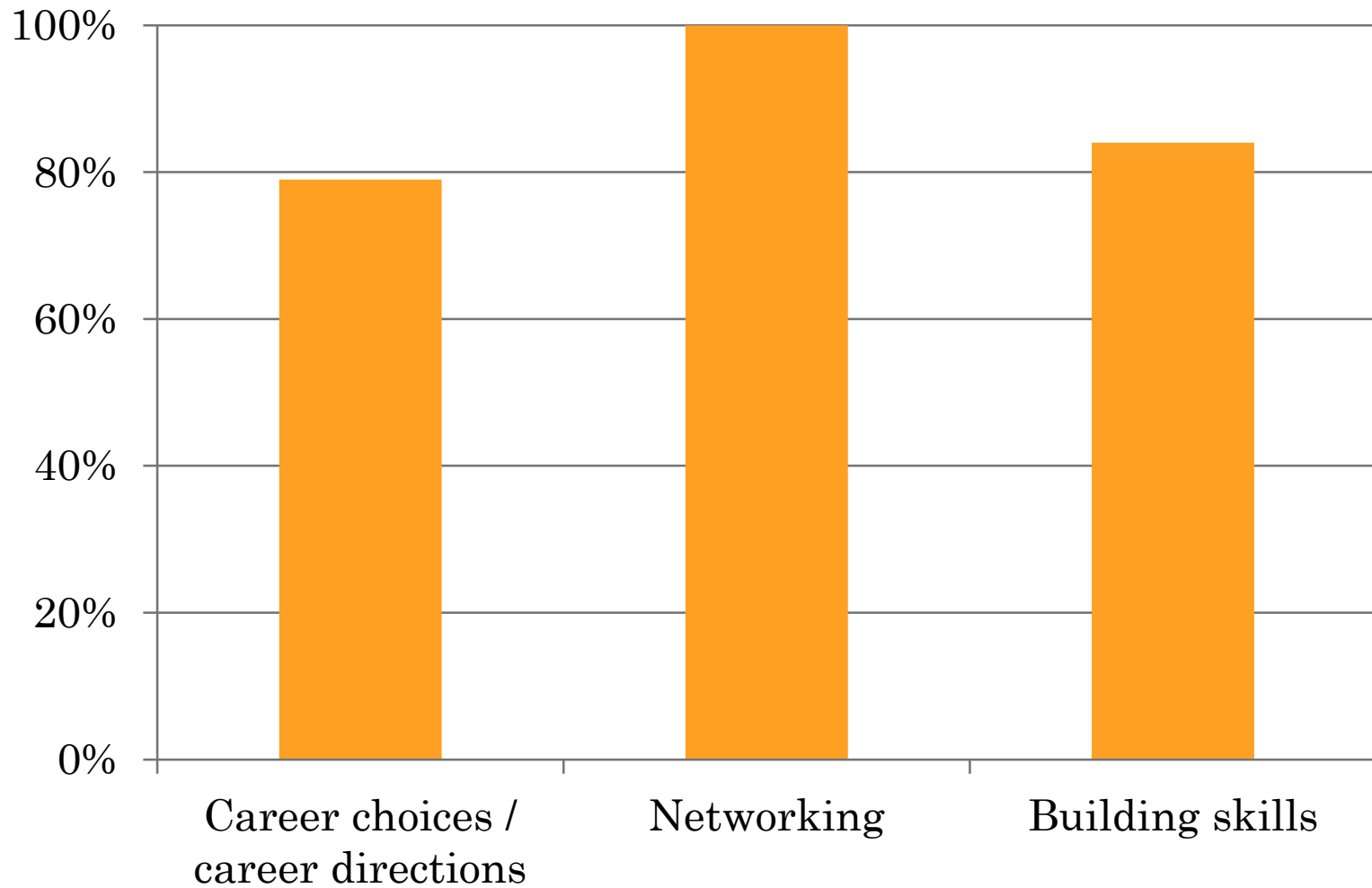


SURVEY SAYS...

INTERESTED IN BEING A MENTOR OR MENTEE?



WHAT ARE **MENTEES** SEEKING?



WHAT DO **MENTEES** WANT?



WHAT DO MENTEES WANT?

- A way to help me build my career. I am not sure how to go about it.
- I'm new to IR with much to learn!
- How to better structure an 'IR Office' of one
- Offer feedback on ideas, models, projects, goals, suggest resources & training paths.
- Opportunity to discuss career development, other professional development opportunities/ pathways, navigating politics ...



HOW MUCH?



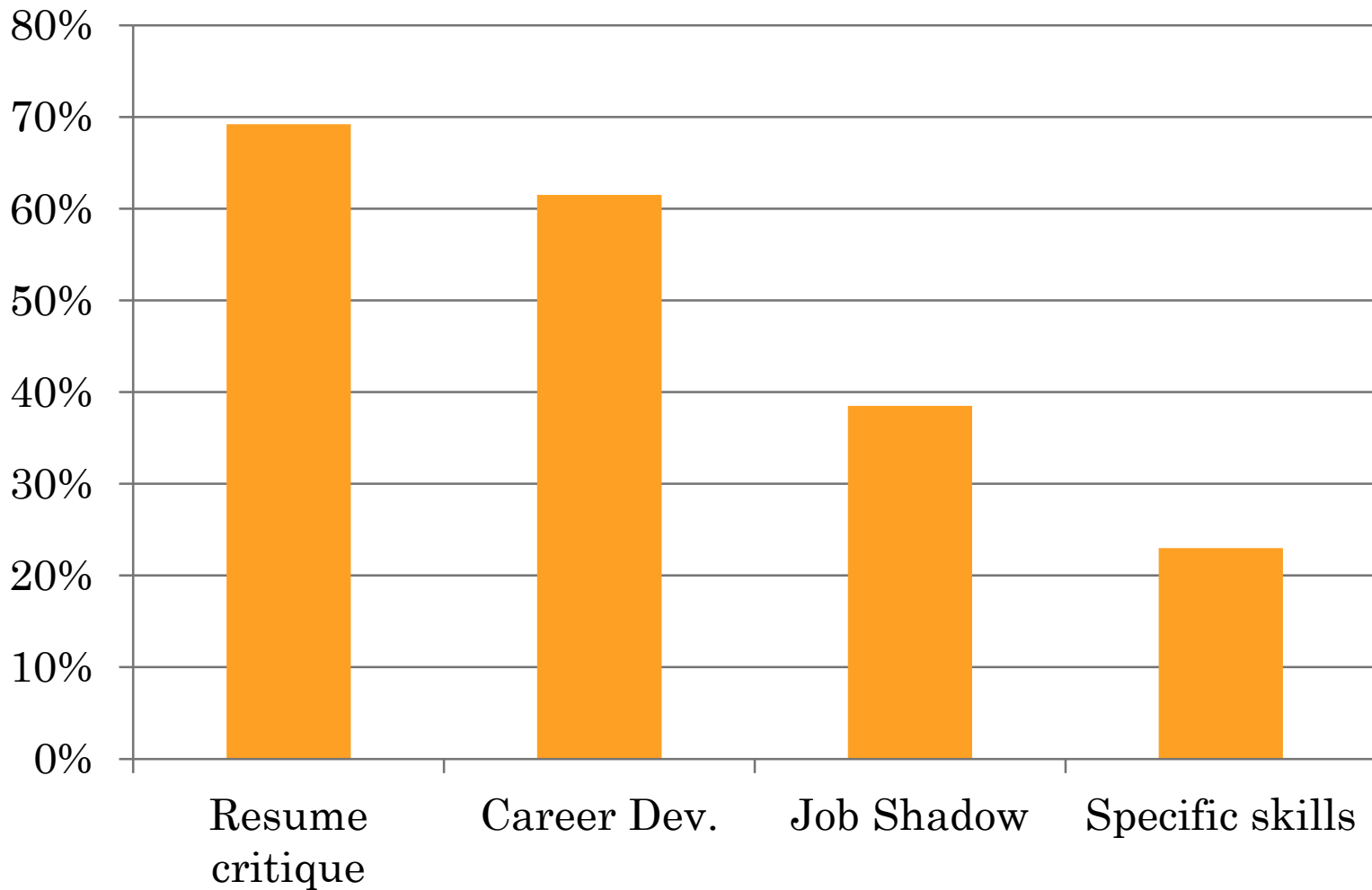
A phone call every couple of months

Semi-regular consultation - perhaps
1-2x a month – w/ availability by
email for special situations

Weekly or bi-weekly
check-ins/meetings



WHAT RESOURCES ARE MENTORS COMFORTABLE PROVIDING?



MENTORS' HOPES AND EXPECTATIONS

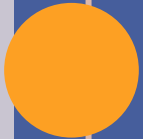
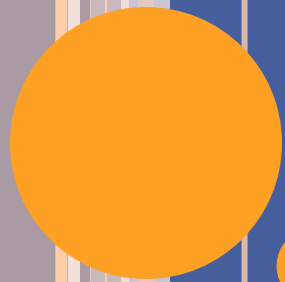
- I hope to be able to contribute to the mentee's career goals by providing resources for jobs, resumes, skill acquisition.
- Mutual learning and respect
- The mentor/mentee must be equally committed to building a professional relationship that is grounded in mutual respect of each other's time and an understanding and acceptance of expectations for both the mentor and mentee.



WHAT CAN CAIR DO TO SUPPORT?

- Match mentees to mentors
- Sponsor mixer events
- Host structured “meet and greets” at CAIR Conference or online boards.





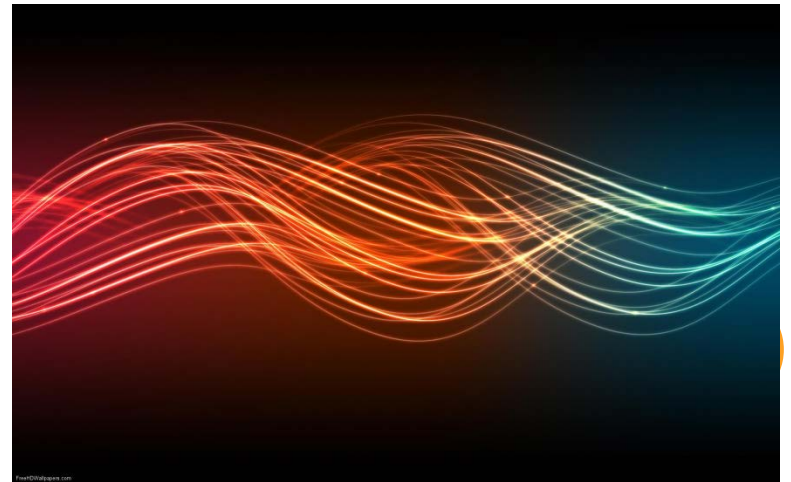
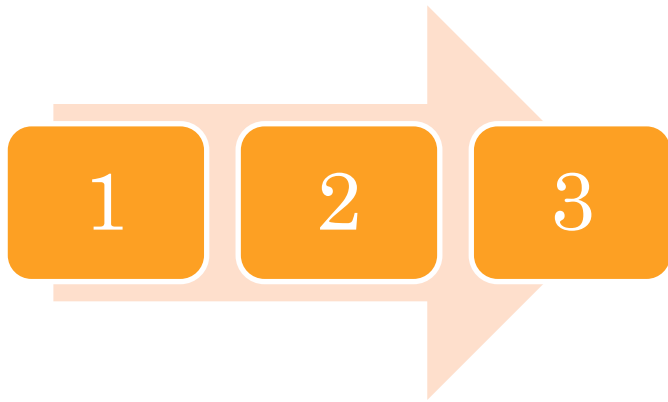
REFLECTING ON THE DATA

- Clear interest among CAIR members for mentoring opportunities
- Mentees & mentors across all segments
- Mentors interested in being sought out



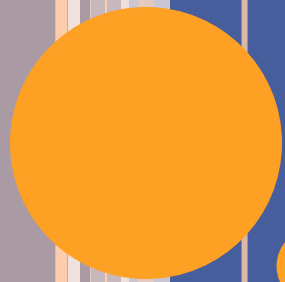
PROGRAM VS. OPPORTUNITIES

- Varying sense of an “ideal” level of structure



- Initial focus this year is primarily to support researchers who are relatively new to the field
- Future years may expand to mid-career professionals





YOUR MENTORS...

CATHY ALEXANDER STANTON

Institutional Research
Officer
California Lutheran
University

- 21 yrs at California Lutheran, 10 as a 1-person IR office
- Leadership on matters related to Educational Effectiveness and IR; providing data required by federal agencies including the NCES and NCAA; accreditation including WASC and CAEP.
- *Student Achievement Report*, comprehensive view of retention and graduation

SAM BALLARD

Research and
Planning Analyst
San Diego Community
College District

- 7 years of experience in Institutional Research
- Topics for Mentoring: Program review data and Cohort Tracking
- Regularly attend either AIR, CAIR, or the RP Conference
- Hobbies: Photography and Gardening

HEATHER BROWN, PH.D.

Assistant Vice
President,
Institutional
Planning and
Research

Mount St. Mary's
College

Los Angeles

- Nearly 20 yrs in Institutional Research
- Private colleges to large CCs
- Accreditation at colleges & on teams for WASC and ACCJC
- Board member w/ CAIR and RP Group
- Interested in sharing experience in new or 1-person offices, setting priorities, partnerships w/other areas (IT, faculty)
- Attending AIR

Personal:

Lived overseas until attending college in US.
Enjoy any excuse to dust off my passport.

CATHY HASSON, ED.D.

- Approx. 17 yrs in IR and planning
- Areas of expertise include:
 - Installing and expanding an IR office
 - Strategic and master planning
 - Developing a research and planning infrastructure
 - Moving an institution from evidence to action
 - Community college databases, indicators
 - Developing balanced measurement systems (e.g., scorecards, dashboards, and benchmarking)
- Personal interests:
 - Argentine tango dancing
 - Playing and listening to music
 - Yoga and kayaking
 - World travelling

Director of
Institutional
Research and
Planning

San Diego
Community
College District

TAMELA HAWLEY, PH.D.

Interim Vice
Chancellor of
Institutional
Effectiveness and
Student Success

San
Jose/Evergreen
Community
College District

[Tamela.Hawley@
sjeccd.edu](mailto:Tamela.Hawley@sjeccd.edu)

- Returned to community colleges after 3yrs as Director of Research at Baltimore County Public Schools in Maryland
- Previously Dean of Planning and IR at Prince George's Community College; Associate Dean at Trinity College in Washington, DC and an Assistant Professor at U of Maryland.
- Experience in quality improvement and effectiveness, an evaluator for the Middle States Commission on Higher Education, and Baldrige Criteria for Excellence

JACQUELINE HONDA, ED.D.

Director,
Institutional
Effectiveness

Accreditation
Liaison Officer

University of
Hawai'i - West
O'ahu

jn7@hawaii.edu

- 16+ years experience in Institutional Research in all three sectors of public higher education in California: UC, CSU and the CCCs.
- Mentored 20+ IR professionals and teach in the online IR Graduate Certificate Program through Humboldt State Univ.
- Primary areas of expertise:
 - Start up IR offices, career counseling, accreditation, connecting data to planning and decision-making, assessment and context of higher ed.

PAULA KRIST, PH.D.

Director,
Institutional
Research & Planning
University of
San Diego

- 10+ Director of IR at 2 and 4 person offices at private institutions
- 8 years as Director of Assessment (4 years at a large public institution, 4 years at a mid-sized private)
- Areas of Expertise:
 - assessment, institutional accreditation and program accreditation, survey research, use of data for decision-making, interpretation of results for different audiences, presenting, reporting

JESSICA LUEDKE, M.A.

Research and
Planning Analyst

San Diego
Community College
District

- 6 yrs at SDCCD as a District and Continuing Ed researcher.
- Worked w/ the RP Group on the Bridging Research Information and Culture (BRIC) Initiative – authored an inquiry guide addressing common problem areas for translating data to action
- Served on ACCJC team to provide technical assistance on research in continuing education, including: program review, SLO's, and IR infrastructure.
- Coordinates San Diego regional RP meetings
- Happy to mentor a researcher working within an emerging or restructuring IR office or program review committee, or a researcher working with noncredit data

WILLIAM D. MURRY, PH.D.



Director for
Institutional
Surveys

University of
San Francisco

- 12 yrs experience in assessment. Currently leads all institutional survey, measurement, and reporting of the student experience; collaborates on program review and assessment.
- Wabash Teagle Scholar with the Wabash College Center for Inquiry, a group of applied social scientists who focus on developing an understanding of a campus' culture, values, politics, governance structures, and history to identify ways for using evidence to improve student learning.
- WASC Assessment Leadership Academy and AAC&U's LEAP VALUE rubrics initiative (Liberal Learning and America's Promise) for championing the importance of student learning in essential areas for success in college, the workplace, and as global citizens.
- Areas of Expertise:
 - Assessment
 - Program Reviews
 - Strategic Planning
 - Statistics
 - Quant. & Qualitative Analysis
 - Organizational Behavior
 - Human Resource Management
 - Org. Leadership Development
 - Psychometrics
 - Survey Development
 - Data Analytics

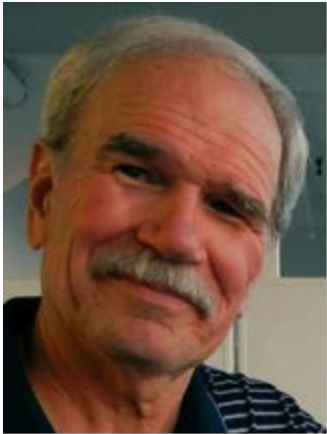
TERRENCE WILLETT



Director of
Planning,
Research, and
Knowledge Systems
at Cabrillo
Community College

- Also a consulting researcher w/the RP Group.
- Previously, Director of Research for Cal-PASS and HI-PASS (statewide inter-segmental data systems for CA and HI), Director of Research for Gavilan Community College where he also taught Field Ecology.
- Areas of interest include:
 - SQL programming in relational databases
 - Predictive modeling using traditional statistics and machine learning/data mining techniques
 - Geographic information systems (GIS) analyses
 - Evaluation of programs and initiatives
 - Strategic planning
 - Program review

ROBERT DALY



Assistant Vice
Chancellor
(Retired)

- 40 yrs in IR. Presented with the CAIR Best Presentation Award at the 2013 conference for his presentation "Six Stages of Growth for the IR Professional".
- Member of the Board of Directors for CAIR. Previously served as CAIR's first President in 1987-88.
- Held IR positions at Santa Ana College, UC Irvine, and UC Riverside.
- Willing to coach or teach:
Presentation/communication skills
- *Maybe* at AIR in Denver.

IR professionals can have tremendous influence on the decision making and the planning processes at their colleges/universities. But, too many are stuck being a “data reporter” and don’t have a roadmap to move beyond that stage. I hope to help IR professionals understand their potential influence and how to make career decisions that will result in making a significant impact for their campus.

- Robert Daly



OTHER PROSPECTIVE MENTORS?



HOW TO CATCH A MENTOR

- Use the conference to meet prospective mentors and gauge fit.
- Discuss vision and hopes for mentoring
- Set a date to reconnect!



GOOD LUCK!

Stay in touch:

hbrown@msmc.la.edu

jn7@hawaii.edu





HOW TO CATCH A MENTOR...

You might find this material helpful as you seek out one or more prospective mentors. The first portion outlines some topics and questions that might serve as good conversation-starters. Once you've found someone who will serve as your mentor, consider using the second portion to solidify a common vision of the mentor-mentee relationship. Happy hunting!

1. Questions and Topics to Explore with a Prospective Mentor

Be prepared to articulate in a few brief sentences what you are hoping to gain from a mentor.

How did you become interested in the field? How did s/he start out?

What are your short and longer-term career aspirations?

What else would your prospective mentor like to know about you, in order to help him/her gauge how best to help you?

How frequently would you like to connect with your mentor?

How would you like to connect with your mentor? Email, phone, or in person? Some combination?

2. Initial Tasks with a Mentor

Collaboratively consider, discuss, and perhaps even put in writing, your mutual understanding of what the mentor/mentee relationship will entail. The purpose of this exercise is for the two of you to arrive at a shared vision of the mentor/mentee experience. This *Agreement* may include a set of activities that you will complete over the coming months. Potential activities might include a review and critique of your resume, job-shadowing opportunities, recommended readings, referrals to other resources, etc.

Set a date for your next meeting!

Sam Ballard
Research & Planning Analyst
San Diego Community College District

Heather Brown, Ph.D.
Assistant Vice President
Institutional Planning and Research
Mount St. Mary's College

Robert (Bob) Daly
Assistant Vice Chancellor (Retired)
UC Riverside

Cathy Hasson, Ed.D.
Director of Institutional Research and Planning
San Diego Community College District

Jacqueline Honda, Ed.D.
Director of Institutional Effectiveness and
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University of Hawai'i - West

Paula Krist, Ph.D.
Director, Institutional Research & Planning
University of San Diego

Jessica Luedke, M.A.
Research & Planning Analyst
San Diego Community College District

William Murry, Ph.D.
Director of Institutional Surveys
University of San Francisco

Terrence Willett
Director of Planning, Research &
Knowledge Systems
Cabrillo Community College

Cathy Alexander Stanton
Institutional Research Officer
California Lutheran University