PROCLAMATION

WHEREAS, mentoring is a powerful personal and career development tool that can enable participants to achieve or exceed their life’s goals and aspirations; and

WHEREAS, mentoring allows for teaching by way of one’s knowledge and live experiences and provides exposure and visibility within an organization; and

WHEREAS, effective mentoring practices play a leading role in galvanizing future successes of individuals; and

WHEREAS, Wilmington, North Carolina, is the destination location for the International Mentoring Association’s annual conference on April 26, 2017.

NOW, THEREFORE, I, Bill Saffo, on behalf of the Wilmington City Council, do hereby proclaim April 26, 2017 as

Mentoring Awareness Day

Bill Saffo, Mayor
Welcome to the Carolina coast and the beautiful city of Wilmington! We trust your time here will be more than just a walk on the beach.

Dr. Nora Dominguez, President - IMA
Dr. Laura Lunsford, Director - UNCW Swain Center

Shuttle schedule is available at the hotel registration desks, the conference registration desk, and the IMA website.

Conference registration is located in Fisher Student Center on the ground floor (across from the UNCW Bookstore).

Registration will be open:
Wednesday: 8:00 am - 4:00 pm
Thursday: 8:00 am - 3:00 pm
Friday: 8:30 am - 10:00 am

Thank you to our sponsors
What is the IMA?

Since 1987, the International Mentoring Association (IMA) has been the premier source for best practice solutions and support of mentoring and coaching professionals and their programs.

The IMA advances individual and organizational development by promoting the use of mentoring best practices in every organizational setting. Our diverse and dynamic world-wide organization unites a broad cross-section of people who are interested in the theory and practice of effective mentoring. Members bring unique experiences and a fresh perspective from their various fields of mentoring. Working together, we share a common commitment to increasing:

- the impact of mentoring
- the performance of mentoring participants
- the effectiveness of the organizations those participants serve

MEMBERSHIP
The IMA provides various levels of membership, from student and individual, to corporate and organizational. Not only does membership provide discount rates on international conferences, it also provides access to all content and articles on the IMA website and a network of practitioners, researchers, and policymakers in the field of mentoring. Additionally, members can participate in IMA committees and receive the services described below.

MENTORING PROGRAM ACCREDITATION
The IMA provides accreditation services to recognize programs that meet our rigorous mentoring program standards. Accreditation provides program leadership with an external review of their program design and implementation, rewards program management and participants for their commitment to personal and professional growth, and improves the credentials of program participants. The IMA also offers specific advantages to accredited programs, including international recognition and the use of IMA accreditation logos.

CONNECT
This bi-monthly online magazine features best practices, policy evaluation, research, book reviews, and assessment of tools and resources to further the knowledge and practice of mentoring. Connect editors welcome submissions on a rolling basis and we are always looking for member peer-reviewers to help facilitate the editing process.

MENTORING CONSULTANT CERTIFICATION
The IMA certification process identifies, rewards, and promotes consultants with the knowledge, abilities, and practices necessary to help mentoring programs meet the rigorous IMA program standards. Program leaders can rely on the IMA certification process as the first state of consultant selection for their programs, and certified consultants can promote this external affirmation of the consultant’s high quality.

For more information on any of these services, please stop by the conference registration desk.
Executive Board of Directors

Dr. Nora Dominguez
PRESIDENT
presidential term: 2014 - 2018
board term: 2010 - 2018
ndominguez@mentoringassociation.org

Nora Dominguez is director of the Mentoring Institute, a consultant, and part-time faculty member at the University of New Mexico (UNM). She has more than 20 years of experience with workforce training and mentoring programs. Dr. Dominguez earned her M.B.A. from Autonomous Technological Institute of Mexico and her Ph.D. in Organizational Learning and Instructional Technologies from UNM.

Dr. Nancy Phenis-Bourke
PRESIDENT ELECT
president-elect term: 2014 - 2018
board term: 2008 - 2018
nphenis-bourke@mentoringassociation.org

Dr. Bourke's expertise is in Organizational Leadership and Coaching/Mentoring. She is an International Education Consultant, Certified National Principal Mentor, and an online coach. Dr. Bourke authors curriculum for national programs. She is the Senior Coach Facilitator with the National Principal Mentor Certification Program and a lead facilitator with The Wallace Foundation’s Principal Pipeline Project. Dr. Bourke is the President-elect of the International Mentoring Association.

Ms. Carol Riley
SECRETARY TREASURER
secretary-treasurer term: 2014 - 2018
board term: 2013 - 2018
criley@mentoringassociation.org

Carol Riley was a principal for 14 years in rural and suburban school districts in Ohio. She was an Administrative Director of Curriculum and Instruction and an Elementary Supervisor in Ohio. An experienced teacher she taught for 12 years in Guam, Texas, and Ohio and is a past president of the Ohio Association of Elementary School Principals. She has been an adjunct professor and has reviewed for the Merrill Reading Text Skill series. Carol worked with the Maryland Association of Elementary School Principals to begin a non-profit foundation called the Foundation for the Advancement of Maryland Education.

Board of Directors

Dr. Brenda Marina
CHAIR OF PUBLICATIONS
board term: 2013 - 2017
bmarina@mentoringassociation.org

Brenda L. H. Marina, Ph.D., has served as an associate dean for academic affairs at Baltimore City Community College, associate professor for higher education administration/leadership at Georgia Southern University, and assistant dean for first-year students at the University of Akron. She chairs the publications committee for the International Mentoring Association (IMA) and is a peer reviewer for several journals. Her recent books are Beyond Retention: Cultivating Spaces of Equity, Justice, and Fairness for Women of Color in U.S. Higher Education and Mentoring Away the Glass Ceiling in Academia: A Cultured Critique. Her scholarship explores women in leadership, mentoring for leadership, and global education issues from a womanist perspective.
Dr. Linda Searby, Ph.D., is a mentoring researcher and Associate Professor at Auburn University, Auburn, Alabama, USA. She teaches courses in Personal and Professional Development, Action Research, and Supervision of Personnel, and Mentoring in the Educational Leadership Master's, Ed.S., and Ph.D. programs. She is the Senior Co-Editor of the International Journal of Mentoring and Coaching in Education, and is a reviewer for several journals in educational leadership. She co-authored the book Best Practices in Mentoring for Teacher and Leader Development in 2016, and has over 20 journal publications on development of a mentoring mindset in protégés, and on assistant principals and their mentoring needs as instructional leaders.

Ms. Ridwanah Gurjee is a Senior Lecturer at the University of Central Lancashire (UCLan). Since 2001, she has coordinated the volunteering programme at the university and helped to develop the Community Leadership program at Foundation, BA and Master’s levels. She has developed numerous mentoring projects; most recently with UCLan students and young people from the Agadir Orphanage Centre in Morocco. She is a Fellow of the Higher Education Academy. Her research in mentoring aligns with her values to make a difference in the lives of others.

Ms. Julie Gonzales is the assistant director of education enrichment programs at Elmhurst College. She mentors students and is an expert in mentor program design. Over the last ten years she has directed the college’s mentoring program, which was the first to receive accreditation by the IMA. She earned her BS in Management and MA in Industrial Organizational Psychology from Elmhurst College.
Keynote Speakers

Judy Girard · Food Network & HGTV
Are you Building a Resume or a Legacy?
Wednesday, April 26 · 12:45 - 1:45 pm

Judy Girard is a long-time television executive, having worked extensively overseeing programming, production, and operations at both TV stations and Cable networks. Upon her retirement in 2008, the National Academy of Arts & Sciences bestowed a Lifetime Achievement Emmy to Ms. Girard. Her career began in 1968 as a management trainee for Walter Annenberg’s Triangle Broadcasting. She served as a production assistant to Dick Clark before becoming a producer-director of Newscasts and Specials. Ms. Girard is the co-founder of the Girls Leadership Academy of Wilmington (GLOW), the first single gender, non-profit charter school in North Carolina. The school educates young women from largely economically challenged families and rigorously prepares them for college, leadership, and success.

Dawn Chandler · McCol School of Business
Navigating Mentoring: Formal Programs & Networks
Thursday, April 27 · 11:30 am - 12:15 pm

Dr. Dawn Chandler is a recognized authority on organizational development, organizational behavior, mentoring and coaching. Her knowledge of and experience with talent management and strategic human resource management enables her clients to make effective human resources decisions and create innovative programs. She has over 20 years of experience in consulting, doctoral and master’s studies, and corporate experience in the recruiting (finance and accounting) and finance industries. Dr. Chandler is savvy with translating research into practical solutions for real-time business issues and challenges. She has appeared on CNN’s HLN multiple times and written or been interviewed for articles featured in The Wall Street Journal, The New York Times, Forbes.com and the Los Angeles Times.

Richard Walsh · Center for Creative Leadership
Mentoring High Potential Leaders
Friday, April 28 · 9:00 - 9:45 am

Richard Walsh brings over 20 years of industry experience providing advanced expertise in leadership, transformation, mentoring and coaching. Rich served as an executive at AT&T, IBM, GE and Bull of France, as well as an associate dean of a business school in executive education. Rich currently serves as senior faculty at the Center for Creative Leadership (CCL), where he works with global clients in designing and delivering such topics as change, executive presence, communications, global leadership, spanning boundaries, talent management, strategic thinking, and innovation, as well as mentoring talent.
**Conference Schedule**

**Wednesday, April 26**

**8:30 - 11:30 am · Pre-Conference Sessions**

- **Randy Kohlenberg** · Topsail Island Room
  *Models for Mentoring Advanced Career Professionals*

- **Allison McWilliams** · Sunset Beach Room
  *Building a Culture of Mentorship: Mentoring and Coaching Skills for Effective Leadership*

- **Carol Pelletier Radford** · Wrightsville Beach Room
  *Leadership in Action: Creating Mindful Mentoring Programs*

- **Marsha L. Carr** · Azalea Coast Room
  *Applying Self-Mentoring with Coaching and Mentoring: Tools for ALL Leaders in ANY Setting*

**12:00 - 12:45 pm · Lunch (Clocktower Lounge)**

**12:45 - 1:45 pm · Welcome & Keynote Speaker (Lumina Theatre)**

- **Judy Girard** · Food Network & HGTV
  *Are you Building a Resume or a Legacy?*

**2:00 - 2:45 pm · Concurrent Sessions**

**EDWARDS, J. & FRIEDMAN, A.** · Topsail Island Room

*Oregon State University*

*Designing and Implementing a Student-Alumni Mentoring Program*

Western Oregon University (WOU) and Oregon State University (OSU) collaborated to implement student / alumni mentoring programs to help underrepresented students develop networks and become more career ready. This presentation will share the successes and challenges in designing an in-person and online mentoring program. Participants will learn strategies for creating and implementing mentoring programs, ways to recruit and maintain alumni mentors and student retention within the programs, assessment designs for evaluation, and about online platforms for mentor/mentee databases and online mentoring.

**BEAM, L.** · Sunset Beach Room

*Wake Forest University*

*New Mentoring Models for Adapting to Gen Y Needs*

The changing landscape of higher education along with unique needs and demands of Generation Y students and their parents means new mentoring models are needed for students and young alumni. These models involve skill development, storytelling, mentoring groups, and training certificate programs to engage Generation Y in intentional learning moments and relationships. We will share how we are adapting to generational and organizational needs at Wake Forest through unique strategies and practices.
ENGLER, A. · Wrightsville Beach Room
Indiana University Purdue; University of Indianapolis
Using Survey Data and Technology to Support Holistic Peer Mentoring

We will share our work to prepare peer mentors for meaningful interactions utilizing a holistic mentoring approach to meet the diverse needs of our students. Given the limited amount of information about the students they serve and the duration of time for meaningful mentoring interactions to occur, this session will share how a comprehensive student intake survey and the use of technology helps navigate a successful mentoring relationship.

BOWLES, T. · Azalea Coast Room
NC State University
An Ecological Approach to STEM “Research” Mentoring

This session will explore how to evaluate informal (peer mentoring; group mentoring; and e-mentoring) and formal (traditional one-on-one dyad) STEM “Research” mentoring through an ecological lens which includes the interpersonal, organizational, and policy contexts.

3:00 - 3:45 pm · Concurrent Sessions

KUTSYURUBA, B. & WALKER, K. · Topsail Island Room
Queen’s University
Retention of Early Career Teachers: Results of the Pan-Canadian Study of Teacher Induction and Mentorship Programs

There is limited empirical evidence directly linking the role of the principal with the retention of teachers. This presentation details the mixed-methods research methodology used to examine mandates, duties, and responsibilities of school principals and/or assistant principals and the perceived influences of school administrators' engagement in four (2 state-wide and 2 district-wide) induction programs in the US that are coordinated by the New Teacher Center.

LUCAS, L. & WIEST, J. · Sunset Beach Room
West Chester University of Pennsylvania
Expanding and Enhancing a Mentoring Culture

Our Faculty Mentoring Program has aimed to transform the campus culture to place mentoring as a central value. Mentoring is one way that faculty members can acquire the skills needed for a successful academic career. Importantly, mentoring humanizes the workplace by building relationships. Self-renewing organizations take risks and set goals. We will share how we reassess and reinvigorate our faculty-mentoring program at its 10-year mark so that mentoring continues to be an integral part of our culture.

JANOWSKY, V. & APPEL, M. · Wrightsville Beach Room
Greater Wilmington Business Journal
Wilma Mentoring Initiative

This session takes a look at the impact mentoring programs can have in women’s leadership development efforts. In 2015, WILMA, a women’s magazine in Wilmington, N.C., launched its Women to Watch Leadership Initiative, with a goal to help develop more women leaders in Wilmington-area businesses, nonprofits, government bodies and boards of directors. The initiative formed a mentorship program as one of several ways to get at that goal. This is a discussion to share how we structured the program, early successes and lessons learned.

MARINA, B. · Azalea Coast Room
International Mentoring Association
Getting Published & Presentations Accepted

This session highlights publication and presentation opportunities through the International Mentoring Association (IMA). Participants will learn how to tailor their ideas to submit for publication and dissemination from an expert who edits the IMA publications.
ESCARSEGA, E. · Topsail Island Room
UNC Wilmington
RIBN: A Cohesive Advising Model Between the Community College and University

Wilmington Regionally Increasing Baccalaureate Nurses (RIBN) is a streamlined, cost-effective, four year nursing education track. The program has students dually enrolled at UNCW and a partnering community college. RIBN’s advising model created a student success advocate who was trained to be an expert in all aspects of the program, remain the student’s advisor throughout the entire program, and advocate for the student’s success.

GROOMS, L. · Sunset Beach Room
Regent University
Navigating the Change of Multi-Generational Communication Styles and its Implications for Mentoring Practice in Higher Education

Changing not only the landscape of higher education, technology is transforming our mentoring practices as we seek to meet the needs and facilitate the growth of those within our classrooms. A survey of 140+ multi-generational graduate students revealed mentoring communication preferences powerfully influenced by the ubiquity of technology.

LOVELACE, J. · Wrightsville Beach Room
Auburn University
The Move Toward Mentoring: Exploring Best Practices

This Roundtable Session will engage participants in a discussion on mentoring in higher education settings. The agenda will start with introductions and a brief statement of moderator background and qualifications. Then the session will open to questions from participants to guide our discussion around mentoring best practices from advising, peer mentoring, professional development, etc. We will also categorize the pros/cons from best practices discussed. The session will conclude with a brainstorm of actionable items with existing programs or for implementation of new programs and an exchange of information for networking and collaboration.

PHENIS-BOURKE, N. & RILEY, C. · Azalea Coast Room
International Mentoring Association
Program Accreditation and Consultant Certification

The IMA offers a unique opportunity for your organization or consultancy to receive recognition for the quality of your program or services. If you are interested in learning how you or your program can earn the valued accreditation from the IMA, you will want to attend this session. A representative from Elmhurst College’s mentoring program, an IMA Accredited program, will share the process they went through to receive this designation.

WIEST, J. & LUCAS, L.
West Chester University of Pennsylvania
Why Everyone Should Try “Mismatch Mentoring” at Midcareer

“Mismatch mentoring” is a new model for mid-career mentoring that encourages dissimilarity in mentor-mentee pairs. After a quick explanation of the “mismatch mentoring” concept, the fast paced, visual presentation will offer 10 examples illustrating the advantages of dissimilar pairings.
FOSMIRE, A. & KALEL, C.
University of Arizona
Engaging Undergraduates in Peer Mentoring from both sides of the Relationship

This poster highlights best practices derived from a mentoring class for senior students and new development of a companion course geared specifically for supporting the mentee. Best practices shared are 1) key course concepts beneficial to being a mentor and mentee 2) developmental assignments, including establishing personal mentoring philosophies.

HERCULA, L.
Coastal Carolina Community College/UNCW
Inspiring Mentors

Does your mentoring program have a lead mentor (a mentor to mentors)? This poster explores the enlightening experiences of a community college faculty mentor who recently transitioned into the role of lead faculty mentor. Learn about the insights acquired by the lead mentor through her quest to discover how to best support and inspire mentors.

Thursday, April 27

8:00 - 9:00 am · Meetings

IMA Business Meeting · Azalea Coast Room - A
Nora Dominguez, President IMA

IMA Newcomer’s Meeting · Wrightsville Beach Room
Carol Riley, President-Elect IMA

9:15 - 10:00 am · Concurrent Sessions

BRITTON, K. · Topsail Island Room
Auburn University
An Examination of Mentoring Mindsets of Faculty and Graduate Students: An Exploratory Study of a Mentoring Framework

This presentation presents study results about a mentoring mindset in protégés from the mentor and protégé perspective. Five indicators are used to assess the mentoring mindset framework. The framework foundations include: initiative, learning orientation, goal orientation, relational, and reflection. I will share information about what constitutes a mentoring mindset in graduate students from the viewpoints of both mentor and protégé.

KRAMER CLARK, L. · Sunset Beach Room
MU Healthcare's Missouri Orthopaedic Institute
Your Corporate Shoe Should Fit the Protege Foot

This presentation will share the purpose, missions, and designs of The Student Programs, a unique mentoring program within the University of Missouri's Orthopaedic Surgery Department. Student Programs members approximately 45-50 high school, college, and graduate students who are part of the Orthopaedic Surgery workforce. The session will explore why the integrity and the value of the program is so important from both the employer perspective AND the student perspective.
TELITSYNA, A. · Wrightsville Beach Room
Big Brothers Big Sisters of Russia
One-to-One Mentoring for Disadvantaged Children in Putin’s Russia

I will present data from a survey study of orphans and children (age 11-17) left without parental care. Long-term, one-to-one mentoring was supported and supervised by professional psychologists. The National Russian Campaign (Putin’s government) had increased the number of orphans placed in substitute families and many at-risk teenagers are at the orphanages. I will present how mentoring increases self-esteem, self-confidence, and the emergence of motivation to learn.

OSA, J. · Azalea Coast Room - A
Virginia State University
Promoting a Culture of Mentoring in an Emirati Graduate Program: Enhancing a Successful Graduate School Experience for Starting Strong

Religion and culture are significant influences in the Arab world. This presentation will focus on the successful mentoring program that was designed and implemented for an Emirati graduate program. Attendees will learn key lessons for their use with diverse populations.

REYNOLDS, T., LEA, R. & MCDavid, S. · Azalea Coast Room - B
St. Andrews University
Hoist the Sails and Anchors Aweigh to a Mentoring Culture

St. Andrews University established a systemic process to create a mentoring culture from admissions through graduation. The framework was designed from a self-study focused on historical mentoring perspectives and practices, the liberal arts approach to academics, desire to decrease student attrition and help students explore, and to prepare for and realize personal vocation. We will share how four overarching questions and data on student enrollment and attrition guided participant involvement. Initial results show an increase in student retention and scholarship as we purposefully focus on achieving a university-wide mentoring culture.

10:15 - 11:00 am · Concurrent Sessions

PITTENGER, L · Topsail Island Room
Embry-Riddle Aeronautical University
Wheels Up: Flying High on Faculty Engagement

This session highlights Embry-Riddle Aeronautical University’s mentoring program, which is based on Intentional Change Theory. The University encourages a mentoring culture. Faculty members select volunteer, peer-trained mentors who support them to examine their “ideal self” versus “real self” and create a learning agenda that addresses the gap. Embedding mentoring in one’s culture epitomizes the most sustainable, successful programs.

TRUEBLOOD, D. · Sunset Beach Room
Illinois Park and Recreation Association
Mentoring – An Engagement Tool for Membership Organizations

Offering your professional association members a mentoring program can pave the way to feed their passions while empowering the community to share experiences across generations. When you enable mentorship within your membership, you set the tone for a new generation of educated, informed, constituents who are more likely to remain engaged with you in the future, increasing membership retention and engagement. Review what is needed to design and structure a sustainable mentorship program and how to avoid common mistakes. Explore how to train both the mentor and the mentee, how to fund the program, and learn communication strategies to spread the word about the program. Learn from this award winning mentoring program where 100% of participants would recommend this program to their friends.
This session will explore the corporate mentoring strategy of the World Bank Group (WBG). The WBG aligns its mentoring programs with the business priorities of a complex, global and highly diverse organization in the field of International Development. Employing mentoring as a strategic tool to address staff and talent development needs, the WBG Mentoring Programs team works to integrate mentoring with broader staff development initiatives. Presenting the WBG's multi-layered approach to mentoring, the WBG Mentoring Programs team leader will offer insight into the successes and challenges of developing, implementing and evaluating a mentoring strategy.

How do you mentor a group of “narcissistic, entitled” young people whose primary form of communication is a text? You develop their considerable strengths! In this presentation, we will look at the unique qualities of the millennial generation, analyze their goals and discuss the best ways to develop their leadership potential in school, work, and life!

This session will explore the value of developing and using digital mentoring stories to translate evidence-based research to policy and action. The presenter will identify the challenges and opportunities in designing digital stories as a means of diffusing and disseminating knowledge.

11:00 - 11:30 am · Networking Break (Burney Center)

11:30 am - 12:15 pm · Plenary Session (Burney Center - Ballroom C)

Dawn Chandler · Assoc. Professor of Management, McColl School of Business

Navigating Mentoring: Formal Programs & Networks

12:30 - 1:30 pm · Lunch (Burney Center - Ballroom C)

Register for This Evening’s Networking Dinners

1:30 - 2:15 pm · Concurrent Sessions

OSA, O. · Topsail Island Room

Virginia State University

Purposeful Mentoring-Partnership between College English Faculty and High School English Teachers

This session deals with practical, positive collaboration and partnership through purposeful mentoring that addresses print and non-print media, good presentation of ideas, intelligent use of sources in writing and in technology. With official partnership between college and high school English teachers, university English faculty members can have direct experience of English teaching in high school classrooms through physical presence and even through co-teaching with the high school English teachers. Purposeful collaboration of this nature is invaluable in preparing good writers for college and beyond.
WITMER, M., LIPSKY, S., SANCHEZ, C. & DIMMICK, S. · Sunset Beach Room
Millersville University
The Ebb and Flow of Creating a Mentoring Program to Serve Underrepresented Students in the Field of Education

In this engaging workshop, participants will discuss specific needs and characteristics of ethnically diverse students and explore how mentoring can positively affect the recruitment and retention of these students in college. The presentation will outline a specific program designed to recruit and retain students of color in education programs. The presenters will facilitate a discussion and participants will engage with college mentors on a panel. In small groups participants will generate ideas for a mentoring curriculum focused on this target audience.

BANERJEE-BATIST, R. · Azalea Coast Room - A
Santa Fe College
Mentorship in Indian Women’s Leadership and Career Development

Aspiring for leadership positions is contrary to Indian women’s lifelong socialization and is a key barrier to women’s career advancement. Mentorship has been recommended as a primary organizational facilitator to overcome these barriers, making it essential for organizations to implement mentoring programs.

SHUGOLL, B. · Azalea Coast Room - B
Wake Forest University - Pro Humanitate Institute
Mentoring & Civic Identity: The Importance of Intentional Relationships to Retain and Develop Student Leadership

Organizational turnover is a critical challenge facing student organizations on college campuses. This session will share resources and best practices for a short term mentoring model that contributes to leadership development and organizational sustainability for a student lead non-profit.

2:30 - 3:15 pm · Concurrent Sessions

KING, P. · Topsail Island Room
New York City College of Technology
Student Mentoring in the Emerging Scholars Program

Mentoring in small groups has been shown to be an effective method. This presentation shares a series of mentoring experiences in CityTech’s Emerging Scholars research program, which is a part of the college’s overall mentoring program. Emerging Scholars provides an opportunity for small groups of students to work closely with faculty mentors on their research. The presentation will highlight the program structure and student outcomes to provide guidelines for creating a program of your own.

WITMER, M., BUTTERFIELD, J., KONKLE, J. & HENDRICKS, J. · Sunset Beach Room
Millersville University
Navigating the Waves Side-by-Side

This presentation will address the mismatch between the shifting demographics in the P-12 school population and the decreasing minority representation among teachers. Side-by-Side (SBS) is a collaborative project between Millersville University (MU) and the School District of Lancaster (SDoL) to prepare high school students of color for a career in education. You will learn about this alternative pathway that uses a developmental approach. The five phases will be described. Mentoring is a key element of the first four phases. Presenters will share initial research results from the first cohort of the Side-by-Side seminar and the Summer Academy, a college residency program. Participants will discuss mentoring activities and curriculum to advance the success of this program.
JONES, K. & COOK, S. · Wrightsville Beach Room
University of Portland
Applying and Disseminating an Ethical Decision-Making Framework for Youth Mentoring Programs

This presentation describes the application of a new multidisciplinary ethical decision-making framework to the practice setting in youth mentoring programs. The case examples will highlight common ethical dilemmas. The advantages and challenges of using the framework will be discussed.

PHENIS-BOURKE, N. & RILEY, C. · Azalea Coast Room - A
International Mentoring Association
Program Accreditation and Consultant Certification

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LUNSFORD, L. & DOMINGUEZ, N. · Azalea Coast Room - B
UNCW & University of New Mexico
International Perspectives

Mentoring research tends to be Western-centric. This session highlights findings by two co-editors of the recently published International Handbook of Mentoring that also draws from scholar-practitioners. We will distill key lessons from credible observation and analysis from the field across the worlds of commerce, military, and sport and from major regions of the world, including South America, Europe, Africa and the Asia-Pacific.

3:30 - 4:15 pm · Concurrent Sessions

JACKSON, W. · Topsail Island Room
Reflective Resource Inc.
Generation Z: Mentoring Game Changers

It is difficult to imagine how individuals not old enough to rent a car could dramatically influence mentoring systems in the 21st century. The generational cohort that wields this power is Generation Z. The oldest members are 15 years old and many have yet to be born. This session is for attendees who want a better understanding of how generational differences impact mentoring relationships. This session gives parameters for defining Generation Z, explores the “Generation Z Effect” and provides tips for mentoring. Session participants will leave with a framework for determining how to respond to challenges of a multigenerational workforce.

WILSON, A. & BRADLEY, S. · Sunset Beach Room
American Public University System
Mentoring in a Virtual Community

This presentation will describe an E-mentoring platform that supports the social and professional development of mentoring participants. We will highlight and share our experiences as an online education provider working with students, alumni, and faculty. In this session we will share the program framework, an interactive discussion guide, and learning applications designed to create a virtual user experience.
The Northwestern Network Mentorship Program was launched in January 2016. By the end of our pilot year the program had grown to over 5,000 student and alumni registrants. This presentation will include a step-by-step look at how we achieved this. From creating a strategic plan, obtaining funding, selecting a vendor, marketing the program, and more. This session will contain concrete, actionable steps for how to build a mentorship program from the ground up. It will include our lessons learned and what has made our program a success. It will also discuss how our program facilitates not only student to alumni matching but also alumni to alumni matching will be explored.

MARINA, B.  ·  Azalea Coast Room - A
International Mentoring Association
Getting Published & Presentations Accepted

This session highlights publication and presentation opportunities through the International Mentoring Association (IMA). Participants will learn how to tailor their ideas to submit for publication and dissemination from an expert who edits the IMA publications.

PIOUS, B. & KESLER, S.  ·  Azalea Coast Room - B
UNCW Cameron School of Business
Cameron Executive Network

Wilmington has many retired business executives in the area who have an interest in giving back. The Cameron Executive Network (CEN) has tapped their expertise since 2002. The network has grown in size to nearly 250 business executives who mentor more than 400 undergraduate students. The program offers students access to business executives who serve as both a coach and role model for these future professionals. The presentation will cover the key features of the CEN mentoring network and how student outcomes are assessed.

5:00 pm · Networking Dinners/Dinner on Own

Friday, April 28

9:00 - 9:45 am · Plenary Session
(Lumina Theatre)
Richard Walsh · Center for Creative Leadership
Mentoring High Potential Leaders

10:00 - 10:45 am · Concurrent Sessions

VALENTIN-WELCH, M.  ·  Topsail Island Room
Frontier Nursing University
E-Mentoring: What is it and does it work?

The purpose of this presentation is to introduce the use of e-mentoring in the creation of a U.S. national online mentoring program for an underserved nursing population. The pros and cons of E-Mentoring will be discussed as well as electronic tools used to conduct the online program. This presentation will share replicable online ideas that work in mentoring hard to reach populations such as students of color. Avoidance of learning pitfalls and comparison of online software video conferencing tools will be revealed. Program’s success rate and challenges will also be discussed. Join me in a new era of mentoring.
BURNS, C. · Wrightsville Beach Room
Virginia Commonwealth University, School of Business
Scaling Up: Responding to Growing Pains with Structure and Support
Scaling can be tricky. This interactive workshop will provide tools and strategies for improving or expanding existing mentoring programs. Participants will receive a variety of “takeaway” practitioner tools for strengthening structure, communication, and evaluation.

HOLLYWOOD, K., BLAES, D. & BLOOM, L. · Sunset Beach Room
Concordia University Chicago & New York Chiropractic College
E-Mentoring Strategies in Graduate Education –Lessons Being Learned
In 2014, we participated in a round table discussion on e-mentoring strategies in leadership graduate education. Our 2015 presentation was on the model of e-mentor training for doctoral faculty members who would chair dissertation committees. This session will share preliminary findings and learnings from our experience in the last three years implementing our e-mentoring model.

11:00 am - 11:45 am · Concurrent Sessions

HAMEL, P. · Topsail Island Room
Northwestern University
Change and the ‘Mentor Walk’: Knowing when to take the long way home
This presentation shares our application of the Health Belief Model (HBM) to mentoring. The core components of HBM’s perceived susceptibility, severity, benefit and barriers can be applied to the mentoring process with health professions students. We highlight the importance of self-efficacy and share the Stage of Change/Transtheoretical Model to tailor mentoring approaches. This interactive session focuses on effective mentoring of millennials by conscientious, goal-oriented mentors in the health sciences.

LOVELACE, J. · Sunset Beach Room
Auburn University
Step-by-Step Guide to implementing mentoring into advising relationships
This session focuses on how mentoring and advising may influence graduate student retention. Many doctoral students fail to complete their program. How can mentoring and advising increase doctoral retention? This session examines the roles of advisors, advisors in the discipline, advisor selection, and advisor training. In this session the importance of advising/mentoring will be discussed. The difficulties advisors encounter will be reviewed as will research findings and best practices. A step-by-step guide to implementing mentoring into new advising relationships will be shared.
Research shows that school administrators’ engagement is vital in creating a structure supportive of the induction process; yet, there is limited empirical evidence directly linking the role of the principal with the retention of teachers. This paper details the mixed-methods research methodology that examined mandates, duties, and responsibilities of school principals and/or assistant principals and the perceived influences of school administrators’ engagement in four (2 state-wide and 2 district-wide) induction programs in the US that are coordinated by the New Teacher Center.

**MEACHAM, M.** · CIS Bldg, Swain Center (Suite 1004)
**Meacham Learning LLC**
**Mentoring New Leaders Without Real-World Experience**

This presentation presents findings from Neuroscience to provide new tools and practices to create a mentoring program based on brain-training activities leveraging the latest discoveries of how our brains work. New leaders may benefit from these approaches as they have less time to be mentored or slowly grow their leadership skills through stretch assignments, job rotation and mentoring programs. As the baby boomers retire, there isn't time to wait several years for a leader to mature.

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**12:00 pm · End of Conference - See you at IMA 2018!**

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