



Sustaining Professional and Organizational Growth of the ACTER Through the Value of Mentorship

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Purpose

Provide a theoretical exploration of selected aspects of mentoring and its value to the ACTER.

Theoretical Framework and Mentoring Model

⇒ Collaborative Mentoring Theory



⇒ Daloz's Mentoring Model

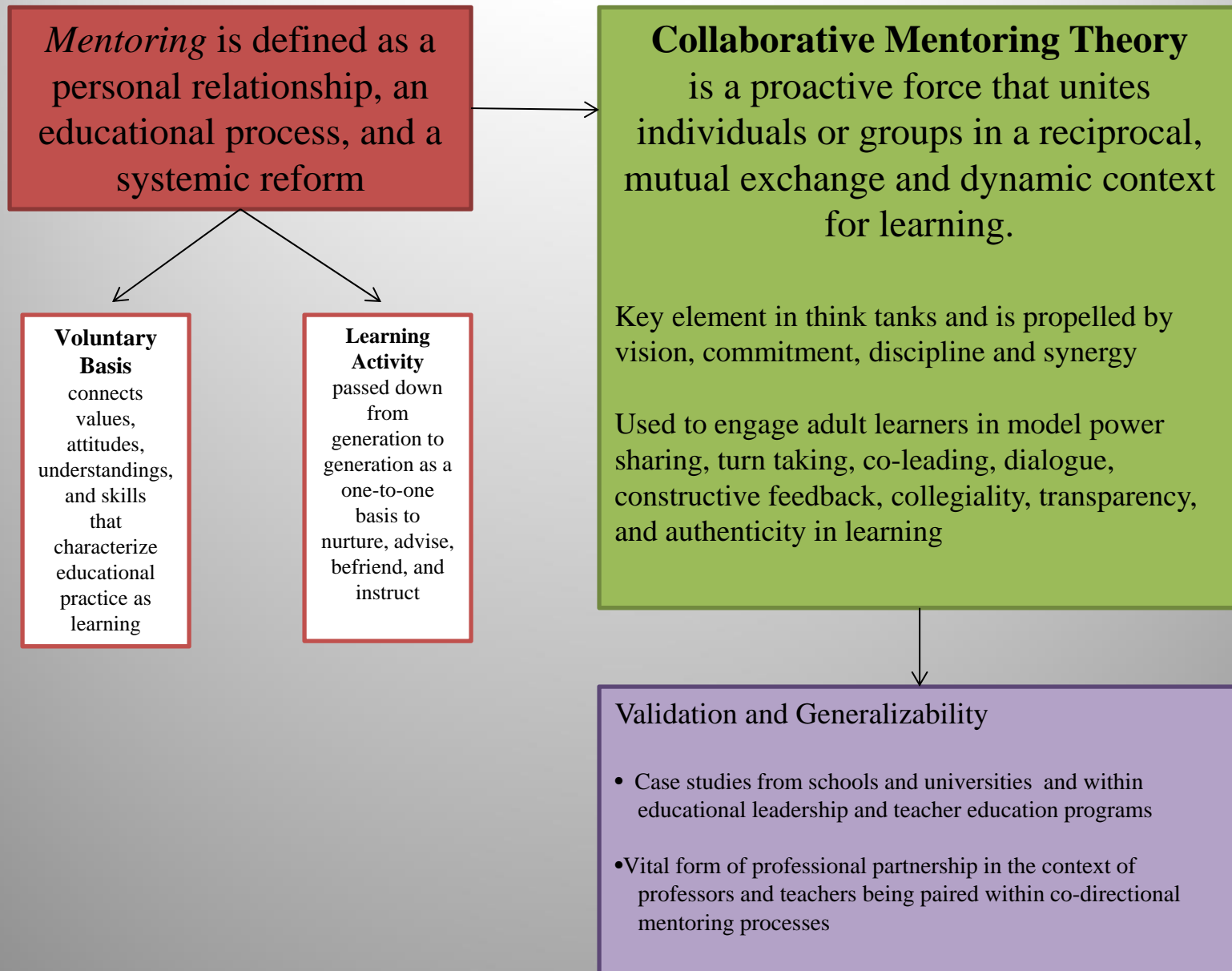


Figure 1. Collaborative mentoring theory.

Note. Adapted from “The Handbook of Educational Theories,” (p. 959) by C. A. Mullen. Copyright 2013 by Information Age Publishing Inc.

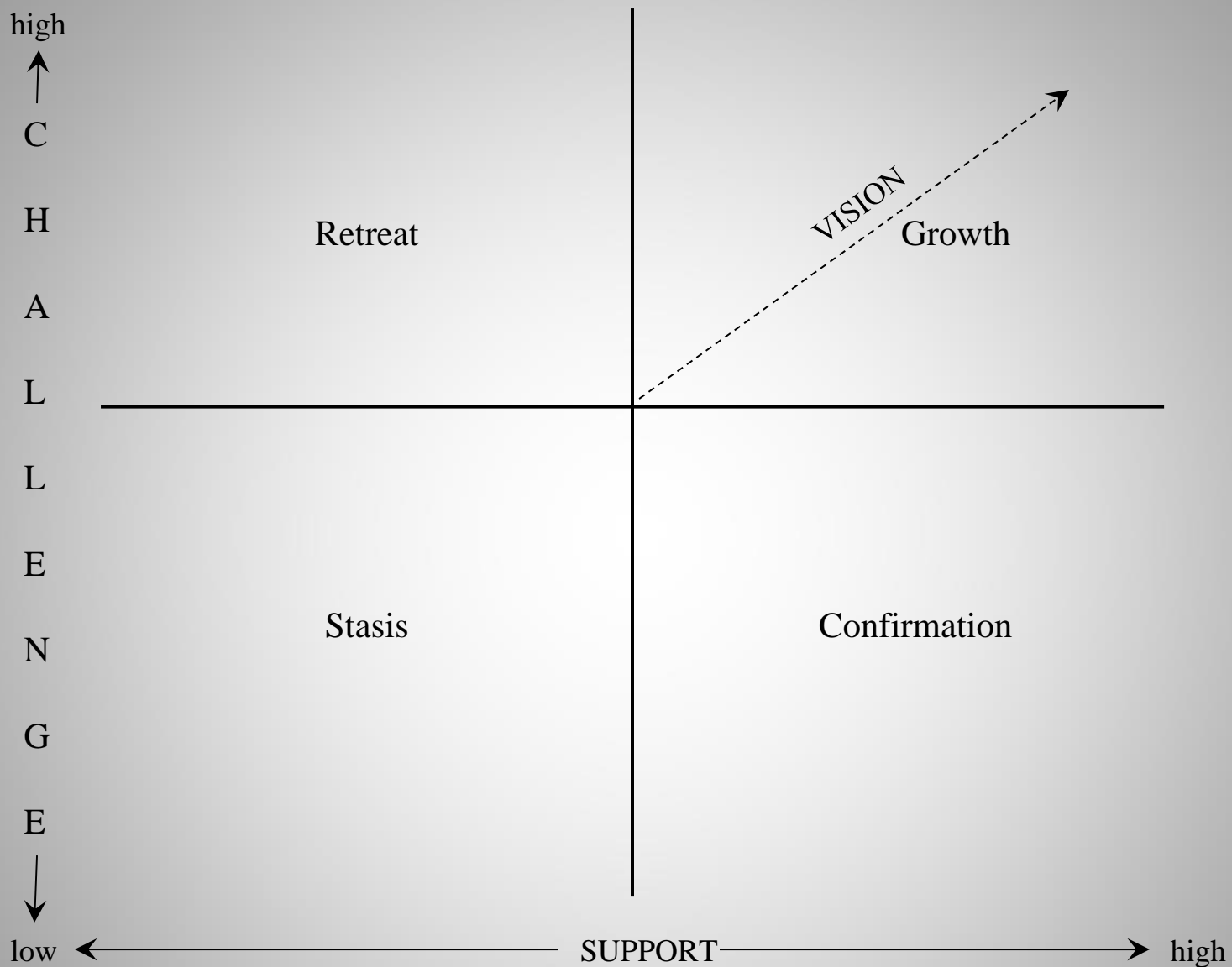


Figure 2. Elements of Daloz's mentoring model.

Note. Adapted from "Effective Teaching and Mentoring: Realizing the Transformational Power of Adult Learning Experiences," (pp.209-235) by L.A. Daloz. Copyright 1986 by San Francisco, Jossey-Bass.

Types of Mentoring

- Informal

- ✓ not managed
- ✓ very personal
- ✓ friendship first

- Formal

- ✓ programs are managed
- ✓ investment in members

Mentoring Across Generations



- ⇒ Generation X
- ⇒ Generation Y

Proposed Mentoring Framework for the ACTER

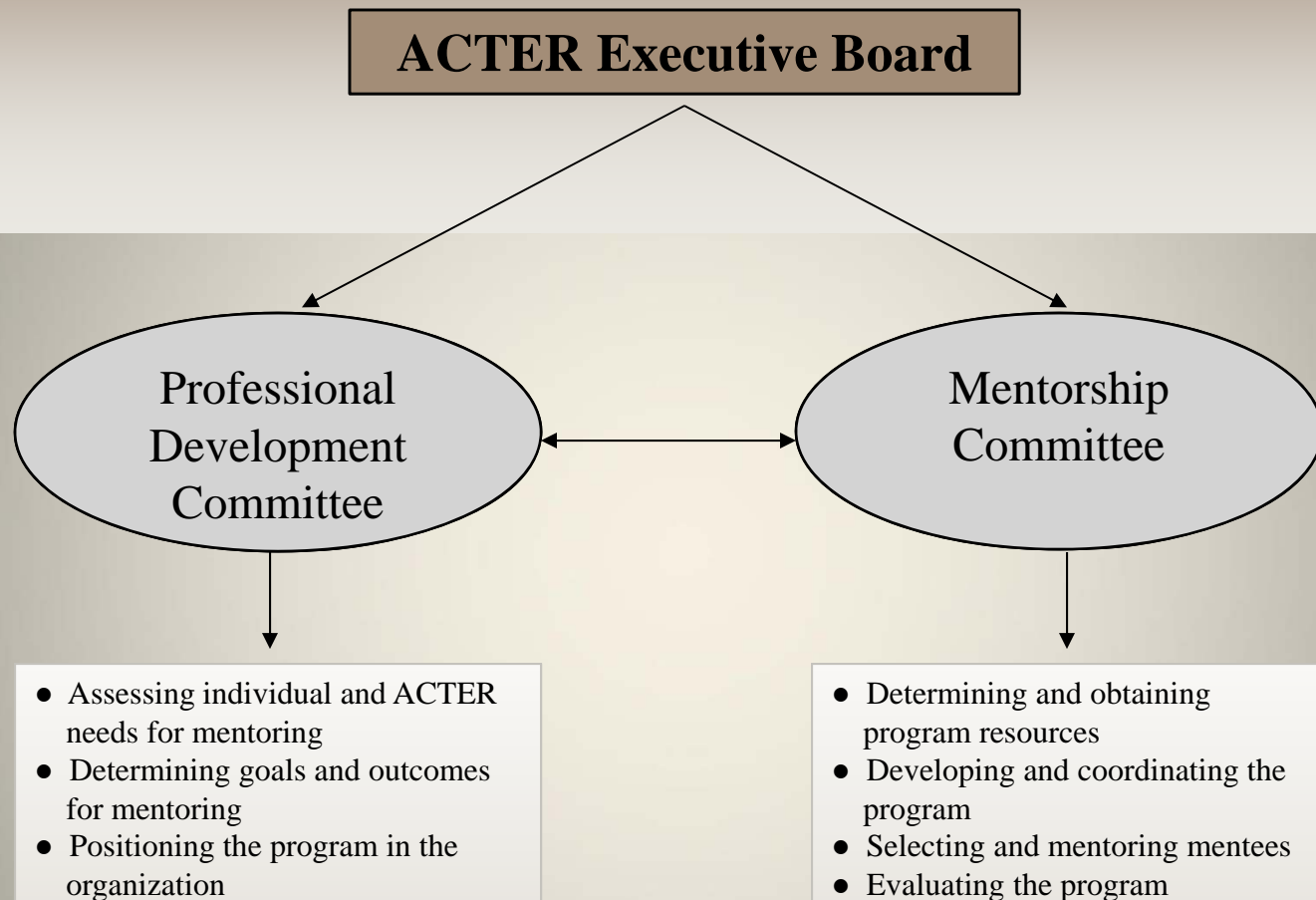


Figure 3. Proposed collaborative mentorship framework for prospective ACTER executive leaders.

Suggested Benefits of Mentoring

Mentee

- Reality shock is likely to be minimized
- More productive professionally
- Understanding of organizational culture
- Develops reflective practitioner skills
- Better prepared socially

(Bland, et al, 2009; Landefield; 2009; McKimm, Jollie, & Hatter, 2007)

Suggested Benefits of Mentoring

Mentor

- Ability to give and take criticism
- Development of competent mentees
- Raises their profile in the organization

Suggested Benefits of Mentoring

Organization

- Promoting diversity (gender, racial, and ethnic)
- Reduction in attrition rates, thus improve retention
- Helps achieve the mission and vision of the organization
- Improved quality of benefits to members
- More informed view of the organization's talent pool
- Development of leaders who are likely to be viable candidates for succession planning

(Bland, et al, 2009; Landefield, 2009; MCKimm, Jollie, & Hatter, 2007)

Final Thoughts

- ⇒ Review and Revise the Bylaws
- ⇒ Appoint a mentoring committee
- ⇒ Mentoring Award
- ⇒ Membership (marketing plan)
- ⇒ Research

**Past Presidents Who Have Contributed to Mentorship and Professional Growth of ACTER
(1967 – 2014)**

1960s

- 1967- Vernon E. Burgener
- 1968- Alan G. Robertson
- 1969- John K. Coster

1970s

- 1970- Jerome Moss, Jr.
- 1971- Arthur M. Lee
- 1972- James E. Wall
- 1973- Edward J. Morrison
- 1974- Gary R. Bice
- 1975- Mary B. Kievit
- 1976- J. Robert Warmbrod
- 1977- Brandon B. Smith
- 1978- Donald L. Clark
- 1979- J. Dale Oliver

1980s

- 1980- George H. Copa
- 1981- Joel Magisos
- 1982- Ronald McCage
- 1983- Earl B. Russell
- 1984- Jay Smink
- 1985- Marion Asche
- 1986- Connie Ley
- 1987- Jimmy G. Cheek
- 1988- Wes Budke
- 1989- John Hillison

1990s

- 1990- J. David McCracken
- 1991- B. June Schmidt
- 1992- Gary E. Moore
- 1993- Curtis R. Finch
- 1994- Larry E. Miller
- 1995- David J. Pucel
- 1996- Michael K. Swan
- 1997- Donna H. Redmann
- 1998- Wanda L. Stitt Gohdes
- 1999- Hollie B. Thomas

**21st Century
(2000-2009)**

- 2000- William G. Camp
- 2001- Susan Camp
- 2002- Jay W. Rojewski
- 2003- Theodore Lewis
- 2004- M. Susan Whittington
- 2005- Diane Jackman
- 2006- Jack Elliot
- 2007- Richard M. Joerger
- 2008- Steve Aragon
- 2009- Barry Croom

(2010- 2014)

- 2010- Frankie Santos Laanan
- 2011- James E. Bartlett, II
- 2012- Pradeep Kotamraju
- 2013- Mary Jo Self
- 2014- Michael S. Retallick

Making Conference-Going More Enjoyable

- ⇒ Treat every conference as if it's your last.
- ⇒ Some people act weirdly at conference. Ignore them.
- ⇒ Don't get offended when the senior scholar in the front row leaves right before you give your paper.

Making Conference-Going More Enjoyable

- ⇒ Don't be afraid to introduce yourself to that senior scholar later on.
- ⇒ Put in a good performance, but don't expect rewards.

(Keenan, 2014, p.A29).





References

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