

**The Faculty Development Committee**  
invites you to the  
**Twentieth Annual Faculty Development Conference**  
**Thursday, January 18, 2007**  
**Bemis 114 ABCD**

***"On Being a Mentor"***  
***Considerations for Mentoring our Students***

The Mission Statement of St. Norbert College identifies the institution as “committed to providing an educational environment that is intellectually, spiritually and personally challenging” for students. Although the primary purpose of advisement is the intellectual dimension of student development, the personal and moral development of students is not neglected. Our *Advisor Manual* states: “Personal development includes the clarification of personal goals, enhancement of self-understanding, and promotion of open, trusting relationships. The design of an adequate academic plan requires goal clarification and awareness of abilities, personal limitations, and previously developed skills. The creation and implementation of an academic plan should occur in an advisor/advisee relationship characterized by increasing candor and mutual trust. And the clarification of personal values, an essential element in moral development, is intrinsic to the formation of personal goals.” Thus, effective academic advising and mentoring flows directly from the Mission Statement and embraces to some degree the three developmental goals St. Norbert College has for students.

This year’s Faculty Development Conference on mentoring will explore the following questions:

- Why is mentoring important?
- What exactly does it mean to mentor?
- What are the qualities of an excellent mentor?
- What are the ethical considerations in mentoring?
- What obstacles exist to meaningful mentoring?
- How do we assess mentoring/advising for tenure and promotion?

Please come join in the conversation.

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This Year’s Conference Will Feature...

**Dr. W. Brad Johnson**

W. Brad Johnson is an Associate Professor of Psychology in the department of Leadership, Ethics, and Law at the United States Naval Academy, and a Faculty Associate in the Graduate School of Business and Education at Johns Hopkins University. A clinical psychologist, he is a fellow of the American Psychological Association and a member of the APA’s Ethics Committee. He is the author of *On Being a Mentor: A Guide for Higher Education Faculty* (2006), *Elements of Mentoring* (2004), and *Getting Mentored in Graduate School* (2003), among many other publications.

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**See reverse side for full conference schedule.**

## CONFERENCE SCHEDULE

**8:15-8:45: Coffee and Conversation**

**8:45-9:00: Introduction to Advising/Mentoring**

**9:00-10:00: Mentoring Theory, Research, and Practice**

Why Mentoring Matters  
Definition of the Terms  
Some Reasons Why College Professors Mentor

*Roundtable Discussion #1: Best Mentoring Practices. Think of the student whom you have most effectively mentored. How did the relationship develop? What did you “do?” Why did the relationship work so well?*

The “How To” of Mentoring: Mentor Functions  
On *Being* a Mentor: Traits and Qualities of Excellent Mentors

**10:00-10:15: Break**

**10:15-11:15: Mentoring Applications and Quandaries**

Everything You Need to Know about Mentoring Undergraduates (in 15 minutes)  
The Ethical Mentor: Principles and Problems (case examples)

*Roundtable Discussion #2: Ethical Quandaries. Identify salient ethical concerns and faculty obligations in several student-faculty vignettes. In discussing/debriefing these cases, Dr. Johnson will bring his work on the American Psychological Association Ethics Committee to bear: vignettes will be based on real cases.*

Mentoring Across Sex and Race

**11:15-11:30: Break**

**11:30-12:15: Overcoming Obstacles and Assessing Outcomes**

Some Obstacles to Mentorship in Academe

*Roundtable Discussion #3: Obstacles to Mentoring at St. Norbert College. In your own experience, what are the primary obstacles to advising and mentoring students at St. Norbert College? In order to better advise and mentor students, what would need to change?*

Assessing Mentoring Outcomes: Developing an Advisor Portfolio

**12:15-12:30: Conference Wrap-up: Questions and Comments**

**12:30: Lunch**

**Please contact Gayle Lenz (x3860 or [gayle.lenz@snc.edu](mailto:gayle.lenz@snc.edu))  
to reserve a space for lunch.**