

MINUTES – SAAA Committee Meeting

Wednesday, March 1, 2017

Hillman 272

1. INTRODUCTIONS

Dr. Taboas called the meeting to order at ~3:30 PM. Dr. Taboas summarized SAAA Committee Members availability this current term. .

2. CURRENT AGENDA ITEMS

a. Sylvanus Wosu, Associate Dean for Diversity, Swanson School of Engineering

i. SSoE Mentoring Program for Underrepresented Undergraduate and Graduate Students

ii. Discussion in committee on how the university as a whole is handling mentoring of underrepresented students

Dean Wosu presented a detailed PPT presentation of his life as a mentor and the programs in mentoring he is developing. Dean Wosu has kindly agreed to make his slides available to the SAAA Committee, and Dr. Taboas will follow-up with Dean Wosu about this.

Dean Wosu began with a personal background regarding the lack of mentoring he received as an undergraduate and graduate student. His goals are to apply his own personal experiences regarding mentorship to the programs he has developed and is developing in the Swanson School. Dean Wosu noted that mentoring involves helping students navigate barriers, helping the students grow within themselves as people. Mentors should provide pathways to their students to allow them to achieve the high standards the mentors set.

In the Swanson School, Dean Wosu has developed an undergraduate mentoring plan that begins in pre-college and extends through the B.S. degree. Dean Wosu focuses on getting to know the students and identifying how best to assist them. Freshmen meet with Dean Wosu once per month and follow the academic plan laid out for them to hopefully be successful.

Dean Wosu posed questions and scenarios, which he addressed via his PPT presentation:

>> Q: What are the major elements of mentorship?

>> Q: Mentoring Culture: What is needed to empower functional relationships for

students to be successful?

>> Q: What are the barriers to mentoring success? (Dean Wosu identified 11-barriers)

>> Scenario: What are the differences between mentors and advisors?

Some key concepts from the presentation:

1. Functional relationship mentoring = “Inside out mentorship”, requires proper framing for the stages of the processing
 - a. Relational fellowship process
 - b. Excellence of empathic connection
 - c. Success and satisfaction in the mentee and mentor relationship
2. Discussed differences between a mentor and advisor.
3. Good mentoring requires recognizing and overcoming barriers.
 - a. Successful mentoring requires organization and community support in addition to contributions from the mentor and mentee. This is highlighted in the SSOE mentoring program.
 - b. Barriers: the most significant for underrepresented students in Trust. Note that family is very important.
 - c. Others: implicit bias, relationship cloning, lack of diversity, lack of multicultural competence
4. Overview of relationship mentoring stages
 - a. Visioning the growth = have a plan
 - b. Develop the vision plan
 - c. Direct the vision (roadmap)
 - d. Equip the mentee
 - e. Empower the mentee
 - f. Achieve the desired success (see SSOE publication requirements)
5. Note that cultural competency does not require detailed knowledge of the mentee's culture but rather awareness of the mentor's own cultural biases.
6. Questions: Joanne asked about ensuring a good match between mentor and mentee.

Dean Wosu's presentation and Q/A filled the entire hour. Dr. Taboas indicated that he would e-send out updates regarding the other agenda items (Veterans Affairs, Economic Mobility, Open forum). There being no additional discussion, Dr. Taboas concluded the meeting at ~4:30 PM. Our Committee will next meet on March 29, 3:30 PM – 4:30 PM, Hillman 272.

Respectfully Submitted,

Harvey Borovetz