MAGIP GIS Mentoring Program

Presentation to the MAGIP Board, January 24, 2012

Diane Papineau, Mentoring Subcommittee Chair

(on behalf of the Mentoring Subcommittee: Jason Danielson, Gerry Daumiller, Valentijn Hoff, Melissa Rivnie, and Carrie Shockley)

1. **Phase 1**: Planning (DONE)

   In addition to the MAGIP GIS Mentoring program, the Mentoring Subcommittee also produced the following for the Professional Development committee:

   - "New to GIS" social at Intermountain conference

   - Use of "Ask Me" buttons at Intermountain

   - "Lost in the Vector: Finding Help Finding Data" talk and networking session at the 2010 Fall Tech Session

   - Training resources page on the MAGIP website

   - Advanced Search instructions to find members on the website.

2. **Phase 2**: Build Prototype (DRAFT DONE—DEMO at next Board meeting)

   See the Mentoring Program pages on the MAGIP website.

   In April 2010, the MAGIP Board offered the following summarized comments/questions about the MAGIP GIS Mentoring program, (Discussion Forum thread: http://www.magip.org/BODPublicForum?mode=MessageList&eid=322233):

   a. *What kind of support does the program need-- who provides that support? We really need to work out the management/leadership elements of this or any program before we get too far down the line*

      All effort to complete the program and maintain it would fall under the Professional Development committee and its Mentoring subcommittee. Subcommittee members may ask for assistance from others, but the ultimate responsibility for completion of these tasks is under the Professional Development committee/Mentoring subcommittee.

b. ***Want a Code of Ethics, a Disclaimer, and the program reviewed by an attorney***

Code of Ethics and Disclaimer have been included. In addition, the Board has purchased Liability insurance, which alleviates most of these concerns.

c. ***Suggest establishing some kind of eligibility for members to be permitted into the Mentoring program***

The subcommittee wishes to open the Mentoring program to all MAGIP members. We want to be inclusive. Choosing to enter into a rapport is voluntary by all parties. The following is stressed in the mentoring resources: Mentoring is not a replacement for training. Mentors can choose not to mentor someone (or terminate a rapport) if the mentee's interests are not a good match or if the mentees preparation and/or motivation are unsatisfactory or do not meet agreed upon expectations.

d. ***Suggest having a contract written between mentors/mentees***

Use of a contract has come up in our discussions. However, two problems emerge: First, the mentor may not feel as free to leave the relationship if the mentee proves to be ill prepared or unmotivated. Second, a contract then becomes workload for someone in MAGIP to manage, which goes against a very important program goal of creating a self-sustaining, low maintenance program. If the Board prefers a mentoring contract, the organization begins stepping into the middle of the mentoring relationship (perhaps placing more legal responsibility on MAGIP) and it would require staffing.

e. ***Would like outreach about the program to tribal GIS staff***

Outreach is part of Phase 3.

f. ***Provide a bullet list of topics/starting points for discussion (ie. Framework layers)***

The program includes a "Mentoring Topics" page that points to existing Best Practices, Framework data, etc. This page resource is likely to grow and strengthen through time.

g. **Use a participant exit interview for feedback mechanism**

We've not considered actual exit interviews other than periodic, virtual meetings with mentors (and separate meetings with mentees). With Mentoring as a self-guiding process, and since MAGIP is not responsible for these relationships, we may not know the status of these relationships at any given time and whether someone has left mentoring.

Table 1: Phase 2 schedule (remaining)

Tasks	Planned Completion	Status/Comments/Staff
Create prototype	January 2012	DONE
Demonstration to MAGIP Board	January 24	Diane
Board comment period (*optional*)	**January 24—February 10**	**Comments sent to Diane for compiling**
Compile and review comments	February 17	Subcommittee
Revise web pages as needed	February 23	Diane and Jason
MAGIP Board vote proposal	**Vote period begins February 24 to close March 5**	**Board**
If adopted, announcing the program and demo at Intermountain Conference	April 16 – 20	

3. **Phase 3**: If the program is adopted: Publicizing, recruiting mentors, ongoing public information (including to members, Tribal GIS, UM/MSU, local government, MACo, etc.), periodic virtual meetings with mentors and with mentees, continue to develop mentoring content on the website as needed.