On-the-Go Mentoring

An introduction to the CWS model

June 30, 2017
Zoom Functionality

• Please mute your phone when not speaking
  • Mouse over the bottom of the screen; the mute button is toward the left

• If you have a question, please send it through the chat function
  • Mouse over the bottom of the screen; chat function is toward the right
Welcome from 2017

CWS President Ji-Hyun
2017 Development Committee

• Nancy Flournoy, Chair
• Monica Johnston
• Stephine Keeton
• Jessica Kohlschmidt
• Aleksandra Stein

Questions/Comments? https://cwstat.org/mentoring/
Agenda

• Rationale for On-the-Go (OTG) Mentoring

• OTG Mentoring – Program Goals & Model

• Participation and Commitment

• Timing and Next Steps
Rationale for OTG Mentoring
Support Comes in Many Forms

Long-term relationship cultivation

Need for immediate help

OTG fills an unmet need for immediate help that arises unexpectedly in jobs and careers.
Examples of Immediate Job/Career Needs

• Low-ball job offer or two competing offers (24-48 hours to respond)
• Opportunity to apply for a position above your current boss
• Promotion that will distance you from doing statistical work
• Gross miscommunication problem—need to fix ASAP
• Contract negotiations/misunderstandings
• Unexpected performance evaluations
• Clients refusing to pay for services
• Sexual harassment from colleagues or clients
• Stereotyping/sexist, racist, etc. comments made by colleagues or clients
OTG Mentoring

Program Goals & Model
Program Goals

The specific goal of the mentoring program is to **provide short-term, job/career-related support** to women who work in the field of statistics and to **provide referrals to mentoring programs** that offer long-term mentoring.

The overall goal of CWS mentoring is to **enhance professional careers, develop leadership potential, and increase the active involvement of women** in professional statistics communities.
OTG Mentoring Model

• “On-demand” component (response in 3 business days)
• Email/phone response to job/career issues
• First Responders (FR) resolve 90% of incoming requests
• 5-person OTG Committee available for complex requests (10%)
• Optional referral to long-term mentoring programs, resources
• Program evaluated with satisfaction surveys from mentors & mentees
• 100% volunteer run by CWS members, for CWS members
Mentoring Request via CWS Website

• Log in at CWS website & go to Mentoring page
• Complete online form, providing
  • Name/Pseudonym & contact details
  • Demographics
  • Details of request
  • State mentor preferences (e.g., gender, race/ethnicity, years of experience, sector, etc.)
• Online form generates e-mail to FR
Request Lifecycle

Mentoring request arrives in FRs’ inboxes

One FR responds and resolves

FRs pass request to OTG Committee to resolve

FR/OTG Committee refer mentee to long-term mentoring, other resources and sends link to satisfaction survey.
First Responder Touch Points

<table>
<thead>
<tr>
<th>Acknowledge new requests within 3 business days</th>
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<tr>
<td>Determine whether or not Committee involvement is appropriate</td>
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Committee Member Touch Points

<table>
<thead>
<tr>
<th>Support First Responders by participating in mentoring</th>
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<tbody>
<tr>
<td>Respond to FR emails within 3 business days</td>
</tr>
<tr>
<td>Support mentee for duration of request</td>
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<tr>
<td></td>
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<tr>
<td>(multiple Committee members)</td>
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</tbody>
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Participation and Commitment

The nature and duration of your support
**Typical Job Duties**

<table>
<thead>
<tr>
<th>First Responders</th>
<th>Committee Member</th>
<th>Ad Hoc Specialist</th>
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<tbody>
<tr>
<td>Timely response to initial requests</td>
<td>Timely response to escalated req</td>
<td>Willing to be contacted to provide advice to committee</td>
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<tr>
<td>Liaise with mentee to address career concern</td>
<td>Liaise with mentee and FRs, as requested</td>
<td>Willing to be contacted to be connected with a mentee with a specific need</td>
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<tr>
<td>Collect mentee feedback (satisfaction survey)</td>
<td>Guide program through leading ongoing assessments</td>
<td>Provide feedback on experiences to committee</td>
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<tr>
<td>Assist with program evaluation</td>
<td>Fill open positions (i.e., recruit)</td>
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<tr>
<td>Maintain and improve program resources</td>
<td>Develop infrastructure (update operations manual and referral/resource list, promote program, liaise with CWS)</td>
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Anticipated Mentoring Topics

• Salary information
  • Negotiations
  • Appropriate or fair compensation
• Workplace or industry culture
• Networking
  • Opportunities
  • Best practices
• Communication
  • Difficult boss
  • Misunderstanding with clients
  • Lack of clear instruction

• Finding work
  • Gaining experience
  • Internships
  • Visas
  • Financial issues
  • Family constraints
• Questions about tenure
• Changing career direction
• Discrimination or harassment
  • Race/ethnicity
  • Sex/gender/orientation
Examples of Long-term Programs & Resources

- Committee on Applied Statisticians Mentoring Program (pairing)
- Committee on Minorities in Statistics Mentoring Program (pairing)
- CWS Conference/Travel Grant
- SSPA Conference/Travel Grant
- ASA List of Internships
Eligibility and Time Commitment

2 First Responders
- Mid or late career (11+ years)
- 8-10 hours per month (email or phone)
- 6 month term

5 Committee Members
- All experience levels welcome
- 4-6 hours per month (email and meetings)
- 12 month term
Next Steps

Preparing for program participation
Current Volunteer Opportunities

• First Responders (6 months)
  • 1 open position (11+ years) July – Dec 2017
  • 1 open position (11+ years) Jan – June 2018

• Committee Members (12 months)
  • 1 open late career (26+ years)
  • 1 open mid career (11-25 years)
  • 1 open early career (1-10 years)

• Firm commitment by July 12

• Program launch July 29
Questions?
Appendix
Program Launch Timeline

• July 1: Develop flyers to announce the On-the-Go Mentoring Program
• July 7: Appoint founding First Responders & Committee Members
• July 7: Finalize website and Google Docs for receiving mentee requests
• July 14: Confirm list of founding First Responders & Committee Members
• July 14: Finalize On-the-Go flyers for CWS JSM Information Table
• July 29: On-the-Go launch date