

Academic Staff Mentoring Committee – Fall 2014 Survey Results

In the fall of 2014, the Academic Staff Mentoring Committee distributed a web-based survey to solicit input from the academic staff of the University of Wisconsin-Madison as to what kinds of mentoring activities and supports would be of interest.

How long have you held an Academic Staff position at the UW-Madison?

#	Answer	Response	%
1	Hired in 2014	220	19%
2	1 to 5 years	359	31%
3	5 to 10 years	195	17%
4	10 to 15 years	152	13%
5	More than 15 years	247	21%
	Total	1,173	100%

If you *wanted to participate*, do you feel that your department, division, unit, school, or college provides mentoring opportunities to/for Academic staff?

#	Answer	Response	%
1	Yes	604	53%
2	No	527	47%
	Total	1,131	100%

Do you currently have a formal or informal mentor/mentee relationship?

#	Answer	Response	%
1	Yes	316	31%
2	No	714	69%
	Total	1,030	100%

How did you find your mentor/mentee?

#	Answer	Response	%
1	Paired by departmental/division/unit/school/college mentoring program	55	18%
2	Are coworkers in the same department/division/unit/school/college	169	55%
3	At a UW sponsored mentoring/professional development event	12	4%
4	At another UW event	5	2%
5	Other (Text box will open for your comments)	67	22%
	Total	308	100%

Text responses for “Other” – How did you find your mentor/mentee?

S/he is my boss/supervisor	17 responses
S/he is my supervisee	4 responses
S/he is my co-worker	3 responses
Informal relationship with faculty member	3 responses
In my college/school/department/unit	7 responses
My own efforts to network with AS colleagues	22 responses
Professional organization or previous employer outside of the UW	9 responses
By chance	2 responses

Are you interested in forming a mentor/mentee relationship with another Academic Staff member?

#	Answer	Response	%
1	Yes	266	38%
2	No	249	36%
3	Maybe	177	26%
	Total	692	100%

If interested, what are you looking for in a mentee/mentor relationship? What would you want out of that relationship?

#	Answer	Response	%
1	Assistance with acclimating to the culture & procedures of UW-Madison	305	32%
2	Greater understanding of how my department/unit/division/school or college works	325	34%
3	Greater understanding of my professional role & university classification within my work area	308	33%
4	Guidance in the advancement of my career through the promotional path of my position classification	531	56%
5	Opportunities for professional growth within my current role at UW-Madison	595	63%
6	Opportunities for networking with other Academic Staff in my area at UW-Madison	414	44%
7	Professional social support for my current position at UW-Madison	314	33%
8	Opportunity to teach / offer my expertise to others	324	34%
9	Guidance/assistance with managing work relationships with subordinates, colleagues, and supervisors	316	33%
10	Opportunity to learn new skills / support for staying "up to date" with knowledge & technology	495	52%
11	Exploration of stretch goals & how to move into new work opportunities at the UW-Madison	392	41%
12	Other (Text box will open for your comments)	24	3%
13	I am not interested in a mentoring relationship	142	15%

Representative Text Responses for “Other” – Additional desired opportunities & outcomes from a mentoring relationship

Mentoring relationship should advance and support research opportunities for AS.

Support and more time for conducting research.

How to achieve job security within the academic funding environment?

For foreign born AS, assistance understanding the US academic system regarding faculty, research-track, and other AS positions and careers at the UW and elsewhere. Also, how, if possible, to make the US and UW appreciate merits and accomplishments acquired abroad?

Gaining a better understanding of upper leadership roles at UW-Madison and UW System.

More opportunities to get training and expand knowledge and skills, including opportunities for AS to attend professional meetings/conferences. While faculty have such funds, often from grants, AS are usually not afforded these opportunities.

Additional support for new instructional staff, e.g., how to teach, what to teach, etc.

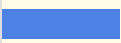

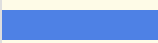

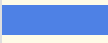

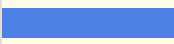

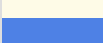
Opportunities to meet people outside of my department, networking.

Support for participating in leadership training opportunities, both on campus and off.

Support for mentoring/collaboration groups, rather than just one-to-one mentoring.

Training on how to be a better mentor in the academic setting.

What sort of campus wide mentoring events sponsored by the ASMC would you be interested in attending/participating?

#	Answer		Response	%
1	Informal networking mixer with any UW-Madison Academic Staff		226	25%
2	Informal networking mixer with UW-Madison Academic Staff with the same position classification		258	29%
3	Workshop on how to look for a mentor, take advantage of mentoring in current professional relationships, be a good mentee, & maximize the mentoring you get		297	33%
4	Workshop on how to be a mentor to those around you – even if you are not senior staff		313	35%
5	Workshop on how your department/unit/division/school/college can set up a more formalized mentoring system of its own		205	23%
6	Book group discussing mentoring-oriented books		137	15%
7	Entering contact information & area of expertise into a searchable database so staff seeking a mentor or mentee could contact you		337	37%
8	Other (Text box will open for your comments)		38	4%
9	I am not interested in mentoring activities		197	22%

Representative Text Responses for “Other” – Mentoring activities and events that interest you

Self-learning opportunities, maybe web-based education.

Informal mixers, specifically including AS who are knowledgeable about HR issues, international issues, and how the UW system compares to others.

Database so AS could find their own match with persons possessing certain skills and knowledge on campus.

Specific information on classifications and career advancement for AS.

Connecting with people both within my area and outside.

Each department should pair incoming staff with a potential mentor/guide.

Continue the Women and Leadership activities.

A workshop focused on how to teach graduate students ways to identify their own potential mentors.

Quarterly brownbags on topics of interest.

Assurance these activities can be attended during work hours without penalty.

Workshop on joining and staying active in professional societies.

A centralized formal matching program.

Funding for professional development activities.

During on-boarding, a match with someone in a similar job but in a different unit.

Social events for “newcomers,” employees of 1 to 5 years.

Workshops on staying up to date with technology on the job.

Workshops on career advancement, navigating the campus climate at the UW, and how to prepare professionally for the future.

Workshop/networking with others writing and running large grants on campus to discuss/problem-solve about managing these processes.

Networking with other professional who do outreach and community-university engagement work, i.e., carry out the Wisconsin Idea.

Supervisory training for AS in supervisory roles.

Representative Negative Text Comments in response to “Is there any additional information you would like to provide the ASMC?”

Supervisors/Faculty/UW Leadership are hostile to these mentoring and professional development activities for AS and would not allow them to expand.

My experience indicates mentoring and advancement is available to “a chosen few” of the Academic Staff and everyone else is considered unworthy of such opportunities.

No time to participate as there is no release from work or reduction in job duties.

Workload does not allow for participation; already completing the work of 2+ people, when would this fit in?

No one ever mentored me – I am very bitter about this.

Burnout is in the wind.

Mentoring seems pointless when there is no possibility of advancement with the current title regulations within the UW.

I do not feel I would be able to participate because those around/above me would put me down and bully me.