

# U-M Voices of the Staff: Mentorship Collaborative Project



Executive Summary presented by Enhancing the Employee Experience and Promoting Career Growth Voices Network Teams

## WHAT IS MENTORSHIP

- An established **relationship and partnership between colleagues** that helps staff set and achieve career goals
- Traditionally involves experienced employees guiding less experienced colleagues
- A valuable resource at **all career stages**
- Can take many forms: 1:1 pairs, career panels, mentor collectives or cohorts, peer mentorship, and formal or informal models

## WHY MENTORSHIP

Benefits of mentorship include:

- Improved **employee performance**, engagement, and retention
- Creating a **pipeline** for future leaders and managers (succession planning)
- Building a **positive organizational culture**

## MENTORSHIP AT MICHIGAN



Despite a multitude of mentorship programs and resources at U-M, there is **no comprehensive list** or easy way for staff interested in mentorship to

find and successfully **navigate** these institutional assets. We sought to begin addressing this critical knowledge gap.

## PRIMARY ACTIVITIES

- Identify formal programs for staff mentorship through a **peer institution benchmarking** exercise - over 35 institutions reviewed
- Conduct an **online survey** polling U-M staff on formal mentorship programs; consolidate answers into comprehensive data record

## WHAT WE FOUND

# 33

### Formal mentorship programs at U-M identified in survey

- Despite a wide array of grassroots mentorship programs, there is a **lack of centrally-supported mentorship programs** across research universities in the U.S.
- **Funding and resources** (e.g., staff support) are major obstacles to implementation
- There is **enthusiasm for career mentorship** at U-M that promotes employee growth across multiple career tracks and paths

**93%** of respondents agree that mentorship is **essential** for employee growth

**91%** of respondents agree that mentorship programs should assist **multiple career track / path** exploration at U-M

## WHAT'S NEXT

I would love to see U-M being a leader in expanding mentorship so any staff member can get the support needed to further their career and enhance engagement.

Survey respondent

- Using collected results, work with Voices and UHR leadership to create a **centralized mentoring website** that can help staff navigate mentoring programs and resources and can be easily maintained as new opportunities arise
- Explore additional avenues to **promote career mentorship** at U-M, including annual mentoring fair or conference, social networks, and more
- Identify potential **funding opportunities and mechanisms** for staff mentorship in the future, ensuring that nascent programs can thrive

## TEAM MEMBERS

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