Mentoring for Today's Generation(s) at Scale: Virtual and Face-to-Face

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Why Mentoring?

- Networking
- Advancement
- Career changes
- Growth in career
- Adding value

ID2ID
Peer Mentoring Program

Contribute to a growing field
Develop yourself as a professional and grown with evolving learning design profession.

Meet people
Real people. Connect with other professionals that share your passion for enabling great teaching and learning.

Solve new problems
Gain perspectives from experienced learning designers who can share practical examples of and solutions for real-world learning design challenges.

Be part of a bigger conversation
Explore the world of instructional design through interactions with other leaders in the field and gain exposure to challenges and opportunities.

Cross-Institutional, Virtual Professional Development for Instructional Designers

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A partnership of

PennState

ELI

http://tinyurl.com/id2id

About ID2ID

- Partnership model

- Advisory Committee
  - 7 institutional members
  - 2 year terms
  - Awarded an annual digital badge

About ID2ID

- Free program

- Mentoring Model
  - All online
  - Global community
  - Mentor, mentee, and buddies
  - Comprehensive application
  - Matching logarithm
  - Rich, specific community data
  - Channel into a key community
  - Personalized professional development
  - Connection to place-based and online programming

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Participation Options

- Non-Badge Track
  - Non-verified participation

- Badge Track
  - Participate in 2 professional development opportunities.
  - Produce 2 reflection pieces about your participation in the program.
  - Contribute to a Professional Community or Association.
  - Mini Capstone Project
  - Verified
  - 32 recipients (about 10%)

ELI

ELI/Penn State ID2ID
Peer Mentoring Program
2018

ID2ID Data

- 272 participants in the program

- Over 100 completed program requirements

- 32 badges awarded

- 43 contributions to professional community or association

- 1/3 of participants connected with more than 3 IDs as part of the program

- Over half of participants shared information gained from the program with faculty from their home institution or fellow IDs

- Participants reported solving problems from experience gained from connecting with others in the field and learning or collaborating on these problems

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ID2ID 2018

- Simplify and clarify badge track requirements
- Automate matching process
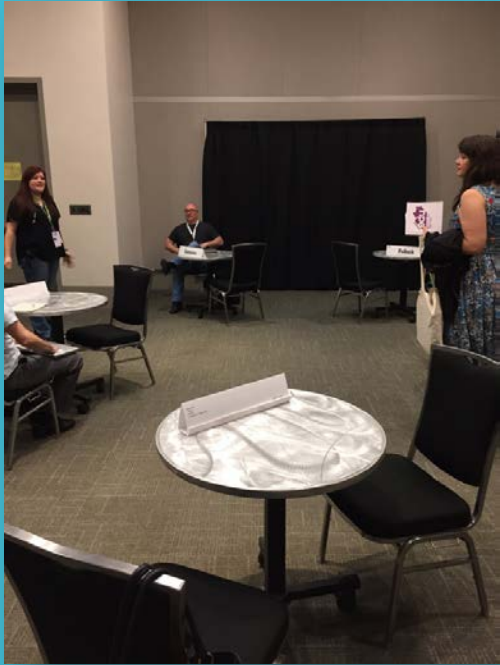- Extend program length
- Employ an LMS

Place-Based Mentoring

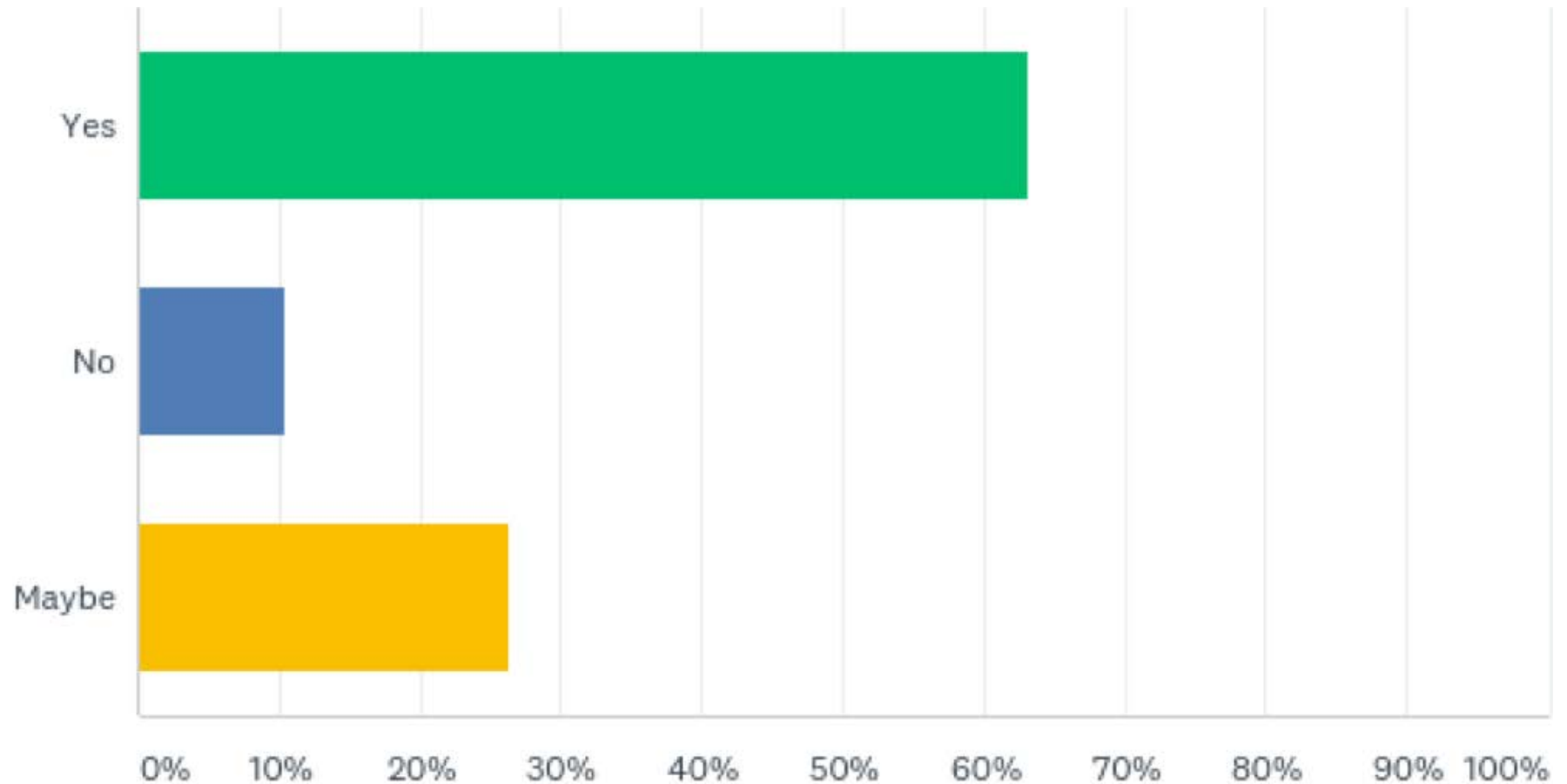**ELI 20 18 ANNUAL MEETING**

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About

- Integrated into place-based conference
- Dedicated on-site space, facilitator
- Limited to 85 participants | 60 appointments
- Mentors and mentees
- Manual matches
    - 2 or more areas of interest, institutional type
- 20-minute appointments
- Short application
    - Contact information, LinkedIn profile
    - Areas of interest and schedule availability
- At capacity 1 month before event
- Revealed attendees top interest areas
- 40-50 hours for pilot

Results

Do you have plans to connect, in any way, with your mentor/mentee after the annual meeting?

What are you looking for in a mentoring relationship?

ANSWER CHOICES	RESPONSES	
Quality professional advice	57.89%	11
Personal fulfillment	57.89%	11
To give back to the profession	52.63%	10
Safe space / sounding board for problems or challenges	47.37%	9
To build my reputation / networking	36.84%	7
Other (please specify)	15.79%	3
Satisfy a job requirement	0.00%	0
Total Respondents: 19		

Which characteristics describe your ideal mentoring relationship?

ANSWER CHOICES	RESPONSES	
Manager-level mentor with an individual contributor mentee	47.37%	9
Peer to peer mentoring – mid career	31.58%	6
Early career mentor with a later career mentee	31.58%	6
Senior executive mentor with an aspiring executive mentee	26.32%	5
Peer to peer mentoring – later career	26.32%	5
Same genders	26.32%	5
Other (please specify)	21.05%	4
Peer to peer mentoring – early career	10.53%	2
Different genders	10.53%	2
Different ethnicities	10.53%	2
Same ethnicities	5.26%	1
Total Respondents: 19		

If you attend the ELI2019 annual meeting, would you be interested in participating in the annual meeting mentoring program?

ANSWER CHOICES	RESPONSES	
Yes, as a mentor	31.58%	6
Yes, as a mentee	26.32%	5
Yes, as a mentor and mentee	31.58%	6
No	10.53%	2
TOTAL		19

Future Directions

- Automate

- Fee-based

- Sponsored (corporate participation)

- Scale to other well-defined communities, especially those under development

- Mechanism to tap and track communities of practice and their work

- Track mentor relationships

- Collect mentoring "stories"

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Penn State University/EDUCAUSE Learning Initiative ID2ID Peer Mentoring Program http://www.id2id.org/ .

Program specifics, including digital badge requirements, available here: http://www.id2id.org/participant-resources/

Mentoring resources, articles, and templates can be found in this google folder.

Resources