

The MAGIP GIS Mentoring Program Proposal

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The MAGIP community has indicated the desire to have a mentoring program. The Mentoring subcommittee was formed to envision that program. The Mentoring Subcommittee has met four times this spring to brainstorm and create a planning document containing our ideas and a proposed process for a MAGIP GIS Mentoring program. Our planning document contains seven pages of text, outlining topics such as goals, objectives, risks, assumptions, constraints/requirements, and deliverables, as well as four pages of scheduling information. The planning document can be found on the MAGIP Mentoring website and at:

ftp://nris.mt.gov/Papineau/MAGIP_GIS_Mentoring_Proposal_Plan.doc

The Mentoring subcommittee seeks the MAGIP Board's review and approval of two things before we proceed:

- Our proposed mentoring process (page 7 of the plan)
- A few key concepts extracted from the planning document that are outlined below

With the Board's approval of the proposed mentoring process and the key concepts, the subcommittee can move into the next phase of planning—creating the program deliverables. Once the program deliverables are in place, we will seek a more formal and technical review of the program as a whole by the MAGIP Board, administrator, and select members of the MAGIP community. After the review, the subcommittee will proceed to a testing phase and request a final adoption or rejection vote from the Board.

Key Concepts for MAGIP Board Consideration (extracted from the Plan)

- If adopted, the MAGIP GIS Mentoring program would be part of the MAGIP Professional Development Committee.
- The mentoring program will consist of: web pages, a mentoring guide, mentor recruitment as well as program marketing materials, and human relationships.
- Mentors and Mentees must be MAGIP members.
- A mentor/mentee relationship is not replacement for adequate training for the mentee's job.
- MAGIP will not act as a broker matching mentors and mentees. However, there may be MAGIP SIGs (i.e. Local Government) that may take action to leverage the mentoring program and match GIS practitioners in a mentoring relationship. Any brokering undertaken by a SIG will remain the responsibility of the SIGs.
- The Program must be self-sustaining and self-guiding to facilitate forming the mentor/mentee relationship. (Possible management might be the administrator periodically checking with mentors and mentees to see how it's going, putting out periodic calls through the MAGIP listserv to advertise the program, request mentors to make themselves available, checking whether mentees are MAGIP members).
- *Assumption:* MAGIP can support (funding, staffing) some level of effort to maintain a program even though it is designed to be as self-sustaining and low maintenance as possible (including advertising the program).