

## THE MENTORING ISSUE

### HOW MENTORING FOSTERS EMOTIONAL INTELLIGENCE

By Dr. Barbara Flores-Caballero, Department of Education & Academic Literacy

Mentors share their knowledge, experiences, and learning to serve others with inspiration and influence, giving direction and security, guiding them through a mentorship, and becoming a visual example of success. For this, they must have the skills that emotional intelligence promotes so that they can apply it in each mentorship they offer. Therefore, emotional intelligence has a leading role in mentoring. Emotional Intelligence is how you identify, validate, and manage your emotions and those of others. Emotional intelligence is divided into two areas: intrapersonal skills and interpersonal skills. Intrapersonal skills are those that you work with yourself and interpersonal skills are those that you work with others.

Among the skills that promote emotional intelligence that should be present in a mentoring process are:

a) establishing a good relationship by connecting emotionally with the colleague or student to build trust; it has been found that there is a positive relationship between the degree of emotional intelligence of mentors and the trust that mentees have with them (Chun, Litzky, Sosik, Bechtold & Godshalk, 2010);

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### LATINO ASSOCIATION FACULTY MENTORING PROGRAM

The purpose of the Latino Association Faculty Mentoring Program is to provide faculty guidance in multiple domains of career development. This mentoring program will help participants during their virtual experiences. This is a one-year academic commitment (Fall 2020 to Spring 2021 required; Summer 2021 is optional).

The domains may include, but not limited to:

1. Development of independent scholarship/research;
2. Development of internal and external professional networks crucial to recognition as an independent scholar;
3. Teaching skills;
4. Development as a clinician or applied practitioner of a discipline;

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### NOTES ON MENTORING

By Edwin Roman, Office of Transfer Services

Whether or not we even realize it, formally and informally, we are all serving as a mentor or mentee to someone. Mentoring, at its core, is a one-on-one relationship where a more experienced individual helps to guide a less experienced individual. The mentor usually assists the mentee with career advice and guidance. Some may liken this to a coach, but I don't agree; mentoring is relationship based and unlike a coach, which is grounded in skills and behaviors, a mentor often shares personal professional experiences. Interestingly, the word mentor has roots in Homer's *Odyssey* via Mentor, the son of Alcimus. Because of Mentor's relationship with Telemachus the name Mentor has been adopted in Latin and other languages as a term meaning someone who imparts wisdom and shares knowledge.

Mentoring is a very important part of our work in higher education. Whether we serve as a mentor to a colleague or a student, or we seek out a mentor to have a support system or to help with challenges, it has a tremendous impact. Ask any successful leader what the key to their own career success is and chances are that most of them will convey they had great mentors.

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## HOW MENTORING FOSTERS EMOTIONAL INTELLIGENCE

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- b) develop a good, assertive communication;
- c) be an active listener;
- d) maintain motivation;
- e) have cognitive empathy, which is understanding what the other thinks and affective/ emotional empathy, which is knowing how the other feels, and build a connection;
- f) develop social skills: problem solving, decision making, feedback, collaboration, leadership, managing change, and developing direct bonds.

In conclusion, studies have shown that people with high levels of emotional intelligence are more successful professionally, foster stronger personal relationships, have effective leadership skills, and are healthier than those with low emotional intelligence (Cooper, 1997). This means that to the extent that mentors can promote and model the skills of emotional intelligence, they will be giving greater tools for professional or academic success to their mentees. Emotional intelligence skills can be reinforced throughout life to perform and manage better.

References:

Chun, J., Litzky, B., Sosik, L., Bechtold, D. & Godshalk, V. (2010). Emotional Intelligence and Trust in Formal Mentoring Programs. Accessed on August 23, 2020, <https://journals.sagepub.com/doi/abs/10.1177/1059601110378293>

Cooper, R. (1997). *Applying emotional intelligence in the workplace*. Accessed on August 23, 2020, on <http://go.galegroup.com/ps/anonymou?id=GALE%-7CA20251750&sid=googleScholar&v=2.1&it=r&linkaccess=fulltext&issn=10559760&p=AONE&sw=w&authCount=1&isAnonymousEntry=true>

## LATINO ASSOCIATION FACULTY MENTORING PROGRAM

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- 5. Strategies for success and advancement within the institution, school, or department, with attention paid to formal as well as informal measures of success;
- 6. Requirements for academic/professional advancement
- 7. Overall career planning, including short-, mid-, and long-term goals;
- 8. Management of career challenges of particular relevance to women and underrepresented minority faculty.

**Application due date: Friday, September 18, 2020**

**Program starts: Friday, September 25, 2020**

**Apply online at: <https://rb.gy/wdjxyg>**

If you have any questions, feel free to contact the Chairperson of the Faculty & Staff Development Committee, Dr. Crystal Rodriguez at [crystal.rodriguez03@bcc.cuny.edu](mailto:crystal.rodriguez03@bcc.cuny.edu).

## NOTES ON MENTORING

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Last year, The Association launched the Adelante Estudiantes student mentoring program via a Presidential grant. Students were mentored by an Association member. As detailed in the summer of issue of Boletín, student mentee, Lennin Charalla, noted:

*"As a mentee of the Latino Association Mentoring Ambassador Program Adelante Estudiantes I had the opportunity to meet a wonderful mentor, Dean Alexander Ott. He helped me to better navigate the transition to distance learning due to the Covid-19 pandemic outbreak. Dean Ott assisted me in many ways such as meeting with me virtually once a week and via email. Assisted and directed me with information about scholarships. Helped me to enroll in honors courses for the Fall 2020 semester. Assisted me whenever I had any academic questions or concerns. Guided me with my resume and cover letter. I'm glad to be part of the Latino Association Program and having a mentor who has been in touch with me often helped me to achieve my goals during the complicated Spring 2020 semester."*

Each of us has the potential to mentor and to promote the role model of mentor to our colleagues. Mentoring students and fellow colleagues is an investment in the future of Bronx Community College. **Notably, mentoring is mentioned in the 2020-2025 strategic plan: "Develop roadmaps of professional development and mentorship for all faculty built around student learning-centered pedagogies and assessment."**

Contributing as a mentor can deliver personal benefits including fostering communication and supervisory skills, building networks and connections, and encouraging self-reflection. Mentoring provides an opportunity to reflect on what you have achieved and how you made it happen. Which attributes were critical to your success? What should you be doing now to ensure you continue develop those attributes? Asking questions of a mentee often supports deeper insights on your own learning.

Blaze a trail that will help others begin their journey. Find a mentor. Mentor a student, whether it is with Adelante Estudiantes or the LGBTQI+ Resource Room. Every beginner, as well as every seasoned professional, possesses a boundless potential to be an expert in his or her chosen field.

*Edwin Roman, during the late 1990's and early 2000's, coordinated one of the first cyber-mentoring programs in New York City and has extensive experiences as a mentor, most recently with the LGBTQI+ Resource Room.*

**VISIT THE ASSOCIATION WEBSITE FOR MEMBERSHIP INFORMATION, LINKS, AND ARCHIVED ISSUES OF BOLETÍN.**

**<http://www.bcc.cuny.edu/campus-life/student-life/campus-diversity/association-of-latino-faculty-and-staff/>**



# **CULTURA [CULTURE]**

HISPANIC HERITAGE MONTH 2020

## **EVENTS @ BCC**

**Tuesday, September 15 | 7:30 - 9:30 p.m. | Watch Party: *Celia: The Queen***

**Friday, September 18 | Beccas y Cafecito Time (Check below website for time)**

**Monday, September 21 | DACA Info Session (Check below website for time)**

**Tuesday, September 22 | 12:00 - 2:00 p.m. | National Voter Registration Day**

**Wednesday, September 23 | *Palante, Siempre Palante* Documentary  
(Check below website for time)**

**Tuesday, September 29 | Poet Author Event (Check below website for time and details)**

**Friday, October 2 | 7:30 - 8:30 p.m. | Celebrating Tertulia at CUNY:  
In Conversation with Professor Vincent Toro**

**Friday, October 9 | Latin Dance Classes (Check below website for time)**

**Thursday, October 14 | 4:00 - 5:00 p.m. | "Pelo bueno vs. Pelo malo":  
Racist Features of the Dominican Culture**

**Friday, October 15 | 7:30 p.m. - 8:30 p.m. | Latinx Comedy Night**

**The Zoom information, as well as any missing times  
for the above noted events, may be found here:**

**<http://www.bcc.cuny.edu/on-campus-more/>**



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## **VOTO LATINO**

Voto Latino is a grassroots political organization focused on educating and empowering a new generation of Latinx voters, as well as creating a more robust and inclusive democracy. Through innovative digital campaigns, culturally relevant programs and authentic voices, we shepherd the Latinx community towards full realization of its political power.

Learn more and register to vote at:  
<https://votolatino.org/get-ready/>



## **QUOTING A WISE LATINA WOMAN**



### **S O N I A S O T O M A Y O R**

**"I would hope that a wise Latina woman with the richness of her experiences would more often than not reach a better conclusion than a white male who hasn't lived that life."** - Sonia Sotomayor at the annual Mario G. Olmos Law and Cultural Diversity Lecture at UC-Berkeley in 2001

Sonia Sotomayor is an Associate Justice of the Supreme Court of the United States. She was nominated by President Barack Obama on May 26, 2009 and has served since August 8, 2009. Sotomayor is the first

Latina member of the Court. Sotomayor was born in The Bronx to Puerto Rican-born parents.

**"People who live in difficult circumstances need to know that happy endings are possible."**  
From *My Beloved World*

**"I have come to believe that in order to thrive, a child must have at least one adult in her life who shows her unconditional love, respect, and confidence."**  
From *My Beloved World*

**"... a surplus of effort could overcome a deficit of confidence."**  
From *My Beloved World*

**"There are uses to adversity, and they don't reveal themselves until tested. Whether it's serious illness, financial hardship, or the simple constraint of parents who speak limited English, difficulty can tap unsuspected strengths. It doesn't always, of course: I've seen life beat people down until they can't get up. But I have never had to face anything that could overwhelm the native optimism and stubborn perseverance I was blessed with."** From *My Beloved World*

**"Books are keys that unlock the wisdom of yesterday and open the door to tomorrow"**  
From *Turning Pages: My Life Story*

**"But experience has taught me that you cannot value dreams according to the odds of their coming true. Their real value is in stirring within us the will to aspire."**  
From *My Beloved World*