Q1. **Professional Development Narratives – North Central Region**
Subject Area #3: Extension Orientation, Onboarding, and Mentorship

Providing resources that enable Extension Professionals to become acquainted with their profession and their colleagues helps new staff members to succeed in their roles, while enhancing their job performance and job satisfaction. As a result, longer retention within Extension is expected. In this section of the Professional Development Inventory, we are sharing resources that can be used for Orientation of new professionals; providing them with a series of Onboarding experiences; and equipping professional Mentors with resources to help the new staff members succeed in their orientation and onboarding.

Q2. Which state do you represent?

- ◯ Illinois
- ◯ Indiana
- ◯ Iowa
- ◯ Kansas
- ◯ Michigan
- ◯ Minnesota
- ⦿ Missouri
- ◯ Nebraska
- ◯ North Dakota
- ◯ Ohio
- ◯ South Dakota
- ◯ Wisconsin
- ◯ Other: [_____]

Q3. Please provide your name.

First Name	Matthew
Last Name	Pezold

Q4. Please provide your email address

pezoldma@missouri.edu

Q5. Provide a brief description of the professional development program that addresses Extension Orientation, Onboarding, and Mentorship. [Less than 250 words.]

*If you do not offer training on Extension Orientation, Onboarding, and Mentorship, please state that here, and return the survey.

Mentoring at Mizzou is a professional development opportunity for Mizzou faculty and staff who mentor graduate students, postdocs, and/or faculty. The program uses Entering Mentoring curricula developed by the Center for the Improvement of Mentored Experiences in Research. This professional development uses an evidence-based, interactive approach designed to help mentors develop skills for engaging in productive, culturally responsive, research mentoring relationships – relationships that optimize the success of both mentor and mentees. I am also responsible for developing the https://mentoring.extension.org/ website in partnership with the Extension Foundation. This platform will support everyone in finding discipline-specific, skill-specific, and responsive mentorship within and across land grant institutions to bolster their work in the communities and institutions they serve. Lastly, I am partnering with Extension Foundation to host the Navigating Mentorship: Empowering Tomorrow's Leaders. The Missouri Mentorship Project Team is hosting a webinar series featuring leaders from across Extension to learn from their mentorship experience. https://pages.extension.org/mentorship-series.

Q6. Please provide a title (or short one-sentence description) that can be used to identify the training.

Mentoring at Mizzou

Q7. Describe the intended audience for this training (e.g., is it part of on-boarding for all Extension staff, does it focus on staff with a certain level of experience, is it for specific program areas, are their elements designed for unique aspect of community/county-based educators versus state specialists, etc.). [Less than 100 words.]

Training is primarily designed to promote a culture of impactful mentorship and will support the new faculty by developing the skills and capacity of mentors.

Q8. What are the core skills this training will instill in the audience? [Less than 250 words, and bulleted examples are encouraged.]

Aligning expectations in mentoring relationships Addressing equity and inclusion Assessing understanding Cultivating ethical behavior Enhancing work-life integration Maintaining effective communication Promoting research self-efficacy Fostering independence and well-being

Q9. Please check ALL key words that apply to this professional development opportunity.

- ☑ communication skills (personal/educator)
- ☐ communication skills (delivery programs)
- ☑ conflict (management/resolution)
- ☐ digital program delivery
- ☐ digital learning principles
- ☑ Diversity, Equity, Inclusion (DEI)
- ☐ evaluation
- ☑ facilitation
- ☑ goal setting
- ☑ leadership
- ☐ marketing

- ☑ mentorship
- ☐ needs assessments
- ☐ onboarding (included in general onboarding)
- ☐ orientation to CES (included in general onboarding)
- ☐ partners
- ☐ risk management
- ☐ reaching new audiences
- ☐ teaching skills/techniques
- ☐ volunteers (in delivering programs and teaching roles)
- ☐ volunteer (overall management and coordination)
- ☐ volunteer - systems
- ☐ other: [explain] [   ]

Q10. How is this training offered? [Check all that apply]

- ☑ Face-to-face / in person
- ☐ Live/interactive zoom/webinar (internet based, time-fixed, with the instructor)
- ☐ Asynchronous learning
- ☐ Other: Please describe:

[text box]

Q11. Is this training open to other states/institutions?

- ☐ No
- ◉ Yes - How do other states/institutions access the training and describe any permissions that need to be obtained to utilize this training:

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Yes, they can reach out to the
program developer at.
https://cimerproject.org/
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Q12. Is there a registration/tuition/fee to participants?

- ☐ No (please continue the survey)

⦿ Yes - Please describe the cost per person and if there are differences for out-of-state participants.

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Please see:

https://cimerproject.org/
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Q13. Provide a website for additional information, if applicable.

https://cimerproject.org/

Q14. Provide a name and contact information of someone who can answer questions about this training.

Mentoring at Mizzou: Brooke Hartman

Location Data

Location: (38.9361, -92.3056)

Source: GeoIP Estimation