

UW
Oshkosh

ACES

Academic & Classified Employee Support

Volume 1, Issue 2

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Coming Events

- Polk Library Tours
March 21 & 22
2:00-3:00 p.m.
- Campus Tours
April 3, 3:30-4:30 p.m.
May 10, 10:30-11:30 a.m.
June 13, 2:30-3:30 p.m.
Meet outside Dempsey 328,
contact Sabrina Johnson (e-
mail johnsoj) to sign up.
- Group Orientation
March 27, 10:00-11:30 a.m.,
Polk 202
Contact Sabrina Johnson (e-
mail johnsoj) for registration
information, Dempsey 328,
x1166

The ACES Mentoring Network

By Beth Heuer

As the **ACES Mentoring Network** Advisory Committee evaluated the mentoring program after the first full year, it was obvious that most people participating are receiving tremendous benefits. Both mentors and mentees in one-on-one mentoring relationships tell us the benefits to them have been:

- Helped their professional growth and development as UW Oshkosh employees
- Helped them meet and network with other employees
- Increased communication about what is happening in other areas of the university
- Contributed to morale, motivation, and a sense of community
- Encouraged creativity and innovative thinking

Mentor comments:

"I am grateful for the mentoring relationship I have formed with my mentee. Although we were matched based on paper profiles, the fit between the two of us is great."

"For me it has been an extremely valuable relationship, and I have learned a great deal from my mentee. Thanks for the opportunity to participate in such a valuable program."

Mentee comments:

"Motivation! She's given me encouragement and is open with her perceptions of me and my abilities."

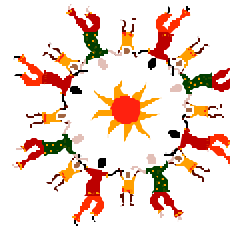
"Assisted in feeling like I belonged here—meeting someone close to my age and

similar to me."

"I was surprised at just how many administrators and faculty I *should* have known either personally or by reputation. My mentor has helped me in this area as well. He has also explained administrative functions as well as other functions to me. I really appreciate this program and hope that it is continued."

"My relationship with my mentor is progressing from a purely mentoring one into a wonderful friendship. She is the epitome of a mentor. I value her advice, appreciate the time she devotes to me, and truly enjoy her."

New Programs: The "Mentor Circle" program for new instructional academic staff began last fall and will be evaluated in the coming months. As more and more employees become involved in the new employee orientation program events, more excitement is being built



because of the program benefits, and new events are being created. You'll read about the "Polk-ing" Around the Library and "Eat Your Words" programs in other parts of this newsletter. I want to thank everyone involved in the mentoring and orientation programs . . . by teaming together we do make a difference!

Aces Profile... Beth Heuer

In 1968 Beth Heuer began her association with UW Oshkosh as a typist 1 in Biology. Today she is interim director of Affirmative Action, and the creative and guiding force behind the university's **ACES** mentoring program. During her 30+ years at UW Oshkosh, Heuer earned her bachelor's and master's degrees, and served as a classified staff member and an academic staff member, both instructional and non-instructional. She worked in Biology, Music, Financial Aids, General Accounting, Admissions, Nursing, Business Administration, the Small Business Development Center and Career Services. With the growth of her career and the variety of her experiences at UW Oshkosh, it's no wonder that Heuer is wholeheartedly committed to mentoring.

"I really enjoy the kind of job where I'm able to create a lot of change. When I look at the positions I've been in, that's what I've been able to do. As you can tell from my experience here at UW Oshkosh, I've made a lot of moves. One of the things I found is that it takes so much longer to learn things by myself, whereas if I have a mentor to help with shortcuts to getting things done, the transition to the job is so much easier. I find that when I have a mentor, it's like I'm on skates!"

What led Heuer to initiating a mentoring program at UW Oshkosh? A mentor, of course! While working for Career Services, Heuer met Kathy Seifert, Kimberly Clark Corporation executive vice president and a strong proponent of mentoring. She and Seifert discovered their shared interest in mentoring programs and Seifert invited Heuer to KC to talk with the people who developed KC's mentoring programs. Heuer's participation in KC's mentoring training enabled her to establish Career Services' student mentoring program.

"Developing the student mentoring program really helped me a lot, having that year or so of experience. Then I put together a plan for a staff mentoring program at UW Oshkosh. Fortunately I was able to get then-Provost Larson's buy-in because she also has a passion for mentoring." Heuer's participation in two mentoring conferences, and her use of Catalyst (a nonprofit organization working with business to advance women) as a resource, added to her mentoring program expertise. She submitted her plan, it was approved, and **ACES** was born!

Currently a mentor herself, Heuer says that one of the benefits of being a mentor is that "...now

I have to walk the talk." She explains that in helping her mentee, she must also do what she's helping her mentee to do. Heuer acknowledges that as a mentee herself, she benefited in learning to be more flexible.

"As a mentee, I can be a stubborn person. Sometimes it's very difficult for me to take advice from someone else." Now one of the things Heuer teaches in mentoring training is how important it is for both mentee and mentor to remain flexible and open-minded.

When asked how the university has benefited from her efforts, Heuer responds, "I've received many emails about the mentoring program from people saying, 'This is so exciting, having these various opportunities. It's making me feel like the university really values me as an employee.' So the major benefit definitely is helping people feel 'Yes, I am valued by my employer.'" Those feelings of being valued motivate people, Heuer explains, and that motivation spreads to others in a rippling effect.

"98.9% of the time I'm excited about coming to work in the morning because I love what I'm doing!" Heuer states. "And I would love to have everybody feel that way. And so to me, another benefit for the university is that more people are becoming excited about their work."

As people feel more valued and share their excitement about their work at the university, Heuer believes a true sense of community is being built. "People get in their own areas and they get so busy," she says, "that they don't have a chance to find out how they fit in the larger university. Involvement in the mentoring program and in other human resource opportunities gives people a broader view, and that involvement makes their work more important to them because they're seeing how it fits into the bigger picture."

When asked what she likes best about working at UW Oshkosh, Heuer quickly responds, "Being able to get people excited about working here! After the 30-plus years that I've been associated with the university, I'm extremely loyal to UW Oshkosh because of all the university has done to help me become the person I am today. I've learned a tremendous amount. So I want to give something back. And, I'm a marketer for the univer-



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Sharing the Good News... Jan Brantingham

Jan Brantingham, Director of External Relations for College of Business Administration, spent January 14th in Bermuda. It wasn't exactly a vacation. This Winneconne resident ran 26.2 miles in the Bermuda Marathon sponsored by the Leukemia/Lymphoma Society.

Why would an admitted "non-runner" take on such a challenge? Jan says that she lost her father to chronic leukemia. She believes he lived longer than expected because leukemia research provided the right treatment. When she was solicited to participate in a Leukemia/Lymphoma Society fund raising event, something touched home. "I'm thankful for the research that's been done and I want to see continued progress in the area of research," she said.



Jan explained that she is not alone in this effort. The Team in Training, a group of the Lymphoma Society, shares her efforts. It is "... people from all over Wisconsin who will meet up with people from all over the country to go to the event." "Not only does the Leukemia/Lymphoma Society recruit you to be in the program, but they also hook you up with a coach who helps you prepare for the event," she said.

Jan trained five days a week. During the week it was 5-9 miles a day. On the weekend, the runs were progressively longer. The cold weather was a challenge. "No matter how many layers you put on, it is still cold. Once you stop, the temperature drops fast. You cool off, stiffen up, and have to get into a hot tub to loosen up."

In the beginning of training, the task seemed daunting. "I don't run very fast at all. It takes time." Each new running goal was met with some nervousness, but once achieved she found herself saying, "Oh, my gosh, I did it!"

Jan claims, "The benefits of doing something like this are so personal."

Jan's efforts on behalf of the Leukemia/Lymphoma Society not only included running a marathon. It also meant that she had to commit to raising \$4,000 for the organization. The money had to be raised by December 31, 2000. This commit-

ment to raising funds became more personal to Jan when she met the 5-year-old girl for whom her Team is sponsoring treatment. She would like to "encourage others to find something like this to do."

Jan said, "**Individuals do make a difference.** As adults we are setting an example for young people. We are showing them how to make a commitment and follow through with it. Young people need to see us taking the time and effort to do something worthwhile."

There is proof that funding raised for leukemia research is doing some good. According to the Wall Street Journal, December 1, 2000, a pill called STI-571 achieved remission in 95% of leukemia patients using the drug. Further studies involving other types of leukemia also show significant remissions. Novartis AG, the Swiss based company producing this drug, hopes to have it on the market in 2001.

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city. I'm always talking about UW Oshkosh! I feel that as an employee you must be marketing the organization you work for, no matter who you're talking to or where you are."

One of the most memorable people Heuer has met at UW Oshkosh was a former colleague in the Financial Aids office, Mai Pham.

"Mai was from South Vietnam. She and I just really connected. She opened up my personal experiences to things that I didn't even know people had to deal with in their lives: what she experienced, with her family in Vietnam as the borders closed, and how those events affected her. Being close to her, I realized that despite our differences in culture and ethnicity, we were the same in many ways: in our concerns and in what we valued in life. Mai really made an impact on me."

When asked what advice she would give to a new staff member, Heuer quickly responds, "Join the mentoring program! And, take some risks!" Wanting to do something for the university that's not been done before involves risk-taking. Heuer encourages, "Turn to your mentor for help in doing something new, something different."

SHARING GOOD NEWS!

Submit your "good news" by e-mail to Bobbi Reepsdorf (reeps@uwosh.edu) and we'll place it in the next newsletter. Please include your name, your Department/Unit, and the "good news" you'd like to share.

Focus on ...

Polk-ing Around the Library

As part of the UW Oshkosh Human Resources Department's employee orientation program, "Polk-ing Around the Library" was arranged to familiarize both new and veteran staff members with the numerous resources Polk Library has to offer year round. Since the library has books, magazines, videos and on-line services that range in topics from academic to personal interests, there is no limit to what you may discover. Upcoming library tour dates are scheduled for March 21 and March 22 from 2:00 p.m. to 3:00 p.m. More library tour dates will follow. Registration is required for the tours and may be done by emailing Linda Repenshek, Human Resources Department at repenshe@uwosh.edu or calling her at 424-2070. Space is limited so sign up today!



Polk Library supports the information needs of staff, students and faculty through a core collection of traditional library materials, a wide range of electronic information, numerous library services and several specialized collections. Traditional collections include 420,000 books, 1,850 current periodical subscriptions, 9,500 multimedia titles and more than two million microfilms. The library provides access to many forms of electronic information such as the library's new, web-based catalog, and catalogs of other libraries, periodical indexes, full text periodical articles and the World Wide Web.

The library is normally open 100 hours a week and provides services including reference, library instruction, circulation/reserve, and interlibrary loan and photocopying. Areas such as the Educational Media Collection, Government Documents, University Archives and the Wisconsin Area Research Center maintain and service important, specialized collections for staff, students and faculty. With a valid TITANCARD, staff can check out books, videos, and other materials from the library.

Useful computer facilities within the library include 31 workstations in the Reference Room, which provide access to all the library's electronic resources with convenient laser printing for full text articles. Most of these databases can be used in offices on campus without needing a password. Also, the library provides off-campus access to many of its databases. Currently, staff, registered students and faculty can call 424-0401 for a list of these databases (with passwords.) There is also a general computer access lab located in Polk 118 for other computer needs such as

word processing.

For more information about library hours, click <http://www.uwosh.edu/library/hours.html/>. Call Patrick J. Wilkinson, Assistant Library Director, at 424-2147 with any questions about library services or policies.

Eat Your Words

The Events Committee of the Human Resources Department's LunchNet program invites you to "Eat Your Words!," a lunch hour book club that will offer books and discussion on a variety of topics. In addition to books, "Eat Your Words!" will provide an opportunity for classified, academic and limited term staff members to become better acquainted with their colleagues in an informal setting where they can share ideas, laughter and a few good books. Details of the book club's meeting times and locations are being finalized, but further information will be sent out via intra-campus mail. Questions may be directed to "Eat Your Words!" Facilitator and Events Committee chair, Vicki Woschnick, at woschv11 or x2062.



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