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Associate Alumnae of Douglass College

Volume 3, Issue 1

**Mentoring is a
brain to pick, an
ear to listen,
and a push in
the right
direction.**

- John C. Crosby

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Welcome!



At Left: Some of the attendees at the AADC Mabel's Alumnae Mentoring Program Kick Off Session, held on Saturday, September 8 as part of the Victoria Dabrowski Schmidt '42 Workplace and Professional Development Symposium.

Welcome to year three of the AADC's mentoring program! Participation continues to grow, with over 50 pairs working together. This includes new members as well continuing partnerships, experienced mentors taking on new mentees and mentees moving on to become mentors. It is wonderful to see the program build membership and impact.

The AADC Mabel's Alumnae Mentoring Program is unique in that it offers a vital connection to our alumnae sisterhood. While the key relationships are between mentors and mentees, organizers are exploring ways to strengthen the group as a whole. Sharing ideas, questions and mentoring tips allows alumnae partnerships to benefit from our shared experiences.

Follow and join the discussions on:

Scheduled group check-in calls with mentees and mentors – your chance to bring up questions and concerns and just chat about the program. The next calls are on Tuesday, January 22 for Mentors and Thursday, January 24 for Mentees; all calls take place at 7:30 pm EST. **Facebook (AADC Mentors; AADC Mentees)** - Check in regularly for announcements, discussion-inspiring TED talks and resource links, and a chance to share your ideas.

Finally, this newsletter is our way to stay in touch. Your input is welcome. If you would like to become a contributor, contact Linda Parry '75 at lmparry@gmail.com.

Special thanks to Nodira Rakhmatkarieva '01, who provided the Partner Spotlight and resource suggestions on work/life balance.

Mentoring Spotlight— Kathi Love & Sarah Gormley



Kathi Love, Class of 1975

“Being a part of the AADC broadens the network of accomplished, important women with whom I share a special bond.”

Kathi Love



Sarah Gormley, Class of 2000

In the fall of 2017, Kathi Love '75, the Captain and founder of the AADC Mabel's Alumnae Mentoring Program was paired with Sarah Gormley '00. Kathi was excited to start making a difference in the success of one of her sister alumnae.

For Sarah, the start of the program was perfectly timed. She had just been promoted to Associate Director of the Bioengineering Department at a major university, and for the first time she would be formally supervising staff. Sarah had some notions of what the program would include, saying “I would get connected to someone who would walk me through a few questions, and that would be that.” After meeting Kathi though, Sarah's expectations were surpassed. “Instead I got a real coach and champion in Kathi,” Sarah said.

Kathi is a Certified Executive Coach and the CEO of a company devoted to management consulting and executive coaching. Prior to starting her own business, she had been the CEO of a publishing company for 13 years and had held a number of executive positions at other companies. With such vast business experience and leadership skills, Kathi was just the mentor that Sarah needed.

“Sarah's areas of interest were focused on workplace communication and development and that was my area of expertise,” Kathi said.

Not only were they a great match based on Kathi's expertise and Sarah's goals, but their personalities were an immediate match as well. Kathi says, “Even though we only met once in person, I felt like Sarah became a dear, dear friend. We connected on social media, we started to make time to talk about life issues and not just work issues and she continues to be very important to me. This experience has

truly enriched my life.”

In fact, their mentor-mentee relationship was proof that this program and AADC was fulfilling its mission – to use alumnae's cross-generational connections to help each other. Sarah confirmed, saying, “I am still in awe that someone with so much experience and who has so many professional responsibilities was willing to spend an hour a week helping me get my own professional footing. It is truly a testament to my sister alumnae and to the AADC that we support each other in such meaningful ways.”

Formally the program lasts only a year, but the relationships alumnae establish can last many more. “I am grateful that even though our formal arrangement has ended, Kathi will still take my calls!” Sarah added.

As to a piece of advice to current and future alumnae participants, Sarah said, “Mentoring/coaching relationships can be tough, because as a mentee you need to trust your mentor. There have been times when Kathi has shown me tough love, and those are the times that have really pushed me forward and helped me make real and positive change. I think to truly get the most out of this program as a mentee it is important to bring an open mind and to be willing to listen, reflect and share your honest reactions.”

Kathi added, “I have always found that I needed help and if not for the important women in my life, I would be floundering. Being a part of the AADC broadens the network of accomplished, important women with whom I share a special bond. I was late in getting involved with the AADC.

My experiences would have been so much richer if I had started earlier!”

Up For Discussion — Work/Life Balance by Linda Parry '75

Maintaining the balance between work and the rest of one's life was the most cited topic of concern among last year's mentoring pairs. It's an issue that has been widely covered and discussed. Check out the links below. I thought I would try to focus our discussions by pointing out some takeaway points from the literature, tying in some personal thoughts, and issuing a challenge for the group.



Everyone, it seems, acknowledges that it is vital to include time for family, home, health, spiritual self into our lives. A key point that struck me in reading was that work, for most of us, provides the financial underpinning for homes and lives. It provides professional support, a friend base, and a way to impact our world. It is not a separate add on to life – it is an integral part of who we are. That's something that I think my mother (a traditional 1950's stay-at-home mom) never understood.

That doesn't make the choices we make daily any easier. Balancing the demands life presents is an ongoing challenge. There are the big issues (a job offer in Dallas – and a spouse happy in New York) and the nerve-wracking ones (is the fussy two-year-old too sick for day care or just cranky?) and the little ones that stop you cold (the emergency meeting is now scheduled to conflict with the soccer championship game). The situations come up, you have to act, and your actions have impact.

The connection between a mentor and mentee seems a natural place to talk about those decisions and to clarify the frameworks we use to make them. I'd like to suggest a challenge for every team (mentors and mentees). What was the last time you had to make a choice affecting your work/life balance? What did you choose to do? What did you consider in making the decision? What was the impact? Would you change your action if you could?

More food for thought....

The Crucial Thing Missing from the Work-Life Balance Debate - Forbes

<https://www.forbes.com/sites/forbesleadershipforum/2017/11/29/the-crucial-thing-missing-from-the-work-life-balance-debate/#494a8b4ecc4f>

Work Life Balance - Mental Health America

<http://www.mentalhealthamerica.net/work-life-balance>

37 Tips for a Better Work-Life Balance - The Muse

<https://www.themuse.com/advice/37-tips-for-a-better-worklife-balance>

How to make work-life balance work - Nigel Marsh, TED Talk

https://www.ted.com/talks/nigel_marsh_how_to_make_work_life_balance_work#t-73765

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*AADC Mabel's Alumnae
Mentoring Program*



The AADC develops and promotes connections among Douglass alumnae by providing programs, services, networks and life-long learning opportunities that represent the interests and needs of our diverse alumnae. The AADC provides prudent stewardship of the Douglass Fund and other endowed funds held by the AADC for the benefit of Douglass; distributions from these funds contribute financial support to Douglass and her students.

Visit our website:
www.douglassalumnae.org

douglassalumnae at



AADC Upcoming Events and Programs

Saturday, January 26

AADC Young Alumnae Network: Sisterhood Book Club, Ruth Schilling Hennessy Alumnae Center

Saturday, February 2

AADC Young Alumnae Network: Cabin Fever & Sweet Treat Competition, Ruth Schilling Hennessy Alumnae Center

Saturday, February 9

AADC Central New Jersey Regional Connection Group & AADC Black Alumnae Network Present: "Little Girl Blue: The Nina Simone Musical" Theater Event, New Brunswick, NJ

Wednesday, February 20

True Colors Workshop, Presented by Dianne Mills McKay '69: Hosted by the Victoria Dabrowski Schmidt '42 Workplace and Professional Development Symposium Planning Committee, Ruth Schilling Hennessy Alumnae Center

Tuesday, March 12

Annual Zagoren Lecture, Traves Hall, Douglass Student Center

Saturday, April 6

Spring Alumnae Council, Douglass Student Center

Saturday, April 6

AADC Founders Day Celebration, Traves Hall, Douglass Student Center

Friday, May 31 - Sunday, June 2, 2019

95th Anniversary Weekend and AADC Alumnae Reunion Weekend

Enjoy the Vanguard Luncheon on Friday; Champagne Jazz Brunch; Convocation, with the Milestone Classes Parade; and activities and programs on Saturday afternoon! Join us as we herald the Vanguard Class of 1969, celebrating their 50th reunion, as well as milestone classes ending in 4s and 9s.