



# Compact Connects

The Newsletter of the Montana Campus Compact - April 2002

## MTCC Breaking News...

Congratulations to the Montana Campus Compact Team Members who won awards in the recent 2001 University of Great Falls Awards Ceremony:

### Who's Who Among Students

#### American Colleges and Universities Award:

Kerri Alsbaugh- Student Fellow University of Great Falls

Travis Cooper- UGFCC Member

Talisa Hides- UGFCC Member

#### College of Education and Professional Studies-Outstanding Student Award:

Kerri Alsbaugh- Outstanding Student in Marketing

#### President's Honor Roll:

Kerri Alsbaugh

#### Dean's List:

Kerri Alsbaugh

Travis Cooper

Talisa Hides

Steve Lindsey

Jennifer Pizer

#### University Community Awards:

Cynthia Quarta-Cultural Diversity Award

## Spotlight on Service

-Camille Larson



Mentoring Minds Program

Jessica Bayramian Byerly

The Mentoring Minds Program, managed by Lexie Fink and Scott Anderson of the MSU-Bozeman Office for Community Involvement, began its initial development in the fall of 2001. Working in conjunction with MSU Family & Graduate Housing, Lexie and Scott spent the semester creating forms and documents, finalizing evaluation tools, soliciting volunteers, promoting the program in Family & Graduate Housing, and seeking out interested parents in F&GH.

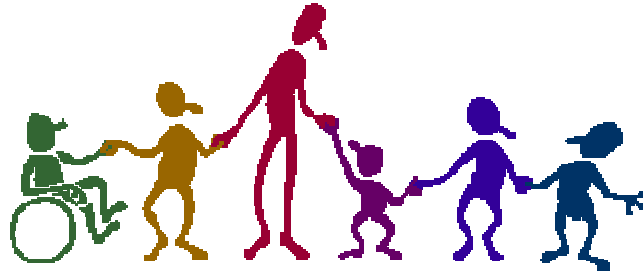
The Mentoring Minds Program underwent various shifts in objectives at its outset in the fall semester of 2001, which eventuated in a redefinition of the necessary impact and accomplishments for both AmeriCorps and the F&GH Community. The Mentoring Minds Program intends to reach approximately 20 at-risk youth in grades 5-7 living in F&GH through bi-weekly mentoring held during the spring semester (Feb. 4-May. 2). Utilizing the Parent Pre and Post Evaluation, MTCC Mentee Survey, and MTCC Youth Pro-Social Skills Post Evaluation and Inventory as tools, we intend to have a measurable, positive impact affecting at least 80 percent of the children mentored. We expect improvement in at least ten of the areas of measurement according to the MTCC Youth Pro-Social Skills Inventory form. Also, mentees will rate their relationship with their mentor as "agree" or "strongly agree" in at least five areas of measurement according to the MTCC Mentee Survey.

The program is geared toward reaching children not only on an academic level (although a degree of tutoring will be involved), but on a social level as well. Planned activities include science and creative arts projects; informative sessions on multicultural, political, environmental, and developmental issues; and field trips to local museums, businesses, and the MSU campus.

With our first few meetings under our belts, we are all happy to say that the program is off to a successful start. We have five girls registered for the program and with every session we seem to be growing. The girls were a big part in outlining the future of the program for the semester, requesting projects that get them involved with the Gallatin Valley Humane Society and local rest homes. Although these civic interests were unexpected, we are more than happy to oblige. They have already participated in our February Team Service Project making valentines for Meals on Wheels. And we are scheduled to make cookies, all personally decorated, to deliver to a local rest home for our next meeting.

We are very enthusiastic at the start of this program, and that energy seems to be more than matched by the girls. With a variety of personalities, learning styles, and levels of self-esteem at our fingertips, we look forward to providing those registered with experiences that they will never forget and that, we hope, will facilitate their growth into stronger, more confident civically-engaged citizens.

# Civic Engagement Tip



Each and every one of us can be responsible for the well-being of our communities and our world! How can you become a more active, involved and responsible citizen for your community and your country? Check out these simple ideas that can have a big impact on your community.

American Red Cross-

Many generous Americans nationwide have been donating blood since the terrorist attacks September 11 to ensure a sustained and secure blood supply for all Americans. Together with the Red Cross, these blood heroes are ensuring that the safest possible blood is readily available whenever and wherever needed - for the military, for other blood centers in America and for all 5,000 of America's hospitals.

We all expect blood to be there for us, but barely a fraction of those who can give do. Yet sooner or later, virtually all of us will face a time of great vulnerability in which we will need blood. And that time is all too often unexpected. From its beginning, the American Red Cross has formed a community of service, of generous, strong and decent people bound by beliefs beyond themselves. The honor, spirit and resources of the American people comes forth with neighbors helping neighbors in need - during earthquakes, floods, fires, storms - and also for the deeply personal and often quiet disasters that require a gift of blood.

To find out where you can donate, visit [www.givelife.org](http://www.givelife.org) or call 1-800-GIVE-LIFE (1-800-448-3543).



## Resource Roundup

Here are some web sites with great information on community service and volunteering. It's time to get involved!

[www.idealists.org](http://www.idealists.org)

[www.serviceleader.org](http://www.serviceleader.org)

# Citizenship Competency Corner

## **Leading Toward Self-Motivation**

By Chris De Benedetti

According to Kenneth Thomas, author of *Intrinsic Motivation at Work: Building Energy and Commitment*, supervisors can best craft self-starting teams by providing avenues of choice. While it's up to workers to motivate themselves, managers can do much to provide the right environment for employees to work with purpose.

Here are Thomas' five building blocks for creating a sense of choice for team members:

### **Intelligently Delegate Authority**

To fully experience the ability to choose, workers need to have a clear delegation from above. Steer clear of micro-management, which will just make employees dependent-when they should be developing.

### **Demonstrate Trust**

Once a manager delegates, it's important for him not to hover nearby. Team members need to trust that they will have the room to make decisions on their own, so that they can use their own judgment and develop their self-motivation.

### **Provide Security and Allow Honest Mistakes**

This involves making workers feel safe to experiment, adapt or innovate. Encourage trial-and-error learning and avoid the "zero-defects mentality," which devolves into leaders trying to catch mistakes and blame employees rather than cultivating progress.

### **Provide a Clear Purpose**

Team members need to understand what defines success on a task before they can decide what path to take to get there. Then manager and team must share a clear understanding of long-term purposes and goals.

### **Provide Information**

Team members make good choices when they have access to all relevant information. If a leader is truly building a sense of choice in employees, she will think less about what she needs to know and more about what the team needs to know.



To the first person who answers this Trivia Question correctly:

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**St. Patrick was born in:**

- A. England
- B. Ireland
- C. United States

Be the first person to e-mail us at [mtccinfo@yahoo.com](mailto:mtccinfo@yahoo.com) and the T-shirt is yours!

Compact Connects is a publication of  
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Do you have news, photos or announcements that you  
would like published in the next Compact Connects?

Please contact MTCC at (406) 243-5177 or e-mail us at  
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