

## Tiffin University MBA: Individual Career Development Plan For Mentoring Partnerships

Mentor: Denise O'Grady; Associate Athletic Director / Academics

Mentee: Rickie L. Spears

Short term goals (what mentee plans to accomplish in several months):

- To learn about the duties and responsibilities of an Associate Athletic Director (ADD) of Academics and Athletic Academic Advisor by participating in various meetings, completing relevant projects and carrying out many of the responsibilities.
- To get exposure to the roles and responsibilities of the Athletic Director and Associate Athletic Director of the entire athletics department.

Steps to take to meet short term goals:

- Tutor student athletes
- Participate in ADD meetings and events
- Shadow Athletic Academic Advisors and act as a fill-in to the role when the opportunity presents itself
- Shadow the Associate Athletic Director for Academics (Denise O'Grady). This will give me the opportunity to learn the ins and outs of the academics side of an athletic department.
- Spend some time with the general Athletic Director and Associate Athletic Director. This will give me a variety of exposure needed to confirm my interest in being an Athletic Director as well as get some experience under my belt.

Mentor's suggestions/guidance for short term goals:

- Look for internal and external opportunities
- Continue to volunteer
- Find opportunities where skills can be utilized so that I remain visible
- Be open to opportunities in academics or athletics

Steps mentee will take before next meeting with mentor:

- Bring class information and a share goal list of what I want to accomplish

Date Discussed

March 3, 2017

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Medium range goals (1-3 years):

- To get a permanent position in collegiate athletics

Steps to take to get there:

- Continue to apply and interview for positions at IU and outside of the university
- Continue to volunteer and get experience and exposure in the department of athletics at IU

Mentor's suggestions/guidance:

- Revise resume
- Meet more people outside of the athletic division for exposure

Long range goals (3-10 years):

- My ultimate goal is to work in the management and operations side of collegiate athletics, eventually leading to an Athletics Director position.
- Once I have established myself in collegiate athletics, I would also love to teach at a university as a part of a Sports Management program and may have the opportunity to do so sooner rather than later.

What options does mentee have to consider in order to reach those goals?

- Continue to apply for opportunities until I land an opportunity. Keep interviewing and have confidence.
- Make connections inside and outside of IU
- Try for an adjunct professor position

Mentor's suggestions/guidance for long range goals:

- Be flexible in terms of opportunities considered
- Be sure to know the business and academics side of an athletic department. That is what I will need to become an athletic director. I need to get more exposure to the business side by volunteering. My business experience will also help me. I was also able to spend some time with the Athletic Director and Associate Athletic Director.