

Mentoring Toolkit

Last reviewed: March 2017

Are you a CISO who's new to your institution? Or a veteran CISO who's new to the higher education community? Perhaps you're a CISO or other security professional looking for a peer to touch base with on a regular basis.

The Higher Education Information Security Council ([HEISC](#)) is continuing the mentoring pilot program (launched in 2013) for information security managers & directors, CISOs, and aspiring CISOs. Community members interested in participating can sign up as a mentee (or mentor) or request additional information by sending an email to security-council@educause.edu. The HEISC Mentoring and Professional Development team will help EDUCAUSE staff match mentors and mentees as requests are received throughout the year.

Mentoring Program FAQ

Frequently Asked Questions about the EDUCAUSE Mentoring Program for Security Professionals

Q1: I'm currently the entire information security department at my institution. If I don't have the title of CISO/ISO, can I still participate in this mentoring opportunity?

A1: Yes, if you're the individual responsible for information security for your organization, this is meant for you. Titles vary widely across higher education!

Q2: For mentors, does the CISO/ISO have to be in higher ed, or would higher ed experience suffice?

A2: Higher education experience with an ISO background would more than suffice. Mentors will be matched with those requesting one based on institutional profile and expertise in areas that the requestor specifies, and varied skillsets and knowledge help! We expect to hand match mentors in many cases, and will put out a call to a list of volunteers for those who might be a good match in others.

Q3: I am a CISO/ISO for a non-higher education organization. Can I still participate in this mentoring program?

A3: Our primary audience is currently CISOs/ISOs working in higher education. Non-higher education ISOs are not included in the program at this time.

Q4: As the mentee, am I responsible for initiating the first meeting once I am matched with a mentor?

A4: Contacting the mentor by email or phone within the first 1-2 weeks of being matched is highly recommended. Once you have touched base, consider meeting every 1-2 months by phone, videoconference, or in person (if that's an option).

Q5: Do I have to be a CIO in order to volunteer as a mentor?

A5: No. We are seeking CIOs or CISOs/ISOs who have experience working in the higher ed environment.

Q6: What opportunities for mentoring exist for non-management level information security staff members?

A6: We will likely expand this program if it succeeds. If you'd like to be involved in such an effort, let us know. Contact: security-council@educause.edu.

Q7: Where can I find additional resources on professional or career development?

A7: [EDUCAUSE](#) offers several online resources including a [Professional Learning Concierge](#) page, a [Mentoring](#) page, and a [Career Development & Advancement](#) page.

Q8: Now that I have signed up for the program, what happens next?

A8: In order to find the best possible match, mentees will be asked to answer a simple 3-question survey by email. Once matched, the mentee will receive a confirmation email with the mentor's contact information, additional resources, and a reminder to coordinate the first meeting within the next 1-2 weeks. Mentors will also receive a confirmation email with the mentee's contact information, as well as recommendations for next steps and resources.



Featured Resources!

- [Toolkit for New CISOs](#)
- [Professional Development/Staff Management Constituent Group listserv](#)
- [Evolution and Ascent of the CISO](#) (*EDUCAUSE Review Online article*)
- [The Professional Development Commons](#) (*EDUCAUSE Review blog column*)
- [A Tale of 3 CISOs](#) (*EDUCAUSE Review blog summarizing a CISO panel at RSA Conference 2017*)
- [Who Moved My Office? The Evolving Role of the CISO](#) (*1-hour webinar*)
- [Women CIOs in Higher Education](#) (*5-minute video*)

Career Development & Leadership Resources

- [Career Development for New and Aspiring CIOs](#) (*EDUCAUSE website*)
- [CISO Job Description Template](#)
- [Cultivating Careers: Professional Development for Campus IT](#) (*EDUCAUSE Book*)
- [EDUCAUSE Career Development](#)
- [EDUCAUSE Professional Learning Concierge](#)
- [Executive Presence for IT Leaders](#) (*Tom Catalini's "People & Technology" blog*)
- [Lay Bare the Questions: Leadership Lessons from Close Encounters](#) (*EDUCAUSE Review article*)
- [The First 90 Days: Critical Success Strategies for New Leaders at All Levels](#) (book)
- [You're in Charge, Now What?: The 8 Point Plan](#) (book)
- [HBR's 10 Must Reads on Leadership](#) (book)
- [Blown to Bits: Your Life, Liberty, and Happiness After the Digital Explosion](#) (book)
- [The Leader's Checklist: 15 Mission-Critical Principles](#) (book)
- [CISO Leadership: Essential Principles for Success](#) (book)

- [Information Security Governance Simplified: From the Boardroom to the Keyboard](#) (book)
- [The Toyota Way: 14 Management Principles From the World's Greatest Manufacturer](#) (book)
- [CSO's CISO Executive Career and Leadership Success Guide](#) (compilation of articles)



Mentoring Resources

- [Beyond the Myths and Magic of Mentoring: How to Facilitate an Effective Mentoring Process](#) (book by Margo Murray)
- [EDUCAUSE Mentoring Program](#)
- [International Mentoring Association](#)
- [MENTOR](#) (Note: Although this organization focuses on youth mentoring, they offer several good resources.)
- [Mentoring Resources](#), including [Mentor Memos](#) (University of Washington Graduate School website)
- [NCWIT Mentoring-in-a-Box: Technical Women at Work](#)
- [SIGUCCS Mentor Guide](#) (PDF)
- [University of New Mexico Mentoring Institute](#)
- [What Does a Mentor Do?](#) (Collaborative for Gender Equality article)

Conversation Starters

- [10 Things an ISO Needs to Know](#)
- [10 People an ISO Needs to Know](#) (i.e., *Building Relationships, or How to Social Engineer Your Organizations*)
- [10 Things an ISO Needs to Ask Themselves](#)
- [10 Things an ISO Should Not Do](#)
- [The ISO Bad Day List](#)
- [Foundations of Information Security: Institutional Implications for Safeguarding Data](#) (An EDUCAUSE Executive Brief, 2014; PDF)
- [Key Questions for Information Security: Institutional Implications for Safeguarding Data](#) (An EDUCAUSE Executive Brief, 2014; PDF)
- [The IT Workforce in Higher Education, 2016](#) (EDUCAUSE Reports and Supporting Materials)
- [12 LinkedIn Mistakes IT Pros Make](#) (InfoWorld slideshow)
- [12 Terrific Tech and Security-Related TED Talks](#) (CSO slideshow)
- [How to Get a Job in Computer Security](#) (CSO Online article)
- [Ideas Don't Sell Themselves: How to Win Support for Your Project, Program, or Proposal](#) (by Christopher Witt)

Still not sure how to get started? Please contact EDUCAUSE staff at security-council@educause.edu and we'll try to help!

 Questions or comments?  [Contact us](#).

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