

# WILLIAM A. GRAY

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## Current:

President - Mentoring Solutions

Place of birth: Newport News, Virginia

Citizenship: United States & Canada

## Education:

- University of Virginia, BA (Psychology)
- University of Virginia, MEd (Educational Psychology)
- University of Texas - Austin, PhD (Educational Psychology)

Dissertation title: *An experiment to increase teacher acceptance of students (TAS) by means of three "stimulus films" with and without subsequent group discussion.*

## Academic & Business positions:

- Research Assistant, Bureau of Education Research, University of Virginia
- Academic Assistant to Dr. Carson McGuire, Head of Educational Psychology Department, University of Texas (Austin)
- Teaching Assistant, Educational Psychology Department, University of Texas (Austin)
- Assistant Professor, Faculty of Education (Educational Psychology Department) University of British Columbia
- Associate Professor, Faculty of Education (Educational Psychology Department) UBC
- President, Gray & Associates
- President, Corporate Mentoring Solutions Inc. and Mentoring Solutions

### **Professional & Business-related experience (samples of):**

- Obtained funding to create world's first program to prepare team teachers for Open Area/Open Space/Open Plan Schools.
- Developed Gray's Teacher-Student Relationship Mode
- Created world's first Formalized Mentoring Program
- Began research on Concerns of Preservice Teachers, Mentoring Styles and essential components of Formalized Mentoring Programs
- Created first Mentoring Action Plan and different versions of Mentoring Style Indicator
- Wrote the first Phi Delta Kappa publication on mentoring: *PDK Fastback #189 "Challenging the Gifted and Talented through Mentor-Assisted Enrichment Projects."*
- Helped 20 Phi Delta Kappa chapters across North America implement Mentor-Assisted Enrichment Projects
- Developed concepts of training parents to mentor their own children, Co-mentoring, Rotational mentoring, Reverse mentoring, Multi-tiered mentoring and Group mentoring
- Developed *Coaching Improved Person-Job Fit* (one-day course)
- Sponsored & organized the First International Conference on Mentoring
- Edited & published the first Conference Proceedings on Mentoring (Vol. 1 *Mentoring: Aid to Excellence in Education, the Family and the Community*; Vol. 2 *Mentoring: Aid to Excellence in Career Development, Business and the Professions*).
- Wrote & published the first annotated bibliography on mentoring (*Mentoring: A Comprehensive Annotated Bibliography of Important References*).and first newsletter on mentoring (MentorInk Newsletter).
- Began publishing world's first peer-reviewed journal on mentoring: *International Journal of Mentoring* (later renamed *Mentoring International*)
- Created Job Training Program that utilized Trait-Intervention-Results Model and formalized mentoring to attach chronically unemployed to the workforce
- Created *Mentoring Style Appropriateness Scale*.
- *Mentoring Style Indicator* - first mentoring-specific assessment published in O.K. Buros' *Mental Measurements Yearbook*.
- Planned and implemented first Global Mentoring Program for Developing Leaders in a corporation (SNC•Lavalin).
- Created and produced *Mentoring for Results* plus Mentoring Solutions videotapes & workbooks for

training mentor-protége partners.

- Developed world's first web-based Mentoring Management System
- Organized and facilitated Mentoring Network. events #1-3 for Coordinators of Formalized Mentoring Programs

### **Academic Awards:**

Phi Beta Kappa, University of Virginia (2 times)

### **Cross-section of workshops & publications (samples of):**

- conducted province-wide survey of teachers in the public school system to evaluate adequacy of teacher training and in-service training
- Curriculum Development Conference organizer: "Curriculum Approaches for Open Areas" (Vancouver)
- Visiting Lecturer, Education Department, Sydney University, Australia
- sabbatical as Visiting Lecturer & Researcher, Darling Downs Institute and Churchlands College of Advanced Education (Australia)
- Educational Research Institute of BC Grant to "Investigate benefits reported by gifted/ talented ESL students as a result of doing an enrichment project with the assistance of pre-service student teacher mentors."
- President's Advisory Committee on Student Placement, University of British Columbia
- University of BC Grant to study "Concerns of student teachers while mentoring or tutoring."
- Keynote address: "Mentoring: Aid to excellence – Challenging the gifted and talented through Mentor-Assisted Enrichment Projects." At Gifted Students Institute Spring Conference, Irving Texas.
- Phi Delta Kappan series: "Challenging the gifted and talented through Mentor-Assisted Enrichment Projects." Given to PDK Chapters Orlando FL, Florida Atlantic University, Clearwater / St Petersburg FL, Choctawhatchee Bay FL, Fayetteville NC, Valley of the Sun / Spokane WA, Conway, AK, Arlington TX
- Invited thematic presentations at XXXIII International Congress of Psychology, Acapulco Mexico. Presentation: "A Helping Relationship Model for enabling mentors to work successfully with proteges: Guidelines and benefits."

- Co-organized and co-chaired First International Conference on Mentoring, Vancouver, BC.
- External evaluator for Employment Networks Project for Disabled Workers, funded by CEIC Innovations Branch, Edmonton AB.
- Co-organized the First Invitational Symposium on Mentoring, Philadelphia PA.
- Presentation: “Assisting Internationally Educated Professionals to Work in the IT Sector and the Essential Role of Mentoring & Coaching.” Conference Board of Canada -International Workplace Education and Learning Conference: Sharing Global Solutions.

### **Books published**

- Gray, William A. & Girard, B. *Learning by doing: Developing teaching skills*. Addison-Wesley. 409 pages
- Gray, William A. & Girard, B. *Understanding yourself and others: A student activity book of psychological experiments and activities*. Harper & Row. 179 pages
- Gray, William A. & Girard, B. *Understanding yourself and others: A student activity book of psychological experiments and activities*. Instructors Manual. Harper & Row. 71 pages
- Gray, William A. *Mentoring Relationships that Work*. (ebook available from <http://www.amazon.com> )
- Gray, William A. *Situational Mentoring*. (ebook available from <http://www.amazon.com> )
- Gray, William A. *Why Become a Christian? A Spiritual Memoir*. (Paley, Whately & Greenleaf Press. Available from <http://www.ChristianMemoirs.com> )

### **Partial list of academic publications:**

- Gray, William A *Similar models for providing alternative approaches for public schooling*. Paper presented at Options in Public Education Conference, Vancouver BC
- Gray, William A *The Open Area Teacher Preparation Project*  
*A collaborative undertaking*. Paper presented at Canadian Education Association Conference, Vancouver.
- Gray, William A. & Moody, PR *The preparation of open area team teachers: An unfulfilled need*. *The BC Teacher* 52 (8), 256ff

- Gray, William A *A five-step strategy for improving one's teaching*. Workshop paper at Conference on Implementing Open education in Open Areas, Richmond BC
  - Gray, William A *Preparing pre-service teachers through the open Area Teacher Preparation Program: A four-year progress report*. Donner Canadian Foundation Report, 163 pages.
  - Gray, William A *Preparing pre-service teachers through the Open Area Teacher Preparation Program*. Paper presented to South Pacific Association for Teacher Education Conference, Sydney, Australia
  - Gray, William A *Alternative teacher preparation programs at UBC*. Paper presented at Sydney Teachers College Colloquium, Australia
  - Gray, William A *Starting and operating alternative teacher preparation programs at UBC*. Paper presented at Sydney Teachers College,
  - Gray, William A *Alternative teacher preparation programs at UBC*. Paper presented at Kelvin Grove Teachers College, Brisbane, .
  - Gray, William A *Alternatives in teacher training: The Open Area Teacher Preparation Program and other alternative programs*. Workshop papers given at Second International Conference on Options in Public Education, Pasadena, CA
  - Gray, William A *Open areas and open education in British Columbia: A research study*. Paper presented at 7<sup>th</sup> Annual Conference of the Australian Association for Research in Education, Brisbane
  - Gray, William A *Report on Open Area Teacher Preparation Program, University of BC, Vancouver BC*, 173 pages
  - Gray, William A *Preparing teachers for open space schools*. *The South Pacific Journal of Teacher Education* 5 (1), 64-70
- Gray, William A *Open areas and open education re-examined: A research study*. *Australian Journal of Teacher Education* 3 (1), 50-71
- Gray, William A., Blount, R & Middleton, M *Will open area schools survive? The BC Teacher* 57 (4), 139-141
  - Gray, William A. & Olley, P.G. *Student teaching experiences in an initial practicum with linkage to educational psychology*. Paper presented to Annual Meeting of Western Canadian Association of Student Teaching, Edmonton AB
  - Gray, William A *Mentor-directed enrichment projects for gifted and talented pupils: A concept whose time has come*. Paper presented at the 9<sup>th</sup> Annual Conference of the BC Federation's Council for Exceptional Children, Vancouver BC

- Gray, William A. *Mentor-directed enrichment projects for gifted and talented pupils: A concept whose time has come*. Paper presented at the Fourth World Conference on Gifted and Talented Children, Montreal PQ 25 pages.
- Gray, William A. *How to use assertiveness as a means of preventing and correcting discipline problems during a student teaching practicum*. Paper presented to Annual Meeting of Western Canadian Association of Student Teaching, Vancouver BC
- Gray, William A. *How to use Madeline Hunter's teaching strategy to plan and teach a lesson more effectively during a student teacher's practicum*. Paper presented to Annual Meeting of Western Canadian Association of Student Teaching, Vancouver
- Gray, William A. *How can the content of the introductory educational psychology course be made more practically relevant?* Paper presented to Annual Meeting of the Canadian Society for the Study of Education, Halifax NS
- Gray, William A. & Rogers, David *Mentor-directed enrichment projects for gifted elementary school pupils: Rationale, guidelines and benefits*. *Association for Educators of Gifted/ Talented, Creative Children in BC* 3 (2), 45-55
- Gray, William A. *Utilizing mentors to provide community-based enrichment experiences in social studies for grades 5-7*. *Intermediate Teacher* 20 (1), 69-76
- Gray, William A. *Mentor-assisted enrichment projects for the gifted and talented*. *Educational Leadership* 40 (2), 16-21
- Gray, William A. & Marilynne Miles Gray *Utilizing pre-service teachers as mentors to provide enrichment experiences for gifted/ talented ESL pupils*. *Education Research Institute of B.C. Report*
- Gray, William A. & Marilynne Miles Gray *An enrichment model for gifted/ talented ESL pupils*. *ON TESOL 82: Pacific Perspectives on Language Learning & Teaching* (ed. M. Clarke & J. Hanscombe), Washington DC: TESOL, 259-272
- Gray, William A. & Marilynne Miles Gray *An enrichment model for gifted/ talented ESL pupils*. Seminar given at *Teachers of English to Speakers of Other Languages Conference*, Honolulu.
- Gray, William A. & Marilynne Miles Gray *Doing away with culture shock*. *TESLTalk* 13
- Gray, William A. & Rogers, David *Mentor-directed enrichment projects for gifted elementary school pupils: Rationale, guidelines and benefits*. *Special Education in Canada* 56 (2), 24-31
- Gray, William A. *Provide enrichment experiences for your gifted elementary students*. *The BC Teacher* 61 (6), 171-73
- Gray, William A *Mentoring beginning teachers*. *Educational Leadership* 43 (3), 37-43

- Gray, William A. *Involving college psychology students as mentors for bright students*. Paper presented at BC Psychological Instructors, Annual Articulation Meeting, Douglas College, Surrey BC
- Gray, William A. *Involving college psychology students as mentors who can provide individualized enrichment experiences for gifted/talented/creative students in grades 5-12*. Paper presented at the Annual Meeting of BC College Psychology Instructors, Burnaby, 21 pages.
- Gray, William A. & Daley, Robert K. *Mentoring bright students as a beneficial way of involving beginning students in an initial practicum*. Paper presented to the Canadian Association of Teacher Educators at the Canadian Society for the Study of Education Conference, Vancouver BC, 21 pages.
- Gray, William A. *Challenging the gifted and talented through Mentor-Assisted Enrichment Projects*. Phi Delta Kappan Fastback #189. PDK Educational Foundation, Bloomington IN, 33 pages
- Gray, William A. Utilizing pre-service teachers as mentors to provide enrichment experiences for gifted/ talented ESL pupils. *Educational Research Institute of BC Report # 82:17*, 28 pages.
- Gray, William A. Mentoring gifted / talented / creative students on an initial student teaching practicum: Guidelines and benefits. *Gifted Education International 2 (2)*, 121-28
- Gray, William A. *Mentoring: Aid to excellence*. Unpublished Keynote address given to the Gifted Students Institute, Arlington Texas, 21 pages
- Gray, William A. Mentoring as an alternative approach to the student teaching practicum. *Journal of Educational Thought 17 (1)*, 74-76
- Gray, William A. Mentoring as an alternative approach to the student teaching practicum: Guidelines and benefits. *Australian Journal of Teacher Education 9*
- Gray, William A. & Marilynne Miles Gray Synthesis of research on mentoring beginning teachers. *Educational Leadership 43 (3)*, 37-43
- Gray, William A. & Marilynne Miles Gray *The developmental concerns of beginning student teachers while teaching whole classes vs mentoring 1-4 students*. Paper presented at Annual Conference of Western Canadian Association for Student Teachers (WESTCAST), Vancouver, 21 pages.
- Gray, William A. A Helping Relationship Model for enabling mentors to work successfully with proteges: Guidelines and benefits. Proceedings of the XXIII International Congress of Psychology, Acapulco Mexico, Vol 7, 237-254.
- Gray, William A. Achieving employment equity and affirmative action through formalized mentoring. *Conference Proceedings of the National Conference on Management in the Public Sector*. Victoria BC, 5 pages

- Gray, William A. & Marilynne Miles Gray Parents as mentors of their own children: Returning to the basics. *Giftedness: A Continuing World-wide Challenge. Proceedings of the 6<sup>th</sup> World Congress on Gifted and Talented Children*, Proceedings of the 6th World Congress on Gifted and Talented Children, Hamburg Ger, 5 pages.
- Gray, William A. & Marilynne Miles Gray (Eds.) *Mentoring: Aid to Excellence in Education, the Family and Community Vol 1*, Vancouver, BC, International Centre for Mentoring, 186 pages
- Gray, William A. Components for developing a successful formalized mentoring programs in business, the professions and other settings. *Mentoring: Aid to Excellence in Career Development, business and the Professions Vol 2* W.A Gray & M. M. Gray (Eds), Vancouver, BC, International Centre for Mentoring, 15-22.
- Gray, William A. & Marilynne Miles Gray (Eds.) *Mentoring: Aid to Excellence in Career Development, business and the Professions Vol 2* Vancouver, BC, International Centre for Mentoring, 198 pages
- Gray, William A. & Marilynne Miles Gray (Eds.) Mentor-Assisted Enrichment Projects: A proven way of carrying out Type III Triad Projects and of promoting higher-level thinking in GTC student-protoges, *Mentoring: Aid to Excellence in Education, the Family and Community Vol 1*, Vancouver, BC, International Centre for Mentoring, 179-191
- Gray, William A. Formalized mentoring. *Canadian Public Administration* 29 (4), 636-38
- Gray, William A. & Marilynne Miles Gray (Eds.) *Mentoring: A Comprehensive Annotated Bibliography*, Vancouver, BC, International Centre for Mentoring, 188pp, 790 entries.
- Gray, William A. & Marilynne Miles Gray Mentor Assisted Enrichment Projects: A proven way of carrying out Type III Triad projects and promoting higher level thinking in GTC student-protoges. *Conference Proceedings of First International Conference on Mentoring: Aid to excellence in education, the family and community, Vol 1*.
- Gray, William A. Parents as mentors of their own children. *Pastoral Care* (June).
- Gray, William A. & Marilynne Miles Gray Improving teacher preparation through formalized mentoring. *International Journal of Mentoring* 1 (2), 31-37
- Gray, William A. Formalized mentoring. *Fear and ferment: Public sector management today: Proceedings of the National Conference on Management in the Public Sector*. JW Langford (Ed), 126-128
- Gray, William A. & Marilynne Miles Gray Mentor Assisted Enrichment Projects: A proven way of carrying out Type III Triad projects and promoting higher level thinking in GTC student-protoges. *Creative Child Quarterly* 13 (1), 30-42



- Gray, William A. Developing a planned mentoring program to facilitate career development. *International Journal of Mentoring* 2 (1), 9-16
- Gray, William A. & Marilynne Miles Gray *Developing mentor-protege relationships: A mentor-protege workbook for basic training*, 20 pages.
- Gray, William A. Advice on planning mentoring programs for at-risk youth. *Mentoring International* 3 (3), 17-22
- Gray, William A. Situational mentoring: Custom designing planned mentoring programs, *Mentoring International* 3 (1), 19-28
- Gray, William A. & Marilynne Miles Gray Planned mentoring: Aiding key transitions in career development, *Mentoring International* 4 (3) 27-32
- Gray, William A. & Marilynne Miles Gray In Transition? Three routes to the mentoring you need. *Mentoring International* 6 (2/3) 25-29
- Gray, William A. *Getting students into the career pipeline through formalized mentoring relationships*. Paper presented at Second Annual Conference of National Tech Prep Network, Chicago IL
- Gray, William A. *Build Better Teams: An introductory workshop booklet*, 8 pages
- Gray, William A. & Marilynne Miles Gray *Mentoring for Results – Short course - Basic training workbook for developing successful mentoring relationships*. 12 pages
- Gray, William A. & Marilynne Miles Gray *Mentoring for Results – A basic training workbook for developing successful mentoring relationships*. 16 pages
- Gray, William A. & Marilynne Miles Gray *Mentoring Solutions* (Videotape), 33 minutes
- Gray, William A. & Marilynne Miles Gray *A Guide for Using Mentoring Solutions Videotape*, 12 pages
- Gray, William A. *Mentoring the many faces of diversity*. Web white paper, 4 pages
- Gray, William A. & Marilynne Miles Gray *Mentoring for Diversity*. *International Executive Development Programmes* 7<sup>th</sup> Edition (ed. R. Millar) 8 pages
- Gray, William A. Gray's Mentoring Maturity Model. White paper, 12 pages
- Gray, William A. *When and how to transfer knowledge, mentor and coach skills*. First Middle East e-TQM Conference paper, Dubai UAE (12 pages)
- Gray, William A.. *Competency development via e-learning for universities, faculties and students*. First Middle East e-TQM Conference paper, Dubai UAE (12 pages)
- Gray, William A. Formalized Knowledge Transfer and Mentoring: What, Why, How (*E&P Magazine*)
- Gray, William A. . “Define, design, deliver for mentoring success. (*E&P Magazine*)

- Gray, William A. . “Avoiding past mistakes in the current recession.” (*E&P Magazine*)
- Gray, William A.. “All-Knowing.” (Different Knowledge Solutions) *Training Magazine*.
- Gray, W.A. & Albert, W. F. . “STEMulate K-12 Students with Mentor-Assisted Enrichment Projects and STEMfinity Kits.” (Scaling STEM Conference, Durham NC)
- Gray, W.A. & Albert, W. F. “STEMulate K-12 Students with PBL, Didactic Instruction and Inquiry to Maximize Learning.” (Problem-Based Learning Conference, Durham NC)
- Gray, W. A. & Albert, W. F. . Create a STEM Pipeline for students who become engineering majors who become engineers. *Leadership and Management in Engineering*. 13 (1), 42-46. (Published by American Society of Civil Engineers)
- Gray, W.A . *Mentoring in Higher Education: How to Develop Productive Mentoring Relationships via Situational Mentoring*. (Pre-conference workshop, published in Proceedings of 2013 Mentoring Conference, Univ. Of New Mexico)
- Gray, W.A Create a Pipeline (Youth-Undergrads-Professionals) in STEAM. (Paper presentation, published in Proceedings of 2013 Mentoring Conference, Univ. Of New Mexico)
- Gray, W.A & Gray, M.M . Improving Teacher Preparation, Enhancing STEM Education and Creating a STEM Pipeline through Mentor-Assisted Enrichment Projects. In Howie, A. & Trube, M.B. (Eds), *Mentoring for the professions: Orienting towards the future* (Charlotte, NC: Information Age Publishing).

## REFERENCES

Available upon request