
CEOE DAC Mentorship Program – Guidance for Mentors

What is a Mentor?

- *As defined by the Council of Graduate Schools:*

Advisors, people with career experience willing to share their knowledge; **Supporters**, people who give emotional and moral encouragement; **Tutors**, people who give specific feedback on one’s performance; **Masters**, in the sense of employers to whom one is apprenticed; **Sponsors**, sources of information about and aid in obtaining opportunities; **Models of identity**, of the kind of person one should be to be successful in that field

- While advising is a short-term process where the focus is on giving information and guidance to the learner, mentoring is a more intricate, long-term, one-on-one relationship that goes well beyond simply providing information. True mentoring is a complex process that supports a mutual enhancement of critically reflective and independent thinking. Although there is a connection between mentors and advisors, not all mentors are advisors and not all advisors are mentors. *Jeff Johnston, Assistant Director, Vanderbilt Center for Teaching*

- As a mentor, your role will vary as one of:

- Modeling
- Encouragement
- Guidance
- Challenge
- Advocate
- Source of Support
- Advising

- What Does a Mentor Do? In developing mentoring guides for faculty and graduate students, the Rackham Graduate School at the University of Michigan talked to faculty recognized for their mentoring and asked graduate students: “What did your mentors do for you that made the greatest difference to your graduate career?” From these discussions they identified the following tasks of a mentor:

- Engage graduate students in ongoing conversations
- Demystify graduate school
- Provide constructive support and feedback
- Provide encouragement and support
- Help foster networks
- Look out for the student’s interests
- Treat students with respect
- Provide a personal touch

Benefits of Being a Mentor

- The opportunity to help facilitate the professional development process of a student and see them reach their potential
- Opportunities to strengthen knowledge base and help the mentee improve communication skills
- Introduce new concepts and perspectives to students
- Continued development of coaching, leadership, teaching and counseling skills
- Potential for long term mentorship relationship beyond this formalized program
- Nurturing connection with the University of Delaware and CEOE community

Expectations

- Mentors should work with their mentee to establish appropriate communication times and formats up front
 - Goal is at least once per month- for Fall 2020, this will primarily be virtual.
 - Phone call is fine and many may be comfortable with that method, but zoom/skype or go-to-meeting is a great way to have a better interpersonal connection
- Encourage your mentee to determine their priorities for this relationship and reevaluate those as time and the relationship progresses
- Listen to problems and challenges, calm fears/concerns, provide feedback and boost confidence
- Constructive feedback: be comfortable in helping your student grow with it
- Expose your mentee to your profession and your network
- Discuss and share experiences with academic hurdles and milestones, for example; committee meetings, qualifying exams, getting through the defense, navigating the advisor/student relationship
- All communications between mentor and student should be kept confidential unless otherwise determined between participants
- As a mentor, you are **NOT** expected to:
 - Drive the relationship
 - Do the work or provide the content
 - Manage the mentee as a boss would
 - Be an expert in every imaginable area
 - Develop a friendship with the mentee
 - Solve all the mentee's problems

Meeting Topics & Sample Activities

- Student interests and goals
- The connection between mentor's graduate school and professional experiences
- Career trends and opportunities
- Sharing personal experiences pertaining to professional growth
- Networking opportunities
- Allowing student to observe/shadow you at your job
- Expanding student's knowledge by encouraging communication/shadowing with other colleagues
- Exhibit successful use of social media in relation to the workplace
- Practice interviewing skills
- Assist with CV/cover letter
- Share "insider" information about field
- Mock interviews
- Volunteering opportunities