Mission
The College of Engineering’s Improve You Staff Mentoring Program strengthens the college through knowledge sharing, leadership development, and fostering healthy work partnerships among staff.

Program Description
Mentoring has been identified as an important influence in professional development in both public and private sectors. From increased morale to organizational productivity, career development, and higher retention; the benefits of mentoring are numerous.

Objectives
- Enhance career satisfaction and retention
- Promote diversity by building collaborative relationships
- Increase efficiencies and productivity
- Provide an opportunity to ‘give back’
- Foster creativity and exposure to new ideas
- Encourage professional development
- Nurture future leaders

Training
Training will be provided for mentors to establish expectations and provide a framework for the mentoring relationship. Topics will focus on team building, goal setting, communication, and setting boundaries. Participating in mentor training does not guarantee a mentoring opportunity. The mentor/mentee matching process is a process initiated and driven by the mentee.

Benefits
- Assist new employees as they settle into their position. Mentors play a key role in defining professional behavior for new employees
- Enhance skills of mentees
- Help mentees plan, develop, and manage their careers. Mentoring enables employees to be more resilient in times of change, more self-reliant in their careers, and more responsible as self-directed learners
- Encourage development of leadership competencies
- Provide an avenue for the exchange of information and knowledge
- Provide a tangible way to show employees they are valued and the College of Engineering’s future includes them

Mentor and Mentee Expectations:
- A one-year commitment to the program
- Actively participate in the mentoring relationship
- Establish trust, maintain confidentiality, and communicate openly
- Provide insight/advice in navigating job culture and expectations
- Promote the abilities of the mentoring partner
- Respect mentoring partner’s time and opinions

Contact
Email the steering committee at improve_u@iastate.edu

Heidi Eichorn, College of Engineering Human Resources
Stacy Kilstofte, College of Engineering Human Resources
Tonia McCarley, Center for Biorenewable Chemicals
Mary McGraw, College of Engineering Human Resources
Nancy Qvale, Department of Civil, Construction and Environmental Engineering

Register by April 8th
Submit your interest as a mentor/mentee by visiting our website.
Visit the participant tab at www.engineering.iastate.edu/staff-mentoring/