

## Mission

The College of Engineering's ImproveYou 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.

Submit your interest  
in participating by  
visiting our website.

[www.engineering.iastate.edu/staff-mentoring/](http://www.engineering.iastate.edu/staff-mentoring/)

## 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



Seth Loyd (CCEE) participates in lunch and learn activity

## 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



Lisa Lajoie (ABE) and Sherry Xie (ECpE)

**CONTACT**

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