

MISSION

To strengthen the College of Engineering through knowledge sharing, leadership development, and fostering healthy work relationships among staff members.

OBJECTIVES

- Promote inclusivity and 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
- Enhance career satisfaction and retention

ELIGIBILITY

All staff members in the College of Engineering (COE) and the Program for Women in Science and Engineering (WiSE) are eligible to participate. Separation from CoE or WiSE during the year will result in a participant’s ineligibility. The Steering Committee will work with the remaining member of the dyad to find another mentor/mentee if the separation takes place on or before March 1.

PROGRAM DESCRIPTION

Mentoring has been identified as an important influence in professional development in both public and private sectors. The benefits of mentoring are numerous, including increased morale, organizational productivity, career development, and higher retention.

- Mentors play a key role in defining professional behavior, particularly for new employees as they settle into their position.
- Mentees get assistance planning, developing, and managing their careers and skillsets.
- Mentoring relationships enable employees to be more resilient in times of change, more self-reliant in their careers, and more responsible as self-directed learners.

Both mentors and mentees are expected to:

- Make 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.
- Support and respect the mentoring partner.
- Encourage personal and professional development and provide knowledge sharing.

There are many benefits from participating in the program:

- Be a mentor and explore and grow your leadership skills. Mentors provide advice, knowledge-sharing and coaching to their mentees.
- Be a mentee and receive personalized professional development. Get advice tailored to your career, your job, and you as an individual.
- Have access to talks on a broad range of career and professional development topics.
- Participate in College-wide networking socials and receive helpful resources.

Mentor Benefits:

- Enhance coaching and listening skills
- Develop or refine leadership style
- Gain understanding of barriers experienced by others
- Expand professional network and be exposed to new ideas
- Gain awareness of diversity, equity, and inclusion
- Appreciate your own expertise

Mentee Benefits:

- Develop strengths and professional skills
- Clarify career goals and objectives
- Expand professional network and be exposed to new ideas
- Gain awareness of diversity, equity, and inclusion
- Increase awareness of organizational and network resources
- Enhance existing skillset and gain new skills

PROCESS

1. COE and WiSE staff members express interest in participating in the program.
2. The Steering Committee will host an informational meeting to discuss the program.
3. The Steering Committee will host a meet and greet event to encourage dyad selection.
4. Potential mentors and mentees complete a profile for the website.
5. Mentees review mentor profiles and begin seeking a dyad.
6. The dyad will submit their names to the Steering Committee (removes profiles from the website).
7. The Steering Committee will hold training sessions for mentees and mentors in the late summer/early fall.
8. The dyad will work together to complete the goals and agreement form, which will be signed by mentor, mentee, and both of their supervisors. The signed agreement will be submitted to the Steering Committee.
9. Mentees will schedule regular dyad meetings and develop agenda items throughout the year.
10. The Steering Committee will host five program events each year, featuring a variety of professional development topics. In addition, the Steering Committee will host social events.

TRAINING

Training content will focus on expectations and provide a framework for the mentoring relationship. Training is required for all new program participants, first-time mentees, and first-time mentors.

EVALUATION

An assessment will be conducted annually to gather feedback, guide future programming, and foster continuous program improvement.