Views on Mentoring-Mentor’s Perspectives

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QEM Education for Minorities Network
Mentoring Workshop

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Agenda

• What works
  – Enlace Program. Chicano Programs
  – NSF/URA program

• What does not work
What is mentoring?

• Hearly (1997) : “dynamic reciprocal relationship in a work environment between and advanced career incumbent (mentor) and a beginner (mentee) with the purpose to promote career development of both”
Enlace Program

• Purpose: Student’s career Development
• First Semester Program
• Students participate voluntarily
• Mentor is from the same discipline
• Mentor and mentee are partners
• Meetings at least once a month in a place different than the mentor’s office. Follow up plan
• Conversations related to: academic problems, important of participating in research projects, class schedule, scholarships, and internships
• Helping in setting priorities
• Development of Professional Goals
• Identify Peer mentors
Internships

• GPA

• Attending Conferences
  – HENACC, SHPE, MAES, SWE

• Career Fair: resumenia

• Clubs
  – Networking: relationships with members and advisor
  – Leadership skills
NSF/URA

• Research Project
  – Project Description
  – Experimentation
  – Dissemination of Results

• Research Group
  – Leadership skills
  – Communication Skills
  – Challenging
Research Projects