

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











