

ALBANY STATE UNIVERSITY

PROJECT MENTOR

Project Mentor, a mentoring program at Albany State University is designed to serve two important segments of the university community, newly appointed faculty to the university as well as new and returning students. Under the Faculty-to-Faculty Mentoring Program, experienced faculty will mentor new faculty in their respective departments while faculty and staff members will mentor students at the university through the Faculty and Staff Mentoring Program. The purpose of Project Mentor is ultimately to retain faculty and students at the university and to provide assistance and resources that will help them to achieve their professional and academic goals.

Mentoring at ASU

Project Mentor is an initiative centered on the University's efforts to build a stronger Albany State University community as emphasized in Goal #3 of the university's strategic plan. The project specifically supports the eighth strategy of the goal "Train and support faculty mentors skilled in advising incoming and returning students." In building a stronger university community, Project Mentor will involve all segments of the university with newly appointed faculty and students reaping the greatest benefits. Through the faculty-to-faculty mentoring relationships, newly-appointed faculty should have a successful and productive integration into the university that requires less time for their acclimation to Albany State. With a successful first year, the response to the invitation to become mentors during the next school year should certainly be positive. Students participating in the mentoring program will develop relationships with faculty that encourage, nurture and support their academic, social and personal development. Faculty and staff mentors receive personal benefits and satisfaction from their participation in the mentoring project. A successful mentoring program provides a mechanism that promotes customer satisfaction at the university. The additional nurturing and support through mentoring leads to improved retention and graduation rates.

Who are Mentors and Mentees?

A mentor is a trusted counselor, guide, coach or advisor.

A mentee is an individual seeking assistance, knowledge or guidance.

Expectations and Responsibilities

The mentoring program is designed to be discipline specific between faculty and students from the same major department. However, there may be cases when mentors and

mentees are paired by other common interests while participation by both mentors and mentees is voluntary, mentors and mentees are mutually committed to a beneficial mentoring relationship which requires honesty, openness, commitment, and effort by both individuals. The mentor and mentee should do the following:

- Identify objectives, goals and developmental needs.
- Define and establish a plan to accomplish the mentee's goals.
- Communicate regularly using E-mail, telephone calls, or face-to-face conversations. Meeting times will vary, but pairs are encouraged to meet at least one to two times each month to review and evaluate progress.
- Commit to a one-year relationship although it may be extended through a mutual agreement.
- Attend activities sponsored by the Project Mentor Committee.
- Submit an evaluation of the program each semester.