

Millersville Mentoring Alliance Program

Greetings from the Desk of the MMAP Coordinator!

Hello! My name is Karen Bain and I am the new Graduate Assistant Coordinator for the Millersville Mentoring Alliance Program (MMAP). I graduated from Eastern University in December 2004, and then worked as a Career Counselor at a government program for disadvantaged youth. I have traveled to Honduras and Cambodia on missions trips and am now working towards a degree in school psychology here at Millersville. I began my position with the MMAP this August and am excited to be involved. This is truly a great program!

There are many new things going on with MMAP. One that is particularly noteworthy is the new Partnership Freshmen Mentoring Initiative (PFMI). Freshmen from the Lancaster area participate in one-on-one mentoring with adult mentors. In addition to meeting with their mentors once each month on

their own, the MMAP office, in collaboration with the Lancaster Partnership Program and Community and Academic Partnerships, hosts a group meeting for all PFMI participants with a speaker and time for discussion. Thus far, it has been a rewarding experience.

Please join us for the Spring Semester Kick-Off at the Club de'Ville from 5:00 to 7:00pm on Thursday, January 20th. It will be a great opportunity to have fun and get to know other mentees and mentors!

Check out this issue of the newsletter for numerous tips and advice to enhance your mentoring relationship. Please do not hesitate to contact me with any input or questions that you may have!

Karen E. Bain
MMAP Coordinator

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Upcoming Events

- ♦ Jan. 13th—Mentor Network Meeting, 5:30-6:30pm, SMC Room 43
- ♦ Jan. 20th—Spring Semester Kick-Off, 5-7pm, Club de'Ville
- ♦ Jan. 20th—PFMI Group Meeting 4-5pm, Lyle Hall Parlor
- ♦ Jan. 27th—Advisory Council Meeting 230-4pm, Lyle Room 5.
- ♦ Jan. 27th—Orientation Meeting 5-7pm, SMC43

Check out our website for an up-to-date calendar of events!

Quote for Thought...

Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which have the potential to turn a life around.

- Leo Buscaglia

Mentor Page

Helping Mentees Plan Their Education

Is your mentee having difficulty deciding on a major or a plan for after graduation from Millersville? The Education Planner located at www.educationplanner.org is great resource! Visit this site with your mentee to:

- ◆ Browse information about major and career choices
- ◆ Identify and explore careers that are best matched with your personality type
- ◆ Search graduate schools and find tips for choosing the one that is right for you

- ◆ Create a personal online planner including lists of schools, scholarships, and a personal career profile
- ◆ Utilize an online form for creating a resume
- ◆ Investigate financial aid and scholarship opportunities

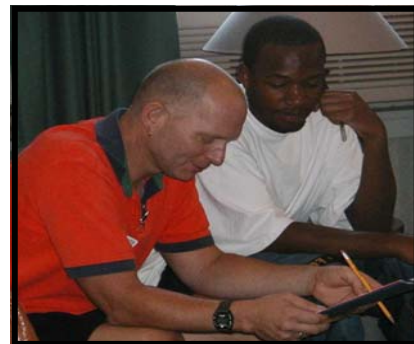
Take advantage of our next mentor network meeting on Thursday, January 13th from 5:30 to 6:30pm in the Student Memorial Center room 43. At this meeting we will discuss the program and show you how to use the different components.

Recommendations for Mentors

Last March, the MMAP was fortunate to have Ms. Deborah Siegrist Harrison, Executive Director of Big Brothers/Big Sisters of Lancaster County, join one of our mentor network meetings. During her visit, Ms. Harrison shared some valuable insights for being an effective mentor to a college student. We thought it might be helpful to new mentors and veteran mentors alike to reprint some of her tips and recommendations for being a good mentor.

- Demonstrate mutual respect, empathy, and trust to your mentee.
- Communicate feelings about your professional career, your love of your academic field of study, or your chosen profession! Your passion will open horizons for your mentee. Share your frustrations as well as enthusiasms.
- Be prepared to learn! Often a mentor ends up learning as the mentee in the relationship. This communicates to your mentee that learning is a live-long process.
- Talk at a good time. If a student approaches you when it's not convenient, schedule a time that is. Set up meetings so that you won't be disrupted by phones or walk-ins. Make your time frame clear before the meeting so that the student doesn't begin discussing something important just before you need to leave for another commitment.
- Be a "wise and trusted counselor." Have a system for remembering conversation with your mentee and refer to them before your meeting.
- Remember the importance of confidentiality.
- Don't hesitate to share your personal life in an appropriate manner and context. Students must learn the skill of balancing personal commitments and quality of life with professional and academic pressures as part of their own professional development. It's helpful for students to know that experienced professionals have outside interest and family commitments. However, be aware of comfort levels when it comes to personal issues.
- Recognize that developing mentor/mentee relationships take some time and it may take a while for the student to become comfortable with you. Be patient!

Source: Siegrist Harrison, Deborah. Presentation handout: "Mentoring Relationships." March 16, 2004.



Ben Cunningham and Dwayne Dickerson get to know each other at the first Partnership Freshman Mentoring Initiative (PFMI) Meeting

Mentee Page

Goal Setting

Setting goals is essential to know how far you have come and where you are going. Reward yourself from achieving goals and learn from the process. Most importantly, do not give up. If you are not successful in reaching a goal, try another method, modify it, or talk to you mentor. Below are some tips for effective goal-setting:

- ◆ State each goal as a positive statement.
- ◆ Be precise—Include dates, times, and amounts so that you can measure achievement. This gives the satisfaction of knowing when a goal has been achieved.
- ◆ Set priorities—This helps you give attention to more important goals and not feel overwhelmed by a large number of goals.
- ◆ Write goals down.
- ◆ Include small goals—make small daily goals from larger goals. This helps you to see progress and gives more opportunities for rewards.
- ◆ Set performance goals, not outcome goals—Basing goals on personal performance avoids discouragement from things you cannot control (such as bad weather, environment, or chance).
- ◆ Set realistic goals
- ◆ Do not set your goals too low—Do not underestimate your capabilities.

Source: *Mind Skills: Essential Tools for an Excellent Career.*
<http://www.mindtools.com/page6.html>

Characteristics of Successful Students

- 1) Accept Self-Responsibility, seeing themselves as the primary cause of their outcomes and experiences
- 2) Discover Self-Motivation, finding purpose in their lives by discovering personally meaningful goals and dreams
- 3) Master Self-Management, consistently planning and taking purposeful actions in pursuit of their goals and dreams
- 4) Employ Interdependence, building mutually supportive relationships that help them achieve their goals and dreams (while helping others to do the same)
- 5) Gain Self-Awareness, consciously employing behaviors, beliefs, and attitudes that keep them on course
- 6) Adopt Life-Long Learning, finding valuable lessons and wisdom in nearly every experience they have
- 7) Develop Emotional Intelligence, effectively managing their emotions in support of their goals and dreams
- 8) Believe in Themselves, seeing themselves capable, lovable, and unconditionally worthy as human beings

Source: *On Course Principles*
<http://www.oncourseworkshop.com/On%20Course%20Principles.htm>



Group Mentoring Meeting

Communicate Appreciation to Your Mentor

Have you thanked your mentor lately? It is important to tell people when they are appreciated. Drop by the MMAP office (Lyle Hall 343) and we will give you a free thank you card that you can write in and give to your mentor!

In Their Own Words...

At Millersville University's 50th Anniversary Block Party in September, MMAP asked students, faculty/staff, and community members:

"What is a mentor?"

Below are some of their responses:

"A mentor is a good example to someone in need of guidance. They are wise friends."

"Someone who serves as a positive role model for another."

"Someone that will provide an individual with guidance when they need it."

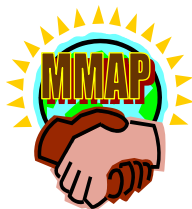
"A mentor is a person who is willing to offer their time and experience to someone who would be able to benefit from it."

*** MMAP wants to hear from you! Please send your contributions (i.e. information on achievements, articles, upcoming events that mentees/mentors might benefit from, etc.) to mmap@millersville.edu.*

Contact Information

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Brought to you by the Office of Academic Services, Division of Academic Support Programs and Learning Services, Dr. Bello-Ogunu, Assistant Provost for Academic Services



National Mentoring Month: January 2005!

January 2005 marks the fourth National Mentoring Month (NMM), the purpose of which is to help focus attention on the need for mentors, as well as the many successful people who have benefited from having a mentor in their own lives. The goals of NMM are to:

- ◆ Raise awareness of mentoring in its various forms;
- ◆ Recruit individuals to mentor, especially in programs that have a waiting list of young people; and,,
- ◆ Promote the rapid growth of mentoring by recruiting organizations to engage their constituents in mentoring.

Mark your calendars for January 25, "Thank Your Mentor Day." The National Mentoring Partnership web site is hosting a page where mentees can post messages in honor of their mentors. Check it out by visiting www.mentoring.org and click on Mentoring Month.

Recently, the MMAP became one of 4,200 mentoring programs listing in the National Mentoring Partnership's database of programs committed to providing effective mentoring tools to program participants.

Source: Mentor National Mentoring Partnership. "National Mentoring Month 2005: Gearing Up to Spotlight Importance of Mentoring." 19 November 2004. http://www.mentoring.org/mentorg_month.

MMAP Mission Statement

The Millersville Mentoring Alliance Program (MMAP) was established in Fall 2002. The mission of MMAP is to provide academic, social, and personal support to all students, with a special focus on students of color, incoming freshman, first-time transfer students, and non-traditional students at Millersville University. The MMAP brings together MU faculty, staff, peers, alumni, and community members from a variety of backgrounds to provide student mentees with intellectual stimulation, academic support, career guidance, and the college-life skills they need to successfully navigate the maze of challenges, expectations, and confusions that are often associated with college life experience. Through sustained, supportive, and nurturing mentor-mentee relationships, the program strives to enhance the learning and holistic development of Millersville University students.