



MENTORING AT MU

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Millersville Mentoring Alliance Program

Greetings from the Desk of the MMAP Coordinator

Thank you to everyone who participated in the MMAP during this academic year! Mentors, mentees, and others who contribute to the MMAP are responsible for the success of this program. Each of you is truly making a difference!

As always, there are many new and exciting things happening with the MMAP this semester!

Dr. Ralph Anttonen, the director of the Exploratory (undecided) Program at MU, interviewed me in regards to the MMAP. The interview was videotaped and will be used to raise awareness of the program during Exploratory Advisor trainings. The video may also be aired on the campus television station to promote the program to students and staff on campus.

Recruitment efforts were increased this semester. Several advertisements were posted in the Snapper (the campus newspaper) and the MMAP set up a table in the Student Memorial Center during the Carni-

val of Majors. Brief presentations were also given in over 20 different classrooms semester in an effort to increase student awareness of the program.

A Spring semester kick-off was held at the Club de'Ville in January. Mentors and mentees came to socialize, eat, and play games with one another. It was a great event to connect with and get to know other people involved with the program.

We also held several other events including monthly Mentor Network Meetings and a Mentor Appreciation Luncheon. Be sure to check out this issue of the Mentoring at MU Newsletter for more details about these events and valuable tips to enhance your mentoring relationship.

Please do not hesitate to contact me if you have any questions, concerns, or ideas to improve the program. Enjoy your summer!

Karen E. Bain
MMAP Coordinator

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Quote for Thought...

"...If you want to serve America, become a mentor."
—President George W. Bush

CONGRATULATIONS

**May 2005
graduating
mentees and
peer mentors!**





Mentee Cindy Leon-Almeida with her mentor Tonya Anthony at the Mentor Appreciation Luncheon

Mentor Page

Communicating Active Listening

Dr. Karena Rush from the psychology department facilitated our March Mentor Network Meeting. She shared that active listening is listening with the goal of trying to understand your mentee's viewpoint. It requires being present and displaying engaged nonverbal and verbal behaviors. Here are some of the tips Dr. Rush gave related to active listening:

- ◆ Be aware of your eye contact and facial expressions
- ◆ Facing your mentee squarely and leaning forward communicates interest
- ◆ Verbal prompts such as “uh-huh,” “sure,” and “I see” show interest
- ◆ Moving back or having slumped posture may signal boredom
- ◆ Crossing your arms or legs may communicate defensiveness
- ◆ Checking your watch, looking at other things, or fidgeting communicate that you are disinterested or preoccupied with something else.
- ◆ When you are stressed, you can make your mentee stressed — be willing to take 5 minutes to relax before meeting with your mentee
- ◆ Summarize your mentee's feelings to make sure you understand (“you feel... because... ”)

Inspiring Your Mentee

The dictionary defines “inspire” as “to infuse with thought or emotion.” Inspiration is often what motivates people to be great and do great things. Many mentors think that they struggle in the area of inspiration when it comes to their mentoring relationships. Below are some tips from The Mentoring Group, (a worldwide mentoring service,) about how to inspire your mentee:

- ◆ **Tell engaging stories and use other motivating words.** Giving genuine praise is a great way to make your mentee feel good about himself/herself and feel good about being with you. (The Mentoring Group recommends the book *Encouraging the Heart*, by James M. Kouzes and Barry Z. Posner)
- ◆ **Let your mentee see you do inspiring things.** Let them see you negotiate a deal or conflict, give a speech, and/or think through and implement a hard decision or value choice. Even things you see as “normal” could inspire your mentee.
- ◆ **Introduce your mentee to inspiring people.** They do not have to be famous, just people who are great at what they do and who are willing to spend some time with your mentee. Introduce your mentee to those you already know, or take the initiative to gain access to someone who might be inspiring to your mentee.
- ◆ **Think about your own past experiences that inspired you.** What motivated you to do something important in your life? Ponder especially what others did and how you could potentially apply that to your mentoring relationship.

Keep in Touch Over the Summer

Just because the semester is ending, it does not mean that your mentoring relationship has to be put on hold until classes begin again in the fall. If your mentee lives close to campus, you can still meet to catch-up on how each of you are doing. If your mentee goes away for the summer and it is difficult to meet with him or her, then plan to keep in touch through telephone calls and/or e-mails. Be sure to talk to your mentee about how you will communicate over the summer before the semester ends and update each other's contact information. If you keep in touch over the summer it will make it easier to pick up the mentoring relationship again in the fall. Also, it may be beneficial to schedule your first meeting for the Fall 2005 semester before the summer begins. Remember, the MMAP office assumes that mentors and mentees will continue meeting until the mentee graduates. If you lose touch with your mentee or need updated contact information, please contact the MMAP office for assistance.



Mentee Marisa Ayala with her mentor Diane Duell.

Mentee Page

Preparing for Finals

Finals are approaching! Many students benefit from beginning to prepare a few weeks in advance, making a schedule of study times, and meeting with other students to review information. Below are some more tips to help you prepare for exams.

Your Study Place Should...

- 1) Be available whenever you need it - If you share it with others, work out a schedule so you know when you can use it.
- 2) Be free from interruptions - Put up a "Do Not Disturb" sign or take the phone off the hook if you need to.
- 3) Be free from distractions - Most students study best when it is quiet. If you like music or the television on, keep the volume low.
- 4) Contain all the materials you need - Be sure you have everything before you start .
- 5) Have a large work space - The desk or table should hold all your materials while allowing you to spread out. Try to avoid clutter.
- 6) Have an appropriate chair - If a chair causes discomfort, it can interfere with your studying. If it is too comfortable, it may make you sleepy. Find a chair that you can sit in for long periods of time while maintaining your attention.

Remembering Information with Acronyms...

An Acronym is a word that is formed from the first letter of each fact to be remembered.

- 1) Write down the facts you need to remember
- 2) Use the first letter of each fact to make a real word or nonsense word you can remember

For example, the acronym "Homes" can help you remember the names of the five great lakes: Huron, Ontario, Michigan, Eire, and Superior.

Test Taking Tips...

- 1) Read the directions carefully and ask the professor to explain anything you do not understand.
- 2) Examine the entire test to see what you have to do and break it down into parts.
- 3) Plan how much time you will spend on the different parts, with more time for the parts that are worth more points.
- 4) Answer the easiest questions first and go back to the harder ones later
- 5) Review the directions and your answers before turning in your test

Check out How-to-study.com for additional study tips and advice!

Summer Budgeting Tips

Summer is approaching! Most students earn more money during the summer than during the school year. Some may be tempted to spend their earnings right away, but it is a good idea to have a plan for budgeting your earnings. You will feel satisfied in the fall if you are able to bring some extra spending money back to school with you.

- 1) After you know what your salary will be, set a savings goal. Make it realistic, (for example, \$50 a week for 10 weeks,) and do not spend that money. Your savings can help you buy the things you need when you are back at school.
- 2) Develop a summer budget to reinforce your savings

goal and maintain control of your spending. (Visit the website below for a helpful guide.)

- 3) Have your salary automatically deposited into your savings account if you can. It will be easier to save your money if you have less opportunity to spend it. Also consider limiting your ATM use, (once each week for example).
- 4) Even if you are making a good amount of money, make a point to live below your means until you finish school. You may be tempted to spend more because you are making more, but make a conscious effort to continue living like a student.

Source: www.nelliemae.com/finman/summer.html

Mentor Appreciation Luncheon!

On April 14th, 2005, the Millersville Mentoring Alliance Program hosted its annual Mentor Appreciation Luncheon. Mentors, mentees, and others involved in the program ate a buffet lunch supplied by Gordinier Dining while socializing and playing "Getting-To-Know-You Bingo." There was also a brief program. Mr. Minor Redmond, director of the Lancaster Partnership Program, thanked the mentors on behalf of the University. Each mentor was presented with a certificate of appreciation, and a special Star Mentor Award was given. Prior to the event, the MMAP office asked mentees to submit entries about why their mentor deserves to be recognized for the award. The Advisory Council voted, and based on those votes, the nomination by Gaing Vo was chosen. She read her entry during the luncheon and then her mentor, Mr. Ken Kwiat, was presented with the Star Mentor award by the chairperson of the Advisory Council, Mr. Herbert Watson.



Mentee Gaing Vo and mentor Ken Kwiat pause to pose for a picture.

Below is Gaing Vo's winning entry:

"I have been advised for the past year and a half by Ken Kwiat. Ken has been able to assist me in all aspects of my college career and without his expertise and constant reassurance I would have had a difficult time getting to where I am today. He has been able to provide objective and sound advice that I consider to be invaluable. Ken has often gone out of his way to make sure that I have every opportunity available for students in my field; one of the most helpful experiences Ken provided was being able to meet with several different financial consultants and analysts of Hershey Food Corporation. This trip, that Ken went above and beyond the call of duty to arrange, was crucial to my understanding of how real companies conduct business. Ken was always able to come to where I needed to meet with him seeing as I have no car, this is also something I greatly appreciate. Ken has always been able to help me with finding banks to intern with and more importantly, he has always given me excellent insider tips to the world of banking and how to make it to the top. In closing, Ken has been an amazing mentor and I would highly recommend him for the Mentor Appreciation Award, I hope to some day be as great a mentor as he has been for me."



Mentors play "Getting-To-Know-You Bingo."

CONTACT INFORMATION

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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.