

## Millersville Mentoring Alliance Program

### Greetings from the Desk of the MMAP Coordinator



It is summer break here at Millersville University, but the MMAP office is still busy...

There were eight freshman orientations this summer and the MMAP was involved with all of them. We advocated for the program through an activities fair in which we set up a display and discussed the benefits of mentoring with incoming students and their parents. The primary purpose of this was to recruit mentees.

The MMAP has also been working to recruit mentors. Invitations to join the program were sent to current corporate mentors with the Lancaster Partnership Program as well as to many new and retired MU faculty/staff.

Planning for 2005—2006 events and activities is well underway! Our next big event will be the **2005 Fall Semester Kick-Off!** We will be embarking on a new adventure... the **MU Ropes Course!** Everyone is invited to join us

for this free event on Saturday, September 24th at 1:30pm outside Pucillio Gymnasium. We encourage you to contact your mentee/mentor and invite him/her to attend with you. Please RSVP to the MMAP office if you plan to attend. Remember, you do not need to be currently matched to attend events.

Be sure to check out this issue of the Mentoring at MU Newsletter for a complete MMAP calendar of events for the 2005 fall semester as well as additional tips and resources about mentoring.

Keep in mind that mentoring relationships do not need to be put on hold over summer break. I encourage you to continue meeting with your mentor/mentee if you can. If you are too far away to meet face-to-face, keep in touch by telephone calls and emails. Please do not hesitate to contact me if I can be of any assistance. Enjoy the rest of your summer!

Karen E. Bain  
MMAP Coordinator

### Inside this issue:

Community Service Opportunities	2
Structure in Mentoring	2
Remember: You Are Not Alone	2
Mentors: Encouraging Your Mentee's Learning	3
Mentees: Career Planning Tips	3
MMAP 2005 Fall Semester Calendar	4
Contact Information	4
MMAP Mission Statement	4

### Quote for Thought...

"Motivation is everything. You can do the work of two people, but you can't be two people. Instead, you have to inspire the next guy down the line and get him to inspire his people." — Lee Iacocca

## Community Service Opportunities

Getting involved in service activities is a great way to give back to the community while at the same time enhancing your leadership skills and adding to your resume. It is also a great experience to share with your mentor/mentee!

The Community Service Office at Millersville offers many opportunities to get involved, both on and off the MU campus. On **Saturday, October 8th**, the MMAP will be joining this office with their "**Into the Streets**" event. Hundreds of students will be doing projects in smaller groups to improve the community. Projects include cleaning, paint-

ing, fundraising, games & crafts with children, visiting the elderly, and much more! If you would like to participate with "Into the Streets" through the MMAP, please RSVP to our office. Feel free to invite friends and family! (MMAP contact information is listed on page four of the newsletter.) The MMAP will purchase T-shirts for participants. If you would like to be included, be sure to *RSVP with your shirt size(s) before September 15th*.

For information on more service opportunities through the MU Community Service Office, please visit their website at: <http://muweb.millersville.edu/~cservice/>

## Structure in Mentoring

Establishing structure in mentoring relationships often enhances the relationship and makes it more successful. According to the *The Mentoring Group*, a Worldwide Mentoring Service, "the best partnerships have an underlying foundation infrastructure that holds them together and that propels them in the right direction." This is especially important in the beginning of the relationship. How structured is your relationship? Compare it with the check list below to find out.

- 1) One person (either the mentor or mentee) takes on the leadership role. He or she makes sure that the needs of both the mentee and the mentor are being met.
- 2) Goals concerned with the mentee's development are at the center of the relationship. Examples of goals include increasing the mentee's knowledge about business, improving his/her time management skills, or increasing positive attitudes.
- 3) Certain rules have been established about how the relationship is to operate, (how to interact, share information, etc.). The mentor and men-

tee both follow this mentoring etiquette and a trust is able to develop.

- 4) Both the mentor and mentee are gaining something from the relationship. For example, both are learning.
- 5) The mentor and mentee meet regularly (at least one or two times each month) and travel through progressive steps. For example: getting to know each other, talking about and choosing a major, talking about and deciding a career related to that major, and then preparing to enter that career field.
- 6) The pair finds a specific way to measure success in their relationship and evaluates progress toward goals on a regular basis.

If you think your mentoring relationship could benefit from more structure, talk to your mentor/mentee. You could even go down the check list together and decide how to use structure to get the most out of your partnership.

Source: Phillips-Jones, L. (2004). The 'Infrastructure' of Effective Mentoring. *The Mentoring Group*: [www.mentoringgroup.com/html/idea\\_40.htm](http://www.mentoringgroup.com/html/idea_40.htm)

## Remember—You Are Not Alone!

The MMAP office is always available to support mentors and mentees. If you are having trouble contacting your mentor/mentee, are looking for additional resources, would like some ideas

about how to approach a specific situation, or have any other questions or concerns, please let us know. We would be happy to talk with you! Our contact information is listed on page four of this newsletter.

# For Mentors

## Encourage Mentee Learning

- **Help your mentee find learning opportunities** — Keep your eyes open for potential experiences that may be beneficial to your mentee. Look for events you could go to together, people your mentee could talk to, and places where your mentee could use already acquired skills or develop new ones. Then talk to your mentee about your ideas.
- **Assist your mentee in evaluating the helpfulness of opportunities** — There are many learning opportunities available and some may be more beneficial to your mentee than others. Help your mentee decide which would be most helpful in reaching personal goals. Talk with him/her about which choices would be the most time and cost effective, which would motivate him/her the most, and which you may have found to be beneficial to you in the past. Avoid making the decision for your mentee. Instead help him or her think about important factors.
- **Help your mentee in mentally processing opportunities** — Encourage your mentee to analyze each situation and personally apply it to his or her own life. Ask questions about past experiences such as “What did you learn from that?” or “What did you learn about yourself?” Offer encouraging statements as well and invite your mentee to teach you what was learned. This will affirm your mentee and reinforce what was learned.
- **Act as a teacher concerning areas you know well**—Although teacher is not the primary role of a mentor, mentees can benefit from hearing what you know. Tell stories, give scenarios and specific examples, and explain how you do things. Let your mentee hear you think out loud and invite him/her to share what he/she would do in one of those situations. Use your own creativity to provide learning opportunities to your mentee.

Source: Phillips-Jones, L. (2004). Are You Supporting Your Mentees' Learning? *The Mentoring Group*: [www.mentoringgroup.com/html/articles/mentor\\_37.htm](http://www.mentoringgroup.com/html/articles/mentor_37.htm)

# For Mentees

## Career Planning Tips

### Note your interests, strengths, and weaknesses.

- ◆ What do you think about yourself?
- ◆ What kind of support could help you achieve goals?
- ◆ What obstacles could get in the way of your goals?
- ◆ What kind of work, academics, and activities are interesting to you?
- ◆ What are your skills?
- ◆ What is difficult for you?
- ◆ What values do you have about work?
- ◆ Ask your mentor, friends, and family what they think your strengths and weaknesses are.

### Do some research.

Career planning is a lot easier if you know what options are available.

- ◆ Visit various resources on campus such as Career Services (3rd Floor Lyle Hall, [www.millersville.edu/~careersv](http://www.millersville.edu/~careersv)).
- ◆ Job-shadow careers that interest you.
- ◆ Interview or spend some time talking to professionals in fields that interests you.
- ◆ Talk to your mentor, friends, and family about your career and educational plans.

### Think thoroughly about your choice.

- ◆ What classes/degrees will you need and how long will it take to get them?
- ◆ How do you feel about the job environment and pay associated with that career?
- ◆ How will your plans for relationships/family fit into your career choice?
- ◆ What experiences can you pursue now that will help you reach your goals?

Adopted from: ACT Career Planning Tips for Students: [www.actstudent.org/planning/career.html](http://www.actstudent.org/planning/career.html)

## MMAP Calendar: 2005 Fall Semester

Date	Event	Time	Location
Wednesday, September 14th	Mentor Network Meeting	12:00pm—1:00pm	Lyle Hall Parlor
Tuesday, September 20th	New Mentor/Mentee Orientation	5:30pm—Mentees 6:30pm—Mentors	Student Memorial Center Room 44
Thursday, September 22nd	PFMI Group Mentoring	11:15am—12:30pm	Lyle Hall Parlor
Saturday, September 24th	Fall Kick-Off: MU ROPES COURSE!	1:30pm—4:30pm	Outside Pucillo Gymnasium
Saturday, October 8th	Community Service Event: "Into the Streets"	9:00am—4:00pm	To be Determined
Tuesday, October 11th	Mentor Network Meeting	6:00pm—7:00pm	Lyle Hall Parlor
Thursday, October 20th	PFMI Group Mentoring	11:15am—12:30pm	Lyle Hall Parlor
Tuesday, October 25th	Mentee Workshop	4:00pm—5:00pm	Lyle Hall Parlor
Thursday, November 10th	Mentor Network Meeting	12:00pm—1:00pm	Lyle Hall Parlor
Thursday, November 17th	PFMI Group Mentoring	11:15am—12:30pm	Lyle Hall Parlor
Tuesday, December 6th	Mentor Network Meeting	5:00pm—6:00pm	Lyle Hall Parlor

### **Please Note!**

**Dates and times of events are subject to change based on the needs of MMAP participants. For the most up-to-date calendar, please visit the MMAP website at:**

**[www.millersville.edu/~MMAP](http://www.millersville.edu/~MMAP)**

### **CONTACT INFORMATION**

**Millersville Mentoring Alliance Program**  
**Karen Bain, Graduate Assistant Coordinator**  
**Stacy Denlinger, Administrative Assistant**  
**Lyle Hall 343**  
**(717) 871-5361**  
**[mmap@millersville.edu](mailto:mmap@millersville.edu)**  
**[www.millersville.edu/~MMAP](http://www.millersville.edu/~MMAP)**

*Brought to you by the  
Office of Academic  
Services, Division of  
Academic Support  
Programs and  
Learning Services*



### **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.