

M M A P Millersville Mentoring Alliance Program

**“MMA P-ing” the Road
to Success...Together**

VOLUME IV, ISSUE II
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Greetings From The Desk of The MMA P Coordinator



This issue of the newsletter contains countless information from all of you...the MMA P mentors and mentees! From our spring Student Forum to the 4th Annual Mentor/Mentee Appreciation Reception, your participation and feedback has been valued greatly. Inside this issue you will find event re-caps, mentor and mentee highlights and quotes, nominations, awards, and pictures from the reception, as well as some important tips for transitioning your mentoring partnership into the next academic year.

Although I have thoroughly enjoyed my time working with the MMA P, my two-year term as a Graduate Assistant has come to an end. I will never forget the memories I have made through working with all of you, as well as the value I have come to understand regarding the process of mentoring. I am very sad to be leaving this position as it has enriched my life in so many ways. I would like to personally thank Stacy Caldwell for always being so positive and striving to take the MMA P to the next level. I will truly miss working with you and Will as our days were always productive and FUN! I've shared many laughs with all of you over the past two years, but you may still see me on campus from time to time since I have one more class to take before starting my full-time Practicum in the Spring of 2009 to become a K-12 certified School Counselor.

With the MMA P foundation being even stronger and more organized I am sure that the new Graduate Assistant will be able to pick up right where I've left off and continue to take the MMA P even further. My best wishes to all of you as you continue down the road to success through mentoring at MU.



Mentoring Word Search

B G N I R O T N E M N P E E R
J N G N I G N O L E B Y L E O
Y O S Y T I L I B I X E L F P
T I E G X E E T N E M A I R E
I T I U H S T A C Y T C V I N
S A T I S F A C T I O N S E N
R R I D I F U I O M Z I R N E
E E V A U A V N M S S T E D S
V P I N G V S U Z L U S L S S
I O T C N H N M M A P I L H E
D O C E I I T M T O P R I I C
X C A P T O Z O M G O K M P C
Y X T Y S E N C O U R A G E U
C O N F I D E N C E T A D I S
L Y L E D T N E M Y O J N E S

There are 29 mentoring-related words to find. If you can't find them all, e-mail Kristin.

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Mentee Quote: "I think this program has been a big help to me, personally, and educationally." - Anonymous

Mentor Quote: "MMA P is invaluable tool in helping students matriculate at Millersville. I wish the program continued success and look forward to continued partnership. The journey is the reward'." - Anonymous and Chinese Proverb

Transitional Tips

Now that we're at the end of another school year, you may want to close your mentoring relationship or plan for a new year. Here are some helpful hints for you to follow:

-Decide what you as a mentoring pair would like to do now. Choose one of the following options:

Option 1: Continue mentoring through the MMAP together

- * Our expectations are...
- * Our new goals are...
- * Should the relationship change?

Option 2: Continue mentoring through the MMAP but *separately* by being matched with a new mentoring partner

Option 3: Change to an informal relationship outside of the MMAP

- * What will this look like?
- * How will this be different from your relationship now?
- * Will you have contact on a regular basis? In what ways? How long?

Option 4: Celebrate and show your appreciation. Let go and move on.

Plan your next meeting with your mentoring partner. If you are planning to end the formal relationship, you may want to meet another time to "celebrate" and observe what you have both learned and gained.

Source: "Mentor's Guide: How to be the Kind of Mentor You Once Had – or Wish You'd Had;" Linda Phillips-Jones, Ph.D.; (Coalition of Counseling Centers, 2003).

Highlight of Mentor and Mentee



Mentor: Gordon Rowe
Mentee: Matt Fasnacht

This *Highlight of Mentee and Mentor* section of the newsletter is new this semester. We wanted to expose two people in a successful mentoring relationship for others to see a little bit about how the mentor and mentee relationships work. This section will be featured in the newsletter from now on. Please see the next newsletter for a new example of a successful mentoring relationship.

Gordon and Matt have been in a mentoring relationship for about 2 years and have been meeting with each other about

every other week since their start in the MMAP. Since they are both veterans, they instantly became connected to each other. When they meet, many times they swap stories about their military experience. Matt served in Iraq and Afghanistan and Gordon served in Vietnam. Gordon is the Music Department's secretary at Millersville and believes that his MU experience has helped Matt in their mentoring partnership. Gordon was also extensively involved in helping Matt switch his major from Business to Psychology. Matt attributes their mentoring success to their ability to meet together at any time, especially when Matt randomly drops in to see Gordon to "keep him on his feet". Matt knows that, with Gordon's support, he will be able to graduate within this decade! They both believe that their mentoring relationship has made them better people and that they plan to continue their relationship even after Matt has graduated and they have both finished their time in the MMAP.

Event Re-Cap

MLK Day



Martin Luther King, Jr. Day, a day when most students slept in and had off school, was an energetic community service day for the MMAP. Arriving at Bethel AME Church to help clean the kitchen, we found out that the person assigned to help us was sick. We

ended up heading to Brightside Baptist Church where we found plenty of things to do. Part of the group headed upstairs to the sanctuary to help clean, dust, and vacuum, while the rest of us stayed downstairs to help clean and set up for the luncheon. You can never imagine how dirty blinds can get from just hanging in windows! After a few hours of work we were rewarded with some delicious Southern Style Soulfood for lunch and then headed back to MU. What a great way to honor Dr. King and "Live the Dream!"

Rita Smith Wade-El Make Over

An M&M meeting was held on February 7th. During the meeting participants took part in the "How quickly we forget" ice breaker. Attendees filled out a MMAP survey and students signed up for the Student Forum the next week.

The main event of the meeting was a make-over. After being previously chosen through a random drawing, Rita Smith Wade-El received her makeover from fellow mentor Elizabeth Guthridge. She looked stunning in her red dress and subtle new makeup before heading out for the evening. What a transformation!

Dr. Rita Smith Wade-El was the first person to receive a make over through the MMAP and we appreciate her continued dedication to the MMAP.



Student Forum

The Student Forum was held on February 14th. Students who attended talked about the MMAP's influence on MU's campus, new ideas for the program, how the program has helped them, and how the program can be helpful for other students. Agreeing that the MMAP is not as visible as other organizations on campus, the students recommended that the MMAP get the word out through students (mentees) who had a positive experience to help move toward success in the program and through peer mentors and RA's in the residences who should refer students to the MMAP.

The students "ideated" a new slogan for the MMAP to use: **Distinguish Yourself**. They really liked this idea because they believe that the MMAP is not only for students who need help, but ALSO for students who want social support, knowledge that someone is genuinely interested in helping them, job networking, and want to get involved. They believe that this new catch phrase emphasizes the MMAP's goal to help students "stand out" from the crowd to distinguish themselves in a competing world. (Continued on page 6: Student Forum)

Mentor Forum

January 24 was National Thank Your Mentor Day. Many mentors received a personal note of thanks from their mentee(s) upon arrival at the Mentor Forum meeting.

Mentors discussed some in depth questions and formulated beneficial answers to all of them. When asked what advice mentors would give someone who is just starting as a mentor, they said: **"Mentoring is not about solving problems, but about guiding them and providing alternatives."**

Mentors at the meeting finished the sentence: **"An effective mentor is someone who is..."**

...caring, available, a good listener, helps with transition, is a lighthouse (safe harbor, beacon), lets the mentee lead the relationship, shows weakness in order to break down barriers, looks at the mentoring relationship as a journey, not a destination."

4th Annual Appreciation Reception

NEW Award. New things happened at this year's Appreciation Reception! This year was the first year that the MMAP and its Advisory Council nominated and voted on, not only the Star Mentee and Star Mentor of the Year, but also, the Outstanding Mentor of the Year because there are so many mentors who have given their time over a number of years and don't necessarily receive the recognition they deserve. The new award of the Outstanding Mentor of the Year will annually recognize a Mentor who has not only gone above and beyond expectations, but has been exceptional and persistent for at least two years.

This year's Outstanding Mentor of the Year award was given to Miriam Witmer. From now on there will be an Outstanding Mentor of the Year plaque hanging in Old Main Dining Room in Bolger Conference Center from. This plaque has past Star Mentors' names and the new Outstanding Mentor's name will be added to the plaque each year.

Luncheon. The Appreciation Reception Luncheon was held in Old Main Dining Room in Bolger Conference Center and was catered for lunch. People were able to grab lunch, meet with other mentees and mentors, and enjoy being in the company of many *stars*.

Opening. After Mr. Redmond, Interim Assistant Provost, gave opening remarks, Dr. Vilas Prabhu, Provost for Academic Affairs, spoke of the program and how mentoring has impacted his life. He grew up in India and moved to the US, where he found mentors, host families, and others who have taken him under their wing and helped him out. He is still in contact with some of these mentors in his life, and he encourages everyone to be a part of a mentoring relationship in order to experience the multitude of benefits he has seen and others he has not yet experienced.

Star Awards. Stacy Caldwell announced mentoring partners present with a certificate of appreciation for their participation. Kristin Weidman announced the Star Mentee, Star Mentor, and Outstanding Mentor of the Year nominations. She then revealed each winner and had the nominator of the award recipient read their nomination.

Star Mentor nominations: Dr. Susan Luek, Linda Fogg, and Miriam Witmer;
Maureen Fisco became the Star Mentor.

Star Mentee nominations: Amanda Hoffman, and Julie Hughes
Nicolle Nestler became the Star Mentee.

Outstanding Mentor of the Year nominations: Carl Kanaskie, and Martha MacAdam.
Miriam Witmer became the Outstanding Mentor of the Year.

More Info. If you would like to read the nominations for each candidate, please go to the MMAP website (www.millersville.edu/~mmap).

Julie Hughes and Maureen Fisco



Miriam Witmer, Stacy Caldwell, and Kristin Weidman



Eleanor Isaacson and Nicolie Nestler





Results from Survey Monkey

The MMAP sent out emails asking for respondents to the survey online. Statistics from the questionnaire show that:

- ✿ Most mentees and mentors meet 2-3 times every month.
- ✿ 68% of all mentees surveyed want to continue their mentoring relationship with their mentor next semester (Fall 2008).
- ✿ Almost half (48.6%) of all mentors surveyed will continue being a mentor to their current mentee next semester.

Overall, many mentees and mentors agreed that they have benefited from the MMAP by gaining friendship, helping to mentor someone else, and mutual learning and personal growth.

The respondents answered questions and also posted the following comments on the program:

Mentees

- ✿ "I think this program has been a big help to me, personally, and educationally."
- ✿ "I really liked that my mentor showed concern for me and my worries."
- ✿ "This is an excellent program and more students should get involved with it. Kristin and Stacy are GREAT... they are the BEST :) They are always there to help me and they are really friendly."
- ✿ "The program is a great experience to get involved in for students anywhere. I had a wonderful time with my mentor when I had one, and it also motivated me to become a mentor to other students in my area."

Mentors

- ✿ "MMAP is doing a fantastic job. Keep it up."
- ✿ "I had a great time this year, (my mentee) and I were a perfect match. I will be getting to gether with her and her mother this summer to help her mom get an English resume together so that she could find work in her skilled area. You two did a great job and I really look forward to returning next year. Thank you both Great Job!"

Mentors (cont'd)

- ✿ "This is a wonderful program - all of your hard work really shows. I feel fortunate to be a part of your efforts and excited that the connections you create are rewarding on so many levels. I think there are probably more people in the community who would be willing to give time to a student. Keep up the good work and thank you so much for a memorable MMAP luncheon! ... Thank you!"
- ✿ "Mentors appreciate the work that MMAP Program directors do on their behalf: keeping in touch, providing information on current and future MMAP events, offering periodic mentor training sessions, and handling the scheduling and other logistics connected with bringing both mentors and mentees together--for regular and special programming. Thank you."
- ✿ "I truly believe in mentoring and feel strongly that this program strengthens so many Millersville University initiatives. I would like to see more mentoring opportunities across campus. A community of mentoring could help to unify the individuals on campus, build bridges across various cultures and generations, and create a solid community of caring that will certainly draw more people to Millersville because of the personal appeal and support present here."
- ✿ "I want to express my thanks to you for offering me the opportunity to mentor. I am sad that I am not available as much as I would like to be, but my mentee and I have developed a friendship and I don't think either of us is interested in anyone new at this moment. I feel as proud of my mentee as I would of one of my own children completing their education. Thank you again."
- ✿ "Keep up the good work! :) Kristin, we will MISS YOU!!!!!"

Student Forum (continued from page 3)

(Continued from page 3)

Students acknowledged that the **MMAP is available** for students who need to learn to be independent which will help any student with self-development, well-roundedness, and self-confidence. The benefits that these attending students have received from the MMAP include skills of commitment/dedication and planned events/structure. They have been able to be involved with a program to fall back on if things don't work out such that they can have support with academic and personal decisions. The students at the program believe that other students should definitely take advantage of the opportunities through the MMAP to distinguish themselves.

Some of the barriers that keep students from becoming involved in mentoring have included: time commitment, ability to relate to mentor (matching), laziness, and that students don't see importance or value of it. There is an overwhelming stigma that some believe that a "mentor" is only associated with a negative connotation and because of that, they have negative feelings about the MMAP.

The MMAP aims to make good matches in the program. But the program will also be MOST BENEFICIAL when mentees or mentors give feedback about their experiences and goals they would like to achieve at MU. The MMAP can help with these endeavors, but needs the voice of students in order for students to receive high-quality, suitable assistance.

Thank you to all who participated in the Student Forum and for all of your responses!



M Millersville Mentoring
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The MMAP Mission...

The Millersville Mentoring Alliance Program (MMAP) provides interested Millersville University students, and especially "at-risk" students, with effective, one-on-one mentoring by connecting them with qualified, competent MU faculty, staff, peers, alumni and community mentors. These volunteer mentors are committed to encouraging students to develop their full potential in all areas of their lives. Through sustained, supportive and nurturing mentoring relationships, the MMAP strives to enhance the learning and holistic development of Millersville University students.

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