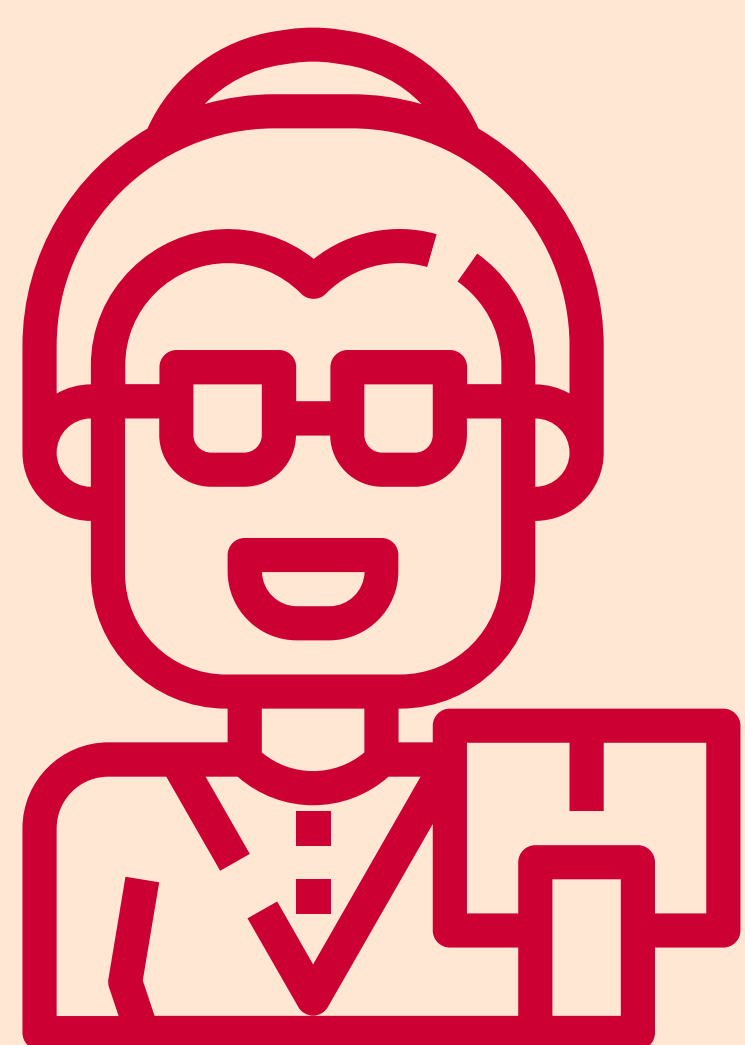


SC&I LINKS

Mentor Program

Overview and General Goals of the Program

Mentors serve as a valuable resource for advice on career related topics including - but not limited to- industry knowledge, assisting students to articulate and crystalize their career goals and aspirations, offering practical advice on seeking and securing internships and full time opportunities.



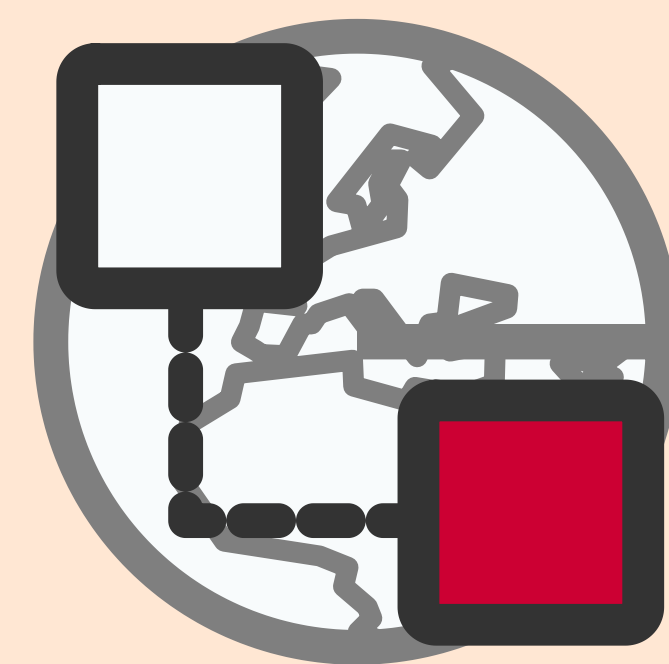
Mentors support students by sharing life learnings and take-aways from their own professional growth and life stories.



Mentor and Mentee discussions may be regarded as a complementary resource to the SC&I academic and experimental platforms to help students gain more understanding of their prospective professional field, key organizations, daily activities, tasks and responsibilities.



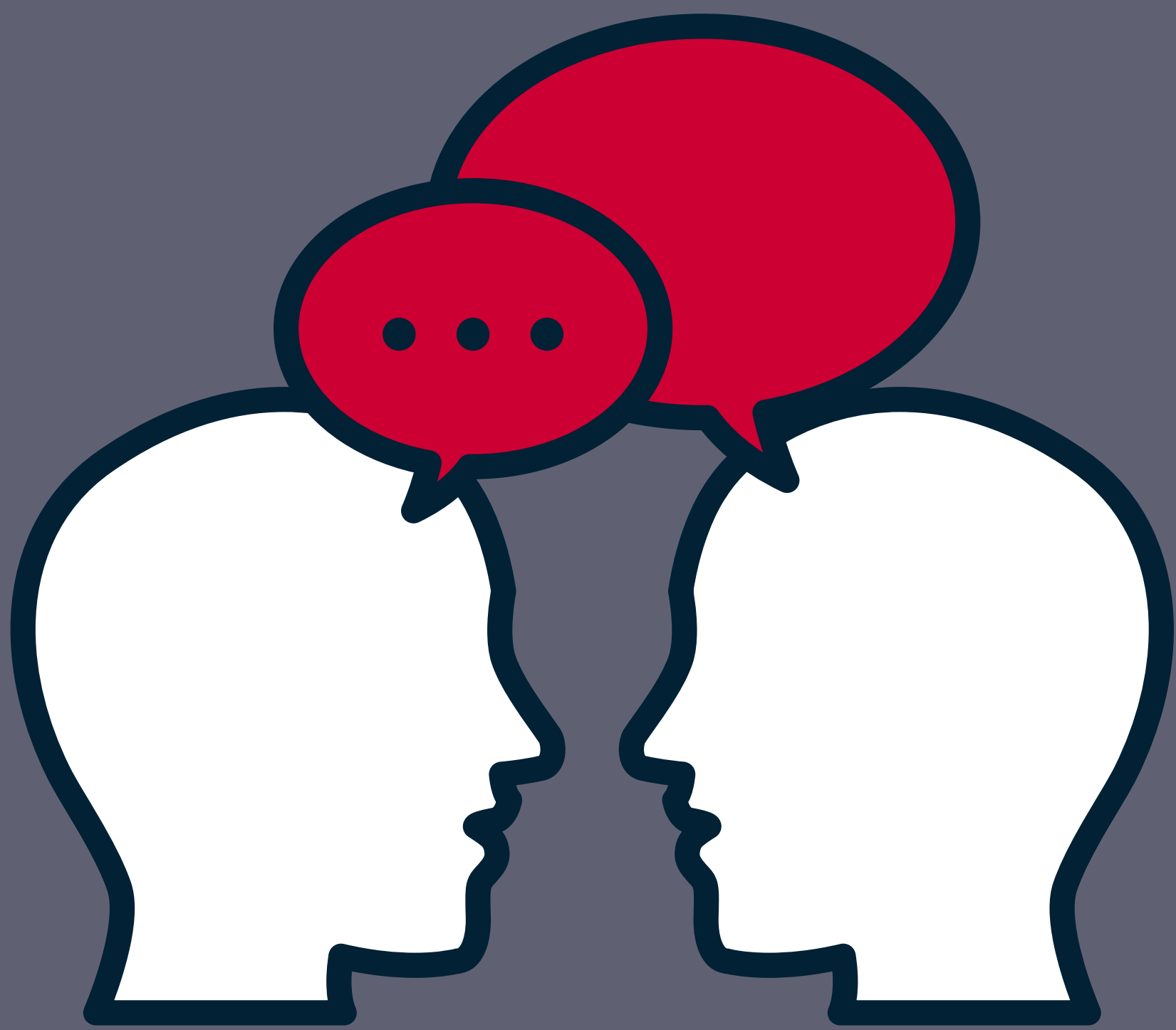
Mentees share and do their best to connect their current learning experiences, project works, experiential learning with career related discussions and aim to crystalize their career goal by connecting the dots and integrating learning from mentor-mentee discussions.



SC&I LINKS

Mentor Program

First Discussion Guide and Suggested Activities for Mentor-Mentee meetings:



To help you ease into your Mentor-Mentee relationship, after registration we will provide you with a few helpful resources that you can use to make the most of this mentor program.

- The SC&I Mentor Program Guide
- First Discussion Guide (specifying topics for discussions, how to set ground rules, how to communicate, etc..)
- Suggested Activities list

SUGGESTED ACTIVITIES:

Apart from the phone call or web call specified above we tried to collect a few more outlets where you may want to conduct your meetings to keep it interesting and relevant.

- Set up a Zoom or a phone call.
- Meet on campus (all University and State COVID mandates and protocols must be observed).
- Participate in on-campus or off-campus events together including networking events (including the SC&I Mingle and Mentor Appreciation event), professional meetings, conferences, informational interviews, mentee visits mentor's company (job shadowing, mentee participates in a professional meeting (if applicable)).



SC&I LINKS

Mentor Program

Mentor Role:

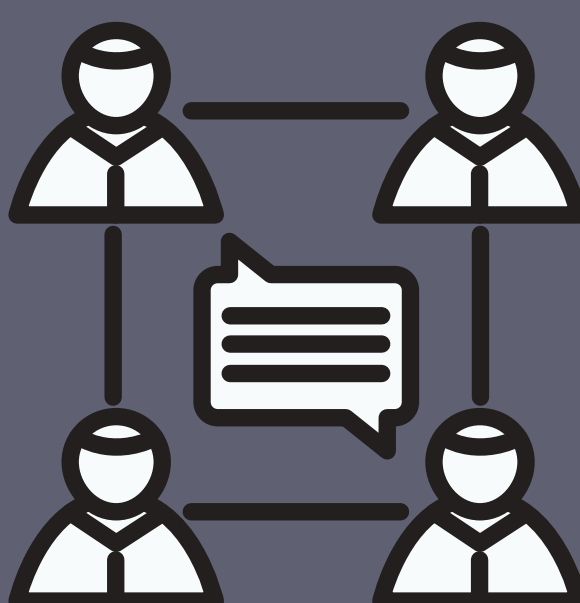
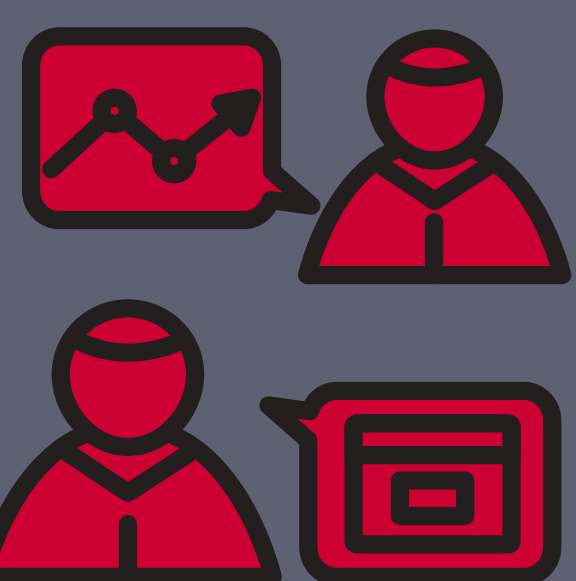
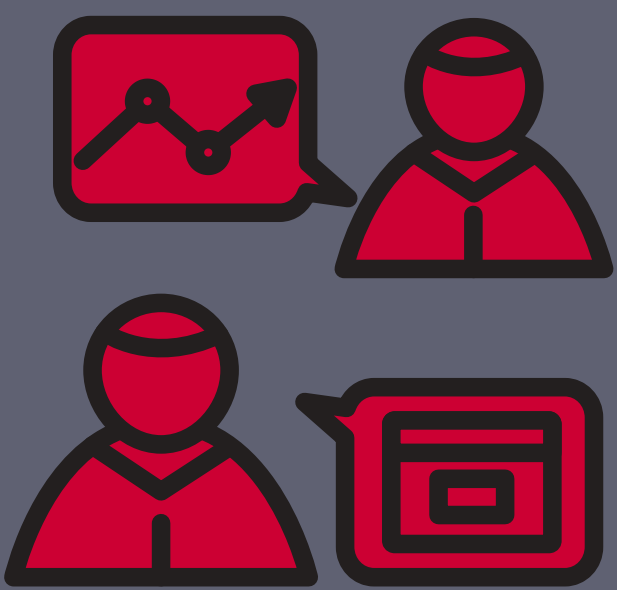
First and foremost,
we encourage and
would like our
Mentors to LISTEN,
SUPPORT and GUIDE.

Research suggest that mentors stick with their mentor role and refrain from becoming their mentees' substitute parent, therapist, disciplinary, Santa Clause or babysitter. Instead it is recommended to AIM for becoming a dependable, consistent and trustworthy friend, who listens carefully and offers possible solutions without passing judgement.

Aim to problem solve rather than lecture or tell mentee what to do. If possible, refrain from using "should have" in your conversations. Respect the uniqueness and integrity of your mentee. Try and empower your mentee to make the right decision by using constructive feedback and being alert for "teaching moments".

As every relationship, the mentor-mentee one will have an initial phase when mentees will try to establish a relationship with you and try to work out how to work best together.

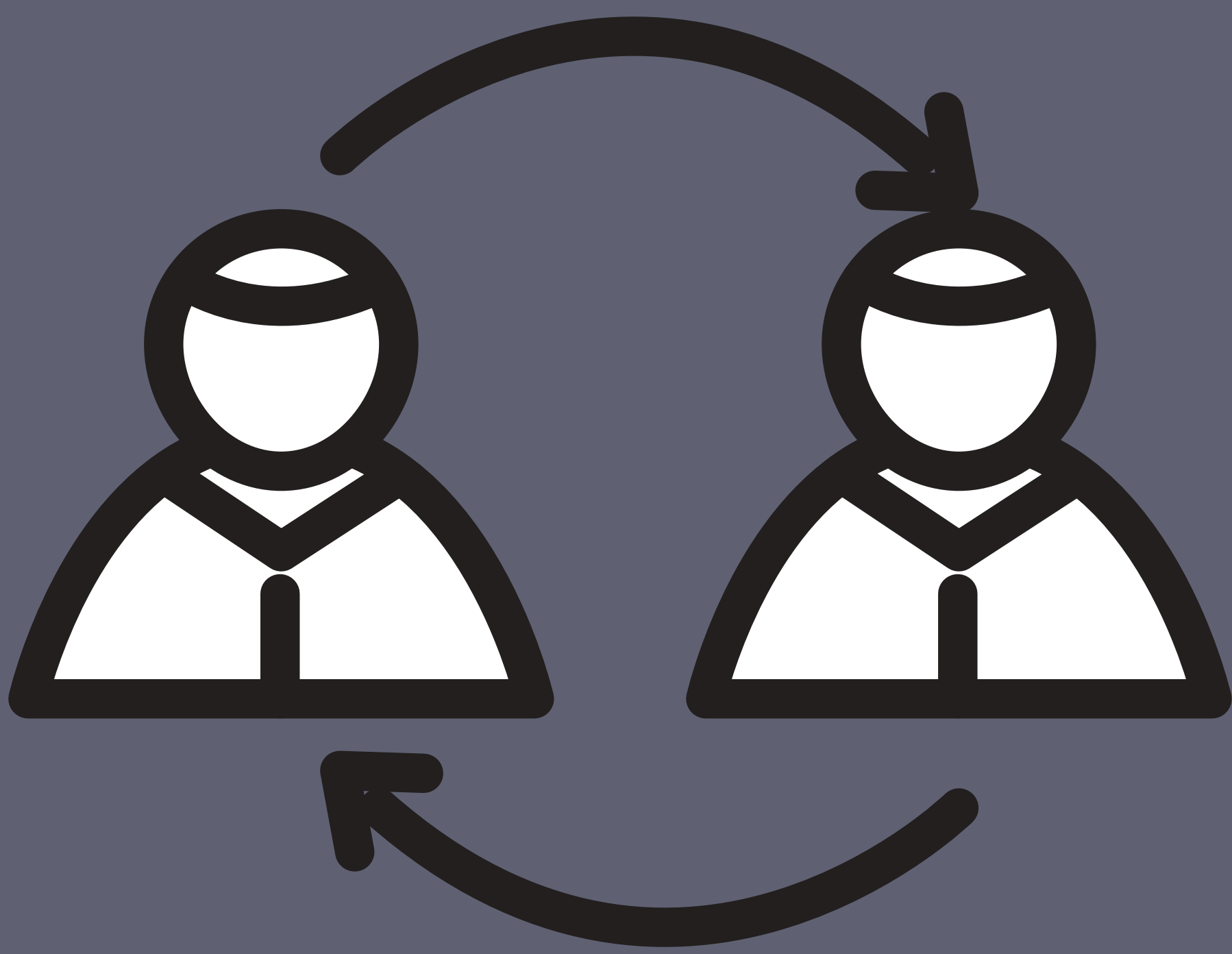
- Please support mentees' efforts by clearly communicating (perhaps setting ground rules) how they can get in touch with you, what to do in case you suddenly became very busy and not able to give them the focus they need at that moment; or if they need to miss a session. You may want to discuss proper business protocol and phone etiquette early on, so all are on the same page.
- Help them set realistic goals and expectations.
- Offer support in helping them find ways to get there.



SC&I LINKS

Mentor Program

Mentee Role:



Mentor-Mentee relationships are referenced to have numerous benefits and they may become one of the most valuable support tools you may have throughout your college years and early career. It takes hard work to build a meaningful relationship with an experienced professional but the rewards are priceless.

Mentoring requires a sustained commitment. First and foremost, we expect Mentees to **COMMIT**, **LISTEN** and **LEARN**.

Recommendations for Mentees:

- Take responsibility for this relationship and be in the DRIVER SEAT throughout their mentor-mentee program.
- Mentees are expected to initiate contact with their mentor and ensure that meetings are set, carried out and on track.
- During our kick-off meeting Mentees will be provided with a guide to best practices on how to build a successful mentor-mentee relationship and how to make the most of such a relationship.
- Keep in mind that University students are governed by university policy and procedure. Please be mindful of university policy around appropriate student conduct in sanctioned programs and activities.

SC&I LINKS

Mentor Program

Mentoring Agreement:

- The Mentor and Mentee are both voluntarily entering into this partnership. After the specified and required 3 one-hour sessions further connection will be up to the discretion of the participants and in no way directed or monitored by SC&I.
- The Mentor and Mentee agree to aim to create a mutually satisfactory and beneficial mentoring partnership where Mentee is expected to guide Mentee by offering constructive and honest feedback and Mentee agrees to be open to feedback and have no unreasonable expectations.
- The Mentor and Mentee acknowledge and agree that the Mentor is NOT expected to provide an internship or full time job for the Mentee or serve as a Reference unless it is specifically offered by the Mentor.
- The Mentor and Mentee acknowledge and agree that the Mentee is NOT to be assigned “special working or research projects” for Mentor’s own personal or business use.
- The Mentor and Mentee agree that the content of the discussions are confidential unless they both agree to share certain information (specific skills or projects) for recommendation purposes.