

**Lerner College of Business and Economics at the University of Delaware (UD)  
In Partnership with the Delaware Financial Education Alliance (DFEA)  
Minor in Trust Management**

**Mentorship Program**

**Background**

Mentoring programs offer benefits to both students and their mentors. Typically mentorships involve meeting with a student over lunch or coffee, and communicating periodically via phone or email.

For students, the primary benefit from a mentorship is the opportunity for a candid give and take about life in the real world, not only about the requirements of a particular job, but also the ups and downs encountered in getting a job done. Getting a better feel for a profession is important to students, who may have an idealized view of what they would like to do with their lives but very little idea of what it takes to get the job done day after day.

Mentorships differ from internships in that mentors can share what really goes on behind the scenes, the stresses and strains of working on a project and the satisfaction of seeing it to completion, outside of a formal working relationship. The more students know about what is not always obvious about an occupation, the more likely it is that they will make a proper judgment about whether the career is right for them.

In addition, building and maintaining a relationship with a mentor extends well beyond graduation as a starting place for building a professional network, and as a trusted advisor when career guidance is needed.

For the professional, mentoring provides an opportunity to share passion about their work. By opening up a conversation with someone not familiar with their work, the mentor continually develops essential communication skills. Interacting with students interested in their profession can also help mentors stay ahead of peers as university programs keep abreast of the latest trends in all fields of instruction. Mentors also develop relationships with those learning skills that are valued by their firms and that are in high demand.

**Student Enrollment Projections and Commitments**

The goal is to provide every student enrolled in the program with an off-campus mentor who works in the field.

## **Mentor Commitment**

- When paired with a student, you will serve as a mentor for a minimum of one semester.
- Mentorships are non-credit based opportunities.
- Students may participate in the program as long as they are enrolled in the Minor.
- Work together with your mentee to establish a schedule and develop an agenda with objectives for the mentorship. This is meant to be a very flexible program to encourage participation by both mentors and mentees in a manner that will grow organically.
  - Be receptive to working with your student a minimum of four hours per semester, with a maximum of forty hours per year of one-on-one meetings, either in person or by phone, with additional availability throughout the semester for consultation
  - Attend mentor/mentee events held on campus
  - Provide a company tour
  - Job shadow for half day or full day / attend a staff meeting
  - Assist with resume review
  - Serve as an interview coach
  - Provide advice on career and life goals
  - Provide networking opportunities with colleagues
  - Ask the mentee to attend conferences or meetings with you
- Mentors agree to provide the following documentation annually to the DFEA:
  - An annual summary which includes:
    - The dates and length of time spent for each of your meetings with your mentee, to include phone calls and in-person meetings;
    - The date and length of time spent for any preparation done and/or follow-up done for mentee meetings;
    - A summary of any meetings that involved activities beyond conversations with your mentee such as Company tours, job shadowing, etc.; and
    - Such other information as is requested by the DFEA relating to the on-going mentor/mentee interactions.
  - Annual exit interview survey for each participant in the mentorship program.

NOTE: It is important that this information is received by the DFEA by June 15<sup>th</sup> of each year (2017, 2018, 2019, and 2020).