



Expectations for the Faculty of Land and Food Systems Mentorship Program

Overview

The LFS Mentorship Program is an opportunity for students to learn about career stories and academic experiences from industry professionals and their peers. It is also a chance for mentors to develop their coaching skills, offer perspectives on working environments, and learn from current students.

In order to ensure that all participants are getting the most out of their experience in the program, we expect all participants to commit to a set of shared expectations, outlined below. There is also an opportunity for mentorship groups to develop their own additional expectations specific to the needs and interests of their group members.

Mentor Expectations

- Participate in the program from September 2020 – April 2021.
- Meet with your mentorship group at least two times outside of program events (i.e. Orientation event, Professional Development events, Wrap Up event, etc.) during first term.
- Meet with two mentor groups for informational interview during term 2.
- Attend program events when possible (approximately 3 events per year), including the Mentor Orientation (September), LinkedIn webinar (November) and Wrap Up event (March).
- Support students through additional communication and coaching as needed and agreed to.
- Complete the year-end survey (distributed in March/April) and provide thoughtful feedback about your experience in the program.
- Program participation for mentors is estimated at approximately 5 hours in term 1 (Sept.-Dec.) and 4 hours in term 2 (Jan.-Apr.).
- Maintain trust and confidentiality in the mentoring relationship.

Mentee Expectations

- Participate in the program from September 2020 – April 2021.
- Complete the Mentee Orientation Session.
- Complete all Career Activities by their due date and submit them. These assignments are intended to help you reflect throughout your experience and capitalize on your time in the program.
- Meet with your group at least three times outside of program events (i.e. Orientation event, Professional Development events, Wrap Up event, etc.).
- Meet with your mentee group at least once prior to connecting with your mentor.
- Attend the Orientation (Sept) and Wrap Up event (March).
- Attend additional career events when possible (approximately 1-2 additional events per year).
- Respond to all Mentorship program-related communication within 3 days (i.e. emails from mentor, other mentees, staff team, etc.).
- Seek out opportunities to learn from your fellow mentees and mentor.
- Arrive at all meetings prepared with questions and topics for discussion.
- Offer perspectives about your own career and academic experiences and interests.
- Complete the year-end survey (distributed in March/April) and provide thoughtful feedback about your experience in the program.
- Program participation for mentees is estimated at approximately 3 hours/month.
- Maintain trust and confidentiality in the mentoring relationship.

Additional Expectations (as determined by group at the beginning of the program).