



Expectations for the Faculty of Land and Food Systems Mentorship Program 2021-2022

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.

Mentee Expectations:

- Participate in the program from September 2021– April 2022
- Attend the Mentee Orientation Session
- Complete all reflections by their due date and submit them. These reflections are intended to help you think about your experience and capitalize on your time in the program
- Meet with your group (mentor and fellow mentees) at least two times during the first time
- Participate in at least 2 informational interviews with 2 different mentors in Term 2
- Meet with your mentee group at least once prior to connecting with your mentor
- Attend the Wrap Up event (March)
- Attend additional career events when possible (approximately 1-2 additional events per term)
- 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

Mentor Expectations:

- Participate in the program from September 2021– April 2022
- Meet with your mentor group at least two times in Term 1 (Sept. – Dec.)
- Meet with at least two mentor groups for informational interviews during Term 2
- Attend program events when possible (approximately 2 events per year), including the Mentor Orientation 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 is approximately 5 hours in Term 1 (Sept.–Dec.) and 2 hours in Term 2 (Jan.-Apr.).
- Attend additional career events when possible (approximately 1-2 additional events per term)
- Maintain trust and confidentiality in the mentoring relationship

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