

ACPA Latin@ Network

MENTORING CONTRACT

“Growing Our Own”

AIM: The goal of the ACPA Latin@ Network Mentoring Program is to establish fellowship within our membership and to provide professional development opportunities to graduate students and new professionals in the field of higher education. While we have listed some expectations and rules to establish some parameters for the mentor/mentee relationship we felt it best to limit them in order to help create a more fluid process. We have created a “Map to the Future” template to assist in your exploration and discussion of short and long term objectives within the field but you are not obligated to use it. For those who choose to use this instrument and develop a plan we encourage you to create a “portfolio” so that we can highlight your work at the next ACPA annual convention. On the behalf of the directorate we wish you a happy and productive journey with your mentor.

Mentors Role:

- A. **ADVOCATING** for their mentee.
- B. **LISTENING** to the mentee’s ideas, dreams, needs, & concerns.
- C. **PROTECTING CONFIDENCE**, by establishing & maintaining the mutual respect & trust needed for the risk-taking necessary for learning & professional growth.
- D. **REACHING OUT**, as in helping a mentee feel less of a guest & more a peer & team member.
- E. **CELEBRATING** by recognizing accomplishments, affirming growth, & building professional self confidence.

Rules of the mentoring relationship:

1. The mentor and mentee will meet/communicate (in-person if possible and/or via phone call or e-mail) on a monthly basis,
2. The mentor will only inquire about the mentee’s personal life by invitation.
3. The mentor and mentee will not make excessive demands on each other’s time.
4. The mentee will only use the mentor’s name or authority with the mentor’s consent.
5. The mentor will assist the mentee in achieving objectives, but will let the mentee do things for him/herself as much as possible.
6. The mentor or mentee can end the relationship at anytime, with no blame being attached to either party.

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This is a statement of commitment to a mentoring relationship between: -----
----- (mentee) and -----
(mentor).

We agree to commit ourselves to the development of -----
----- (mentee).

----- (mentor) commits to helping the mentee to assess their development to date, to meet career objectives, and to plan their future development, and to working for an open and honest mentoring relationship.

----- (mentee) commits to actively progressing the agreed learning goals and working for an open and honest relationship.

Signed ----- (mentor)
----- (mentee)

Date _____