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**What is mentoring?**

Mentoring, in the context of M.O.R.E., is the development of a voluntary, long-term, one-on-one relationship between a student and alumnus/a. The relationship is characterized by:

* Respect and a conscious effort toward personal growth
* Mutual exchange
* Interpersonal support

**How is mentoring different from networking?**

Whereas networking is about developing professional contacts to tap for informational interviews and job leads, mentoring is about an alumnus/a and student developing a close-knit, long-term relationship covering all aspects of career and personal development.

**What distinguishes M.O.R.E. from the R.I.S.E. peer mentoring and other such programs?**

M.O.R.E. is unique in that it focuses on creating more long-term mentoring relationships between students and alumni/community members. M.O.R.E. strives to provide students with personal, long-term alumni/community member support for both career and personal interests. The R.I.S.E. peer mentoring program on the other hand is a student to student program focused on helping acclimate freshman to the university environment and encourage their success and retention at UMW.

**How and when do I sign up for M.O.R.E.?**

Alumni/Community members: You can participate in M.O.R.E. by sending an e-mail to the Director of Leadership Golda Eldridge at geldridg@umw.edu or the student program coordinator Mary-Kate McCleary at mmcclear@umw.edu. We will send you the alumni/community member application to fill out and return. We will request educational, career and other background information as well as selecting your personal mentoring preferences. Once your application is on file students can view your profile and request you as a mentor. After being selected, you can confirm a mentee, and you will be notified by email of the match.

Students: Registrations are taken on a rolling basis. You will need to fill out a short form to participate in a mentoring session, and attend an orientation. Afterwards, we will give you access to the mentor applications and you can search for and request mentors. Once a mentor accepts you as a mentee, you will be notified by e-mail of the match.

**How are the mentoring pairs made?**

Students review the mentor profiles to identify someone they feel is a suitable match. Mentor profiles include key words focusing on mentor skills and interests that students can use to narrow their search. Once a student has identified someone they provide this information to the program coordinators who will notify the mentor they have been requested and to confirm they are still available and interested. Upon receiving positive confirmation the program coordinators will provide the mentor’s contact information to the student. The student will initiate contact via the mentors preferred method (identified on the profile).

**What kind of activities should I expect to do while participating in M.O.R.E.?**

Activities are determined by mutual agreement between the mentor and the student mentee. They can include anything from helping to look over a resume to providing insights on how to maintain a good work-life balance. M.O.R.E. is designed as a resource for helping similar-minded students and alumni/community member to find each other. The actual nature of the mentoring relationship, however, will be up to students and alumni/community member to determine and develop individually. For ideas on activities, please see the "For Mentors" or "For Mentees" sections of the M.O.R.E. tab on the Center for Honor, Leadership and Service website.

**What should I do once I have been paired with an alumnus/student?**

We ask the student to make the first contact after the alumnus/student accepts the mentoring request. Our hope is that the pair will have an in-person conversation early in the relationship via phone, skype or face-to-face, in which they can get to know each other such as general interests, significant people or events, and likes and dislikes. At the end of the meeting, we ask that the pair go over the questions on the "Mentoring Agreement", which can be found on the Resources page of the M.O.R.E. website. This resource helps the pair mutually determine what kind of mentoring relationship they would like to develop.

**How much time will be involved in the mentoring relationship?**

We ask both the mentor and student to commit to a minimum of two hours per month. Generally, the time commitment ranges from a few hours per month to several hours per week, depending on the preferences of both the mentee and the mentor. It is up to the student and the mentor to decide together what works best for them.

**How long should I expect to remain in this mentoring relationship?**

The mentoring relationship officially lasts for **one academic year**, after which the formal pairing will be released in our system. This allows students to search for new mentors and alumni/community member to work with new mentees. This, however, does not mean that the mentoring relationship has to end. M.O.R.E.'s goal is to develop long-term relationships between mentors and mentees, so we encourage mentors and mentees to continue their relationship on an informal basis.

**Can I request more than one mentor at a time?**

The M.O.R.E. program is designed to help students establish a one-on-one long-term relationship with a mentor. Research shows the best way to reach this goal is for students to work with only one mentor at a time during each mentoring session. You can, however, request and work with a different mentor at the end of the academic year by re-registering with M.O.R.E.

**What if there is a problem with my mentoring relationship?**

If you are experiencing any problems in your relationship or have any questions, [please notify the M.O.R.E. team](https://mentoring.stanford.edu/index.php?content/contact) so we can help you. We want you to have a satisfying experience, and often we can intervene and work toward possible solutions that will improve the relationship.

**How do I contact the M.O.R.E. team?**

Director of Leadership Golda Eldridge at geldridg@umw.edu

Office phone 540-654-1665

Student Program Coordinator Mary-Kate McCleary at mmcclear@umw.edu

The Center for Honor, Leadership and Service

chls@umw.edu

540-654-2272

Standard business hours: 8:00am - 5:00pm Eastern Monday - Friday

**What if I am trying to decide on a major or a career - can I work with more than one mentor?**

M.O.R.E. hopes to develop long-term mentoring relationships between students and alumni/community member. We expect that students who have a fairly clear idea of their future career goals going into the program are able to get the most from the program. To allow you to concentrate and make the most of your mentoring experience, we only allow mentees to be matched with one mentor per session. However, students can participate in future mentoring sessions to request other alumni/community member.

If you are still deciding between majors or trying to choose between career fields, we encourage you to talk to contact Academic and Career Services office who will be able to answer immediate questions about particular professions or industries of interest.

**For mentors: Why haven't I been requested yet?**

M.O.R.E. does not match mentors with students; requests are based on student interest in mentor profiles. Students can search for mentors in our database using select search criteria. It is important, therefore, to make sure your profile is complete. To update your profile, contact us to request a copy of your current profile. We will forward you what we have on file so you can update any necessary information. Return it to us and we will reenter you in the mentoring pool.

**For students: Why was I declined?**

There are a variety of reasons why your requested alumnus might have declined you, most of which probably have nothing to do with you personally. It may be an especially busy time for the alumnus/a, or the alumnus/a does not think it would be a good fit. Do not get discouraged. Just go back into the system and search for and request another mentor.

**Students what to do if you don’t find any mentors with your major/desired career field listed?**

The mentor pool has been kept deliberately small during the pilot phase of the program to improve control and responsiveness as issues are identified with processes. If as a result a student does not find someone they feel a suitable match the first suggestion is for them to review the profiles again focusing on mentors with similar interests. They should also consider such a mentor’s career field to determine if they might not benefit from a different perspective such a relationship could provide. If they still cannot find a match they can contact the program coordinators and request they work to find a suitable match.