Between fall 2005 and spring 2015 there have been 120 mentors and 206 mentees participate in the Professional Development Mentor Program.

Participants have included fulltime and adjunct faculty, classified staff, administrators, and adult hourly employees.
The Professional Development Mentor Program is a unique program designed for employees who are passionate about their professional growth and development at COC. Mentoring acknowledges, encourages, and honors the uniqueness of each individual and brings something new and exciting to the relationship. It is a sharing relationship in which the mentor and mentee share their particular expertise and knowledge, actively listen, encourage creative thinking, and the discovery of new ideas and pathways to professional growth. The open nature and inclusivity of the program means that knowledge-sharing flourishes beyond department boundaries and learning connections can occur across campus.

Program Goals

- To provide learning experiences to expand and enhance participant’s current skills and abilities;
- Provide an opportunity for participants to learn about the operational procedures and daily responsibilities of another department on campus, develop a new skill set, or enhance current skills;
- Enable those who want to further develop their leadership abilities to gain experience from a mentor, who, as an established leader on campus, helps to shape the daily momentum on campus and moves us forward;
- Give participants an opportunity to develop a “big picture” appreciation for how the college works and learn how to get things done operationally;
- Afford mentees a chance to make connections and network with their colleagues who are in various departments on campus.

Program Structure

Mentees will be paired with a mentor who is a fulltime member of the staff who will guide, advise, and inspire them to reach their professional development goal. Mentors will work with their mentee to develop a goal to work on during their semester together. This goal can be a personal growth goal or it can be a goal you are working on that is part of your department’s program plan.

- Mentors and Mentees must attend an orientation session at the beginning of the semester, a mid-semester meeting, and a celebration breakfast at the end of the semester;
- Mentors and mentees must meet at least once per month outside of the formal program meetings;
- Mentors must complete a Professional Growth Plan form, stating the goal they want to work on during that semester. Mentors will work with their mentee to identify the steps the mentee needs to take to achieve that goal. The steps will be included on the Professional Growth Plan form;
- The mentee will complete a written reflection piece that identifies their stated goal, a description of the research and work they’ve done with their mentor over the course of the semester, and a listing of the next steps they plan to take to achieve their goal;
- Mentors and mentees must maintain confidentiality.

How to Apply

If you are interested in participating as a mentor or mentee, please visit the Professional Development website at [www.canyons.edu/Offices/PD/Pages/MentorPrograms.aspx](http://www.canyons.edu/Offices/PD/Pages/MentorPrograms.aspx) to obtain an application. The deadline to apply for the fall semester is Monday, August 24, 2015.

Questions? Please contact Leslie Carr at Ext. 3100 or at leslie.carr@canyons.edu