The College is actively recruiting executives, alumni and professionals in a variety of careers. We look forward to matching mentors with students/mentees in the coming semesters.

The CRI Mentoring Network Program is thus part of the larger effort at Cal State San Marcos to support connections between students’ academic goals and the career paths they pursue. Mentoring creates a direct link to the working world. Students can understand the variety of possibilities available in their chosen career fields; where there is demand; and what skills, activities, and courses are necessary for them to succeed. At this stage and size, we do not expect to match mentors and mentees by narrow criteria, (such as specific career type, or major), instead, we seek to expand students’ access to experienced professionals with whom they can have conversations about career goals: adults who will be effective as role models and guides to a variety of practices and steps students beginning to form ideas and goals about their futures may consult.

This program has just completed its Inaugural Year linking 14 mentors and 14 mentees (and linked all to each other as a network via an online environment called “Moodle” supported by the campus).

If you are interested in applying, we will send you an application, a volunteer form and answer any additional questions you have. Thank you for your interest!

Katherine Brown, Director CRI, Ph.D.
Darlene Piña, Ph.D.

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Some Expectations of Mentors: (From Mentor Manual)

- Mentors guide students in career exploration and manage the mentoring relationship.
- Periodically, mentors are asked if they would like to renew their commitment to the program. 
- Mentors are working professionals in a variety of fields. 
- Mentors will be matched with students (mentees) with similar career interests to their own, though this may be broadly defined. 
- Mentors will typically work with one mentee at a time. Mentors who indicate interest and availability to work with more than one mentee at a time will be assigned no more than two mentees per year. Members of the community will also participate in online discussions via Career Readiness Initiative Mentoring Network online resources (Community Container for Mentoring Network).
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- Mentors are responsible for making the first contact with their mentor, via an introductory e-mail or phone call.
- Mentoring takes place primarily via e-mail, the mentoring program Moodle space, or phone. Occasionally, mentors and mentees want to meet in person; the Career Readiness Initiative should be notified before such a meeting takes place.
- The Career Readiness Initiative through periodic e-mails and phone calls to ensure that contacts have been made and relationships are on track, monitors Mentor/mentee matches.
- Mentoring can last a semester, a year, or longer, and proceeds to closure by mutual agreement of the mentor and mentee.

Contact Us For Further Information:
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CRI Office: Jo-Ellen Anderson, Support Staff  janderson@csusm.edu  760-750-4154

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CHABSS CRI MENTORING PROGRAM

AT A GLANCE

2014-2015

The goal of the Career Readiness Initiative is to significantly increase the career readiness of the graduates of the College of Humanities, Arts, Behavioral and Social Sciences by expanding the range of career options for CHABSS graduates, improve the connection between the college and community members, and encourage faculty to be leaders in pedagogy and curriculum regarding career readiness in the liberal arts.

Dr. Katherine Brown, Director
Excerpts from Career Readiness Initiative (CRI) Program Materials, News items and CRI “Mentor Manual”

The Mentoring Network is part of a new program launched by the CSUSM College of Humanities, Arts, Behavioral and Social Sciences: “Career Readiness Initiative”

Design of the Pilot Program
This Mentoring Network Program was designed in the summer of 2013 by Faculty Director of the CRI, Associate Professor Katherine Brown (Communication), and Associate Professor Darlene Piña (Sociology), with staff support provided by Administrative Coordinator Jo-Ellen Anderson. It has been made possible with funding from the CHABSS Dean’s Office and support from Dean Shapiro and his staff. We are indebted to many kind individuals involved in various mentoring programs past and present whose models, materials and processes have been adapted here for this new program, to minimize “wheel-reinvention”.

We thus wish to acknowledge Mr. Luke Lara, of the Puente Project at Miracosta College in North County San Diego; Arlene Kemmerer and the staff of the Career Center of Queensborough Community College, and the developers of the CSUSM Faculty Mentoring program, a long-running and very successful program geared toward supporting academic success by matching students with mentor faculty. We have adapted program materials and processes from all of these, adding our own program features, emphasis and content to meet the needs and schedules of the students and mentors we seek to serve with this new program.

Why Mentoring?

http://www.csusm.edu/chabss/cri/index.html

"Employers tell us that our University is academically rigorous and that our students have a strong work ethic," "But where our students don’t stack up is when it comes to how they market themselves - they need more coaching and refinement in interview skills, resume writing and job searching." (Pam Wells, Career Center Director, CSUSM)

Dean Adam Shapiro notes, "extra career coaching and mentoring will be particularly impactful for those students who are the first in their families to attend college. Many haven’t been exposed to the cultural and social events found in the professional world,"

“CSUSM is dedicated to developing well-rounded students who exemplify academic excellence, global awareness and lifelong learning. Recognizing the pivotal role mentoring plays in higher education, the College of Humanities, Arts Behavioral and Social Sciences Dean’s Office launched this ambitious career mentoring program pilot in 2013.” (CRI Mentor Manual)

PROGRAM COMPONENTS

The CHABSS CRI Mentoring Network Program has three main elements:

--1:1 interactions (phone, email, meetings) between mentors matched with individual mentees.

--Online discussion and access to resources in a specially designed web-based Moodle container, with capabilities for pair or group discussion, topic-based discussion of posted articles, news stories, Q and A, and links to college/career center events and news, plus online program evaluation forms.

--Group events on campus luncheon for orientation (fall 2013) of mentors; a spring luncheon for the mentor/mentee pairs, and an end of year celebration & acknowledgement of program supporters.

As a mentor in the CHABSS Career Readiness Initiative mentoring network, your actions (will) reflect on Cal State San Marcos University; therefore please be mindful of the following:

• If you and your mentee arrange to meet in person, please notify the Career Readiness Initiative, and meet in a public place, preferably on campus.

• When offering advice to the mentee, make sure the mentee understands that it is your experience that has led you to this opinion, and that your opinions are not to be construed or represented as the position of Cal State San Marcos.

• Make no promises, and do not mislead your mentee about future employment or the limits of your expertise.

• CSUSM Employees must not engage in mentoring program activities during their work hours.

• We anticipate mentors and mentees will communicate at least twice per month, so you should be able to devote 2-4 hours per month to communicating with your mentee.