

# 2015-2016 CAFPNA Mentor-Mentee program overview

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北美华人食品保护协会

# Initiatives

For Mentees (students, post doc, new graduated, etc.)

- Provide insights and guidance on career planning & development
- Build connections and strengthen professional relationship
- Increase understanding and knowledge in food industry/academia/government

For Mentors

- Expand professional network
- Obtain fresh perspectives on a subject
- Enhance leadership in the organization



# 15-16 MM program

## Time line:

- Oct 15 1<sup>st</sup> survey
- Jan 16 2<sup>nd</sup> survey and Email screen
- Jan 16 Complete pairing MM and launch program/guide documents
- June 16 3<sup>rd</sup> follow up survey



CAFPNA Mentor-Mentee Program\_2015-Second Survey

\* 1. What is your name (Last, First)?

\* 2. At what email address would you like to be contacted?

\* 3. Please select three mentors from the following list:

	First option	Second option	Third option
Zou, Wei / Government (FDA) Staff Fellow at National Center for Toxicological Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Zheng Zuoxing / Industry / Microbiology Manager, Valent Biosciences Corp. (Microbiological technology and manufacturing company)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Liu, Yang / Industry / Food Safety Account Manager in EMD Millipore (Merck). (Applied life science company)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Li, Dengxin / Industry / Corporate Food Safety and Microbiology Manager; Rich Products (food manufacturing industry)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Zhang, Wei / Academia (Illinois Institute of Technology) / Associate professor; using genomic tools to better understand the ecology, physiology and pathogenesis of major foodborne bacterial pathogens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## WELCOME

We are pleased to have you participating in the 2014-2015 Mentoring Program. This guide will provide you with information and resources to assist you during your Mentoring relationship. Included in the guide are introductions to the Mentoring Program, descriptions of what mentoring is, suggestions and helpful hints for Mentees, and materials intended to supplement the structure of the program. Should any questions or concerns arise, please contact one of member of the CAFPNA Mentor & Mentee committee.

## I. MENTORING REFRESHER

### 1.1 What is Mentoring?

Mentoring is....

"A developmental relationship between a more experienced participant (the mentor) and a less experienced participant (the mentee) for purposes of sharing leadership insight, and organizational knowledge with respect to a particular occupation, profession, or endeavor."

Mentoring is a relationship based development strategy where one individual facilitates the leadership development of another, as well as their expertise, skills, insights perspectives, attitudes, and proficiencies. It allows the mentee to build additional leadership capabilities and knowledge.

The mentee gains from the mentor's tacit professional and organizational knowledge, and gets accelerated experience and insight. The mentor gains a sense of sponsorship and legacy, as well as fresh insights and renewal.

Mentoring is less about competencies and more about knowledge sharing and developing leaders.

### 1.2 What is a Mentee?

A mentee is one who seeks valuable advice and support from someone more experienced in order to grow personally and/or professionally.

Mentees are equal partners in the mentoring relationship. They play an active role in their own development by identifying their needs, making those needs specific and measurable, soliciting mentor support and actively listening to constructive feedback, and making effective use of the mentoring relationship to increase their own personal leadership effectiveness and productivity.

### 1.3 Benefits of Mentoring

Mentor Benefits:

- \* Prove themselves as valuable leaders
- \* Share their expertise with another

# 15-16 MM program brief summary

- 12 mentees; 5 mentors
- Mentees: student/postdoc, junior professionals
- Mentors: 3 from industry, 1 from academia, 1 from government
- 53% participated in MM program before
- 70% prefer one on one communication/monthly

\*9. Which communication form do you prefer if you are involved in this program?  
答覆人数 17



答案选项	回覆情况
One on one communication/face to face	70.59%
Group or round table discussion	17.65%
Webinar	11.76%
Others (please specify)	0.00%
受访人数 : 17	

# 15-16 MM program follow up survey

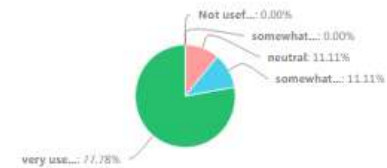
- 9 responses collected
- 66.7% communicated each  $\geq 2$  times
- 77.8% rate this program very useful
- 100% would like to participate the program next year

3. How many times did you communicate with your mentor/mentee since the kick off of the program?  
 答題人數 9



答題選項	回覆情況
1	33.33%
2	33.33%
3	11.11%
more than 4	22.22%
受訪人數 : 9	

4. How would you rate the overall usefulness of MM program?  
 答題人數 9



答題選項	回覆情況
Not useful at all	0.00%
somewhat not useful	0.00%
neutral	11.11%
somewhat useful	11.11%
very useful	77.78%
受訪人數 : 9	

# Follow up Survey (Cont.)



- “My mentor gave very detailed advice on how to look for a job and how to prepare an interview...”
- “Helped me to understand what are the needs for junior professionals in the field and what kind of candidates are available on the job market”
- “A lot of very useful information that can be applied to my career path in a practically way...”
- “provides useful information about job hunting ,improve our resume“
- “Mentees may need to be a little more proactive...”

# Future direction

- Consistency
  - welcome fresh and need more member involvement
  - encourage existing participants to stay
- Improvement
  - Encourage group discussion
  - Webinar
  - Pre-survey email might send to know about the questions & topics that most mentees care about.



- Appreciation for Mentors and Mentees participation this year, and support from CAFPNA board members
- Any questions, Let us know.

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