

# 2016-2017 CAFPNA Mentor-Mentee program overview

07.10.17 IAFP Tampa, FL

Student Committee: Yue Cui



Chinese Association for Food Protection in North America

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



# 16-17 MM program

## Time line:

- Nov 2<sup>nd</sup>, 16 1<sup>st</sup> survey to recruit mentors and mentees
- Jan 13<sup>th</sup>, 17 2<sup>nd</sup> survey
- Jan 31<sup>st</sup>, 17 Complete pairing MM and launch program/guide documents
- Jul 3<sup>rd</sup>, 17 Follow-up survey



CAFPNA Mentor-Mentee Program\_2016

\*1. Have you ever participated in Mentor-Mentee program before?

- Yes  
 No

\*2. Name? (Last, First)

\*3. At what email address would you like to be contacted?

\*4. Which of the following best describes your current occupation?

- Graduate student/Postdoc/fresh graduate  
 Industry  
 Academia  
 Government

\*5. Would you be interested in becoming a mentor/mentee?

- Mentor  
 Mentee

\*6. If you are interested in being a mentor, please indicate your job title and the field you are currently in.

	Mentor
Job title:	<input type="text"/>
Field:	<input type="text"/>

## 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

# 16-17 MM program brief summary

- 11 mentees; 6 mentors
- Mentees: 9 students, 1 postdoc, and 1 junior professional
- Mentors: 3 from industry, 2 from academia, 1 from government
- 33% participated in MM program before
- 70% prefer one on one communication

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



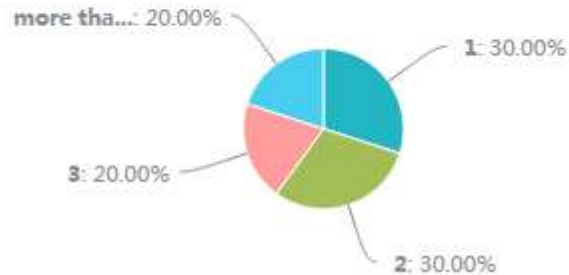
答案选项	回覆情况
One on one communication/face to face	70.59%
Group or round table discussion	17.65%
Webinar	11.76%
Others (please specify)	0.00%
受访人数 : 17	

# 16-17 MM program follow up survey

- 10 responses collected
- 70 % communicated each  $\geq 2$  times
- 80 % rate this program somewhat useful
- 100% would like to participate the program next year

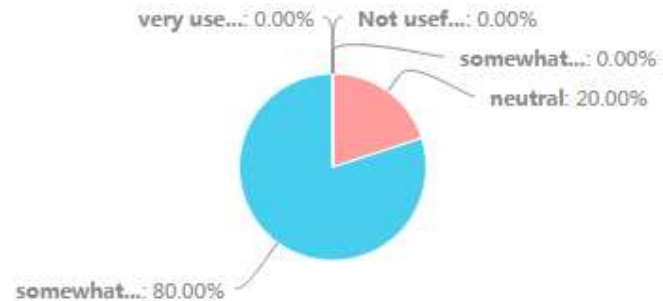
3. How many times did you communicate with your mentor/mentee since the kick off of the program?

答題人數 10



4. How would you rate the overall usefulness of MM program?

答題人數 10



# Follow up Survey (Cont.)



- “I think it is a pretty good program. We can learn a lot from our mentor. They are also very responsible and willing to share their experience and ideas.”
- “It is a good opportunity to know experienced food scientists.”
- “It is somehow helpful to communicate with mentor in this program. The mentor is patient....”
- “My mentor shared a lot of her own experience on the career development...”
- “Connection with students are somewhat limited, not a lot of questions from the mentees”

# Future direction

- Consistency
  - welcome fresh member involvement
  - encourage existing participants to stay and share experience
- Improvement
  - Encourage group discussion – set up WeChat group for participated mentees



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

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