

MINE Program | Mentor. Impact. Network. Excel.

Mentoring in Ohio State University Extension

We're excited to welcome you to the MINE Program in OSU Extension! This program provides opportunities to connect with experienced mentors, peers, and resources within the university. Mentors will guide mentees through discussion and reflection, while equipping them with the tools and characteristics to be successful and happy in OSU Extension.

Program Goals

- During this program our goals are to: Provide a consistent mentor experience for all Extension employees to have the knowledge and resources needed to engage and succeed within the organization
- Instill a culture of learning, collaboration and trust
- Establish connections and relationships between generations of OSU Extension colleagues
- Model best practices and provide a wide variety of tools and resources for success

Mentor

The cornerstone of this program is a core of talented mentors with experience and guidance to propel mentees forward.

- Each mentee will have an assigned mentor relationship with access to the pool of trained mentors.
- Action-oriented meetings to develop core competencies
- Guided reflection to ignite intrinsic motivation
- Toolbox of resources to learn, practice and utilize

Impact/Benefits

We all hope to make an impact throughout our time with OSU Extension. This program provides impact at any stage in the organization.

- Knowledge sharing between Extension generations
- Work with groups of peers to strengthen networks
- Higher level of job satisfaction
- Better job performance
- Higher level of overall success
- Development of core competencies
 - Communication
 - Interpersonal Relationships
 - Professionalism
 - Leadership

Network

Working together improves our products, programs, and outcomes. This program will establish strong networks and connections many resources.

- Access to mentor and mentee trainings
- Connect with peers in the program
- Tools/resources (CFAES and OSU-wide)
- Informal drop-in sessions

Excel

Work together to push each other to achieve at higher levels!

- Work to develop a final proposal to receive MINE program funding
- Programming and professional development
- Priority impacts immediately
- Emphasis on quality over quantity (high-quality programming)
- Eligibility for MINE Program awards

Mentor desired qualities:

- Team player
- Trustworthy, ethical, professional behavior
- Positive attitude and a sense of humor
- Respected by peers; shows respect for others
- Listens and communicates effectively
- Recognizes and encourages excellence
- Self-confident
- Patient, encouraging, caring and sympathetic
- Appreciates and encourages diversity
- Flexible/adaptable, receptive to new ideas

Responsibilities (Mentors and Mentees)

- Set aside time to meet regularly
- Share resources, expertise, and experiences
- Maintain confidentiality
- Display professionalism
- Be an active listener
- Participate in trainings and touch-base meetings
- Complete ongoing evaluations
- Minimum one-year commitment

Mentor	Mentee
Initiate the relationship by reaching out first to the mentee within the first week of employment	Develop competencies through active participation and engagement
Develop competencies using the shared toolbox	Actively maintain relationship with your mentor(s)
Collaborate with LOD to address concerns and continue improving the program	Be proactive in reaching out with questions or concerns
Initial training and continued drop-in sessions	Resources for active and reflective meetings
Resource manual with suggested activities, conversations, and reflections	Individual sessions with mentor and group sessions with mentee peers
Support from LOD and expert mentors	Access to mentor pool with expertise areas
Flexibility to add new activities and resources	Flexible program to customize with mentor
Manageable number of mentee assignments	Multiple mentors assigned to create connections
Eligibility for mentor recognition and awards	Eligibility for awards and project funds



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