

## EDUCATION

### Identifying Successful Mentor Programs

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The project is to identify and characterize those qualities that make a mentor program, especially at the university level, successful. The study examines the most prevalent effective aspects of mentor programs through one-on-one interviews with administrators of successful programs on campus as well as a review of literature. This allowed for the integration of actual practical-application references that aligned with current research, resulting in a full, multidimensional view of mentoring. A matrix was produced as part of a gap analysis that will be utilized to create a general model. This model will be used for a college mentor program, although it could easily be adapted to other mentor environments. The project will target tangible, quantifiable evidence supporting effective mentorship programs. The results of this project will be to

provide characteristics and direction to build a foundation for or further develop a mentor program. A committee will review the project and consider it as a tool to increase retention and graduation rates of underrepresented minorities for students and faculty. A university-level program may be the end result of this project, and portions of the project may find applications elsewhere in developing faculty programs. Additional research would include applying the outcomes further to assist other organizations and universities.

*Research advisor Daphene Koch writes, "Mentoring programs are necessary to attract and retain the best students and faculty in higher education. This research focuses on exploring existing programs and developing a list of best practices. Trends are also analyzed to track those that could be valuable for recruiting underrepresented populations."*