

Mentor Program Requirements

ISU Student SHRM Chapter and Cyclone SHRM Chapter

The Mentor Program offers a structured setting in which to develop beneficial one-on-one relationships between students and professionals. Acting as a friend, a teacher, and a guide to the real world, mentors have the opportunity to encourage and advise students by sharing their own experiences and knowledge of the human resource profession.

Benefits for Students:

- Explore the world of work through interaction with professionals in the HR career of their choice.
- Gain an experienced HR practitioner's perspective on applying textbook concepts to real-life situations.
- Become familiar with corporate protocol.
- Identify long-term professional development needs.
- Realize the value of networking.
- Develop a meaningful professional relationship over a specified period of time.

Benefits for Mentors:

- Contribute to the professional development of the future HR workforce.
- Identify potential interns and new hires for their organization.
- Assist students in beginning successful careers.
- Give something back to the profession.

Requirements for participation in the Mentor Program:

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| Students | <ul style="list-style-type: none">• Must be an active student chapter member and/or national SHRM member• Must actively participate and support student chapter events.• Must be a full-time or part-time student in good standing.• Must complete a Student Enrollment Form.• Must complete at least two of the suggested activities.• Must make a brief presentation to the ISU Student SHRM Chapter of their experience with the Mentor Program.• Must complete an evaluation of the Mentor Program once completed. |
| Mentors | <ul style="list-style-type: none">• Must be an active member of professional chapter and/or national SHRM.• Must actively participate and support professional chapter events.• Must be a current HR practitioner.• Must complete a Mentor Enrollment Form.• Must make initial contact with student by suggested deadline date.• Must communicate with student at least once every month.• Must be willing to commit to the mentor program for a specified period of time.• Must complete at least two of the suggested activities.• Must make a brief presentation to the Cyclone SHRM Chapter of their experience with the Mentor Program.• Must complete an evaluation of the mentor program once completed. |

Here are suggested activities for the Mentor/Student:

- Lunch with mentor, student, and several other HR professionals to discuss everyday challenges practitioners encounter in their work.
- Student attends a company training program with mentor.
- Mentor and student discuss proper business etiquette and corporate protocol.
- Student attends a safety committee meeting with mentor.
- Student attends a company staff meeting.
- Mentor and student attend a professional SHRM chapter meeting together. Mentor introduces student to other HR professionals.
- Student accompanies mentor to other professional meetings attended.
- Mentor discusses common employee relations issues and explains how they are handled.
- Student observes the development of a special project such as a wellness program, health fair, job fair, employee activity, etc.
- Mentor reviews student's resume and offers suggestions for improvement.
- Student observes a day of recruiting.