Division of Social and Behavioral Sciences Peer Mentor Program
Expectations and Contract

Introduction
The purpose of the Division of Social and Behavioral Sciences Peer Mentor Program is to promote academic success, persistence, and matriculation of students participating in the program. This mentoring program will be a learning partnership where a more experienced mentor draws upon his or her knowledge, resources and perspective to provide guidance and feedback while helping to support the personal growth and development of a less experienced mentee. The mentee will take an active role and responsibility for his or her own learning and development. The intended outcome is that a student gains greater assistance and resources to make decisions regarding his or her academic and college life.

Mentor Expectations
- Approach the mentoring relationship with an open mind, professionalism, and respect.
- Serve as a role model for mentee.
- Be in frequent (i.e., at least once weekly) and consistent contact with mentee (via phone, email, and/or text).
- Decide how and when to communicate with mentee.
- Provide thoughtful and constructive feedback to mentee.
- Engage in thought-provoking dialog with mentee.
- Attend (at least) three program-approved events with mentee per semester.
- Ensure program compliance as related the nature and frequency of meetings.
- Select appropriate activities to engage in with your mentee, with a focus on academic, professional, and personal development (in the context of success at Xavier).
- Be punctual/on time for all meetings/appointments.
- Establish specific goals for the mentoring relationship with mentee – and - agree and commit to expectations and goals set with the mentee.
- Be open to feedback from mentee.
- Support mentee in setting realistic goals.
- Maintain a record of meetings/outings with mentee – and - provide monthly updates to “Peer Mentoring Coordinator.”
- Complete mentor training (8 hours).
- Attend monthly meetings with Peer Mentor Coordinator.
- Maintain (at least) a 2.5 cumulative grade point average.

Disclosure
Disclosure is the process by which individuals share information that can be beneficial to the shared relationship. Information can be personal, intimate, and often is considered important to the individual that is giving the disclosure. Disclosure between mentees and mentors is encouraged. Disclosure is encouraged to foster a relationship that is supportive, open, and healthy. It can be expected that both persons can and will share information about
themselves. However, it should be understood that any information shared should be respected by each person in the mentee/mentor relationship. If at any time either the mentee or mentor feels the need to discuss any information disclosed, s/he is encouraged to seek out a professional staff member to discuss methods to address the issue in a positive and healthy way.

**Mentee Expectations:**
- Approach the mentoring relationship with an open mind, professionalism and respect
- Be in frequent (i.e., at least once weekly) and consistent contact with mentor (via phone, email, and/or text).
- Decide how to communicate with mentor.
- Be open to feedback that is delivered in a thoughtful and constructive way.
- Expect to engage in thought-provoking dialog with mentor.
- Attend (at least) three program-approved events with mentor per semester.
- Participate in appropriate activities with mentor, with a focus on academic, professional, and personal development (in the context of success at Xavier).
- Be punctual/on time for all meetings/appointments.
- Establish specific goals for the mentoring relationship with mentor – and - agree and commit to expectations and goals set with the mentor.
- Set realistic goals with the help of mentor.
- Assume responsibility for your own academic and personal growth and development.
- Assume responsibility for setting and achieving academic and personal goals.
- Maintain a record of meetings/outings with mentor.

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**The Mentee should not expect the Mentor to:**
- Provide the mentee with personal introductions to other people.
- Initiate all meetings.
- Provide any form of financial support.
- Serve as a “therapist.”
**Contract**

The following are policies of the Division of Social and Behavioral Sciences Peer Mentoring Program. This is a contract intended for both mentors and mentees. As a participant in the program you agree to:

___ Abide by mentor/mentee expectations.

___ Attend a minimum of 3 program-approved events with your mentor/mentee per academic semester, for at least one (academic) year. One mentor will be paired with two mentees. Thus, meetings/outings will consist of three people. Others may participate in outings only if all parties (i.e., the mentor and both mentees) discuss/agree in advance and only on an occasional basis.

___ All meetings/outings will be drug (alcohol and other) free.

___ The mentor will keep his/her Peer Mentoring Coordinator informed of monthly activities with mentees. Information provided should describe the type, frequency, and length of the activities. Mentees should also keep a (personal) record of the type, frequency, and length of activities.

___ The mentor has no financial obligation to the mentee, and vice versa. This shall include providing gifts of money, food or extravagant outings, presents, etc. The mentor and/or mentee should notify his/her Peer Mentoring Coordinator if s/he has been asked for money, gifts, etc.

___ Mentors and mentees will respect the rights and wishes of one another and not pressure or coerce any individual to engage in activities favored by either the mentor or mentee(s).

___ Mentors and mentees will not violate any policies of Xavier University of Louisiana.

___ Mentors and mentees shall maintain appropriate behavior at all times. They will abide by expectations set forth in Peer Mentoring Guidelines. Inappropriate behavior should be reported to a Peer Mentoring Coordinator.

___ The mentor should inform his/her Peer Mentoring Coordinator of any major crises or changes in his/her life that may affect his/her ability to effectively serve as a mentor. This contact should occur within one week of the crisis/change.

___ The mentor and/or mentee should inform the Peer Mentoring Coordinator of any change in address/phone number. This contact should occur within one week of the change.

___ Mentors and mentees shall engage in respectful behavior toward others at all times. Prejudice (as a function of ethnicity, race, sex, sexual orientation, etc.) will not be tolerated.

___ At the end of each semester, mentors and mentees are required to complete an evaluation of the Peer Mentoring Program.