

EPLP 1031 Leadership Mentor Guide

The Leadership Minor recognizes the mentoring of students by faculty and staff as an integral part of the higher education leadership development experience. Under the Leadership Minor the mentoring relationship will assist mentees with their leadership journey by providing resources necessary to assist in their individual growth and development.

Expectations of Mentors

Guiding students through their leadership development journey means the mentor will be expected to do the following:

- Meet a minimum of once/month with mentees (additional meetings are allowed if mutually agreed upon).
 - Below you will find proposed agendas for these meetings.
- Update tracking information electronically.
- Provide guidance and serve as a role model for mentees.
- Discuss requirements and their progress in the EPLP 1031 Course.
- Encourage participation in the Alfred State campus community.
- If a student does not show up for a mentor meeting, or complete required assignments, please attempt to contact the student. If you are unable to get a response, notify Troy Morehouse at morehotw@alfredstate.edu.

Leadership Minor Information

Course and Program Goals:

- Develop a personal sense of belonging and co-construct a collaborative, respectful, and values- driven community of learners.
- Reflect upon and clarify personal values, strengths, goals, and passions.
- Personally conceptualize and apply leadership principles.
- Develop intercultural awareness, understanding, and appreciation that are explored individually and collectively within community.
- Become aware of opportunities to engage at Alfred State and the local community in order to translate conviction into action.
- Apply leadership knowledge through involvement in bettering the campus community.
- Articulate the importance of and the practice of ongoing leadership development and lifelong learning.
- Understand the evolution of leadership theory, the variety of theories in practice, and how to apply theory appropriately.
- Gain consciousness of self as leaders and how their leadership strengths and styles affect relationships with others.
- Support Alfred State's core purpose of developing leaders of character dedicated to serving the greater good.

EPLP 1031 Course Description and Outcomes:

Aims

This experiential learning experience focuses on the first 3 C's of the Social Change Model of Leadership Development: Consciousness of Self, Congruence and Commitment. This initial stage of leadership development focuses on individual values.

Specific Learning Outcomes:

As a result of successfully completing this course, you will be able to:

1. Identify your strengths and weaknesses, values, attitudes and emotions that motivate action. (Consciousness of Self)
2. Examine how your actions are consistent with your beliefs and values. (Congruence)
3. Discuss your investment in an idea, or person, in terms of intensity and duration in order to serve the group and its goals. (Commitment)

The Social Change Model of Leadership Development

The Social Change Model of Leadership Series maintains the following guiding principles:

- All students have the capacity to demonstrate leadership.
- Leadership is purposeful and collaborative-oriented.
- Leadership is service and civic engagement.
- Leadership concepts are explored across all academic disciplines and can be learned through curricular and co-curricular experience.

Model and Theoretical Framework

The Social Change Model of Leadership Development, outlined in Leadership for a Better World by Susan Komives, et al, provides a model to frame the three EPLP courses within the Leadership Minor.

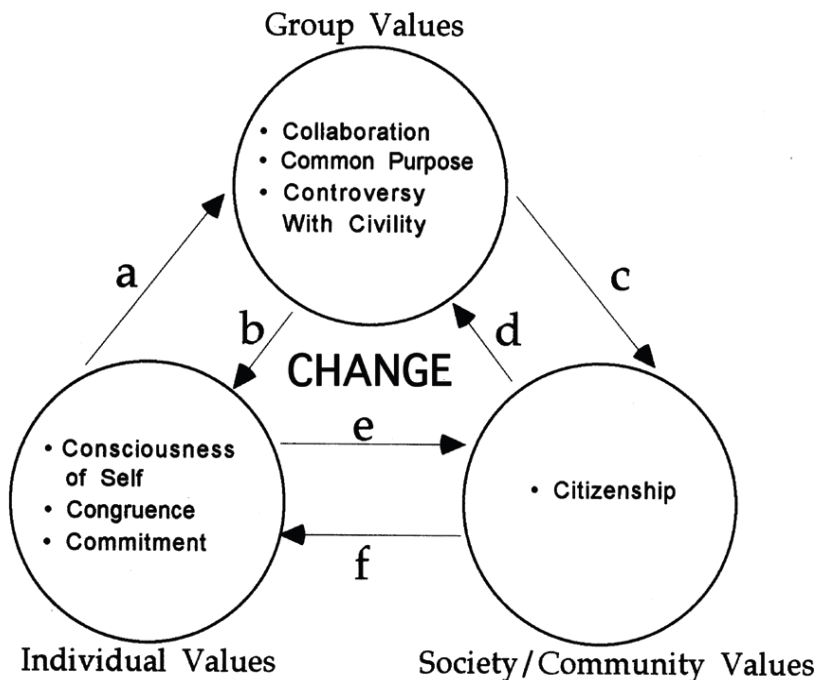


Exhibit 1. The Social Change Model of Leadership Development

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Month #1 (September/February) Mentor-Mentee Meeting Agenda

1. Introductions
 - a. Talk about your educational background, your position at the college, your involvement in leadership and mentoring.
 - b. Ask them to tell you a little bit about themselves: Major, Academic year, Campus involvement, why they chose to take EPLP 1031.
 - *Some students may have been registered for the course because they are living within the Civic Living Learning Community. If so, ask why they sought involvement in this community.
2. Personal Leadership Statement
 - a. Some talking points on the Personal Leadership Statement could be:
 - i. How long did it take you to complete this statement?
 - ii. How did you come up with this Philosophy?
 - iii. Did you find it challenging your personal philosophy on leadership?
 - iv. What are some of the experiences you had in the past that led to this statement?
 - v. Ask for clarification on a part of the statement that you don't understand.
3. Consciousness of Self
 - a. All students have completed StrengthsQuest; this can be discussed.
 - b. Discussion of Personal Values and Principles
4. Schedule the next meeting
 - a. Meetings are required monthly, but can be more frequent if needed/desired.

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Month #2 (October/March) Mentor-Mentee Meeting Agenda

1. Checking in/Reflection
 - a. How are things?
 - b. What is new?
 - c. How are classes/courses?
 - d. Any struggles?
 - e. Proudest achievements/accomplishments?
2. Congruence
 - a. What have they learned in regards to acting congruent to beliefs, Ethical Leadership, and/or Authentic Leadership?
 - b. Discuss the most recent journal submission.
 - c. How have their values/beliefs evolved over time? How have they evolved since becoming a college student?
 - d. What influences their values?
3. Schedule the next meeting
 - b. Meetings are required monthly, but can be more frequent if needed/desired.

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Month #3 (November/April) Mentor-Mentee Meeting Agenda

1. Checking in/Reflection
 - a. How are things?
 - b. What is new?
 - c. How are classes/courses?
 - d. Any struggles?
 - e. Proudest achievements/accomplishments?

2. Commitment
 - a. What are they committed to?
 - b. How do they sustain commitment?
 - c. Why is it important to not just be a bystander through life?
 - d. What does it mean to act with conviction?

3. Schedule the next meeting
 - a. Meetings are required monthly, but can be more frequent if needed/desired.

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Month #4 (December/May) Mentor-Mentee Meeting Agenda

1. Checking in/Reflection
 - a. How are things?
 - b. How was the semester?
 - c. What will you do different next semester?
 - d. Proudest achievements/accomplishments?

2. Final Essay Prep- Updated Personal Leadership Statement
 - a. Consciousness of Self: what are their strengths, weaknesses, values, attitudes and emotions that motivate action?
 - b. Congruence: Examine how their actions are consistent with their beliefs and values.
 - c. Commitment: What is their commitment to an idea, or person, in terms of intensity and duration in order to serve the group and its goals.

3. What is next?
 - a. Will the student be continuing in the Leadership Minor by taking EPLP 2032?
 - b. What are plans for break?
 - c. Will you continue to meet next semester?