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SOAR Program Overview / Introduction

Undergraduate students enrolled in one of Miller College of Business’ academic programs are provided with valuable resources through our SOAR program. SOAR (Success, Opportunity, Acumen, and Readiness) supplies undergraduates with a one semester course through each of their first three years of study. These three courses provide meaningful engagement opportunities for students to focus on career exploration and professional development. During the second course (MCOB 200) students will connect with community leaders and alumni mentors through Cardinals Connect.

As a university, we find many benefits in fostering mentoring relationships with undergraduate students and peers. One of the goals of the SOAR program at Ball State University is to ensure all students have access to a mentor.

What Is Mentoring?

Ball State University defines a mentoring as the relationship between an experienced professional willing to provide advice, leadership and feedback to a future professional through purposeful interactions that will empower them to have fulfilling and meaningful lives.

Mentoring is a relationship that is built upon numerous conversations, where trust is built, goals are set, and feedback is welcome.
Mentorship Responsibilities & Expectations

As a mentor we ask that you:

1. Respond to your mentee in a timely manner.
   a. Each mentor will connect with their mentee for one hour a month for one academic semester. This could be a Zoom meeting and additional correspondence via email and phone.
2. Engage in frequent conversations virtually, via email, or over the phone.
3. Encourage your mentee to reach their SMART goals
4. Be honest and trustworthy
5. Be professional and personal
6. Help students identify and understand how to discuss key transferable skills named through NACE Career Readiness
7. Strive to act in the best interests of the Mentee.

In practice, any course of action will usually present specific advantages and specific disadvantages, and the optimum course of action will often not be clearly defined. Under no circumstances, however, shall the Mentor further other interests by intentionally advising the Mentee to follow a course of action that is clearly detrimental to the best interests of the Mentee, for example, the Mentor shall not place the interests of the Mentor, the Mentor’s employer, a professional society, or any other party above the interests of the Mentee.

We ask that our mentees:

1. Take initiative to reach out to the mentor
2. Respond to mentor in a timely manner
3. Strive to reach SMART goals
4. Take the relationship seriously
5. Be open to feedback and advice
6. Be personal and professional
Code of Conduct

1. Confidentiality of information shared in mentoring discussions is critical. All conversations and information shared should be considered confidential unless otherwise agreed upon or discussed.

2. Participants commit to participate in the program keeping relationships free of discrimination, harassment, romantic or sexual involvement. Participants agree to engage with their mentoring partner in a professional manner, free from the misuse of alcohol and other drugs. Any concerns of this nature must be communicated to Ball State immediately.

3. Introductions to a mentor’s extended network is a privilege. All relationship boundaries are also applicable to those relationships.

4. Mentors are expected to approach this partnership with an open mind; provide open and honest feedback with no intent to insult or harm and commit to challenging their mentees to exceed their own expectations, encouraging professional growth. Mentees must commit to be as open as possible, present themselves in the honestly and professionally, and be forthcoming in discussions as they relate to their own development.

5. The SOAR Mentor Program is not intended to provide students (mentees) with employment from mentors or their organizations.

6. Both mentees and mentors may be removed from the program at any time if it has been determined that there has been a violation of the Code of Conduct of this SOAR mentor program.

Learning Outcomes

We believe the relationships and connections gained throughout a mentorship are vital to a student’s growth and development. Remember, college is a time of immense change and opportunity for college students, and your guidance can help pave their way! When a mentee completes the mentoring program, we expect them to have accomplished the following:

1. Set goals to further personal and professional development to achieve a fulfilling career
2. Strengthen networking skills to enhance professional network
3. Develop critical thinking skills through reflection and skill building
When a mentor completes the mentoring program, we anticipate them to have accomplished the following:

1. Empower students to lead fulfilling careers and meaningful lives through intentional conversations
2. Promote goal setting and achievement through feedback and advice from personal experiences
3. Assist in strengthening critical thinking and networking skills

Mentor Relationship Building Stages

**Stage 1. Get to know each other**

The start of any relationship is establishing trust and ground rules. During this time, you will share your experiences, set goals and expectations.

**Stage 2. Action Plan**

The bulk of the mentor relationship is centered on the mentor guiding the mentee through an action plan that will help them meet their goals.

**Stage 3. Reflect**

As the relationship begins to culminate, reflection should happen. Help the mentee see their growth. But the relationship does not have to end. It may transform and continue.

Fostering a Positive Mentorship: Tips & Resources

**Building the Relationship**

Below are some reminders of best practices for your relationship with your mentee:

- Be open and honest
- Assist in goal setting
- Share your experiences and relatability

**Topics for Conversation**

- Prioritization, organization and time management
- Transferable skill building
- Acknowledging morals, values and ethics
- Professional development
- Identifying skill gaps and ways to build
University Contacts & Resources

In order to make the relationship work, you must both be present. Follow through on action items. Have consistent contact. Be open to feedback. Hold each other accountable. A mentor relationship has advantages for the mentee and mentor.

If you feel your mentee needs further assistance, please refer them to the resources listed below.

SOAR Mentor Program Coordinator
  ◦ Ashley Calderon, amcalderon@bsu.edu

Ball State University Counseling Center
  ◦ Lucina Hall, Room 320
  ◦ 765-285-1736

Ball State University Health Center
  ◦ 1500 W. Neely Avenue
  ◦ 765-285-8431

Ball State University Police
  ◦ 200 N McKinley Ave
  ◦ 765-285-1111

Ball State University Learning Center
  ◦ North Quad (NQ), Room 350

Ball State Alumni Association
  (Cardinals Connect)
  ◦ Kate Webber, kwebber@bsu.edu