As a significant outcome of the SELECT program, **Peer Mentors Team** started to call out for all those **SELECT** members interested in being a Peer Mentor to join the team with the **vision** of a high performance team of student leaders who mentor Engineering undergraduate students.

The **Mission** of the team is to:
- ✓ Implement early first year student engagement and mentorship strategies
- ✓ Develop and implement student-driven learning portfolio mechanism/structure to accompany SELECT Mentorship and Volunteer Recognition programs
- ✓ Develop training methodologies for strong peer mentorship teams

Following is a summary of all activities done by Peer Mentors Team by now:

First Meeting: Potential Peer Mentors

The first Meeting was held on **Thursday, March 14th 2013** where the program was introduced to potential members. The purpose of this meeting was to discuss our options and lay down the format for next year's Mentorship. During the meeting, members shared their personal reasons and inspiration for becoming a peer mentor. They also discussed the ideas they have in mind regarding this programs. After the initial warm up and introduction, the group discussed the circumstances of carrying out the program (i.e. future meetings or training sessions). Also, some brainstorming took place regarding methods to introduce the team and its goals to the incoming students. Some suggestions are listed below:

- To have a website with each peer mentor's picture and contact information so students know them by face and can easily access them by email or approach them in person.
- To have an info booth and active mentors during the welcome week.
- To have united dress code (such as similar caps, bracelets, T-shirts or…) for peer mentors during the first month of September so that they are easily recognizable.
- The potential of having short introduction sessions during Eng1P03 early tutorials.

Second Meeting: Excuse me? Are you a Peer Mentor too?

The second meeting took place on **Monday, April 29th 2013** which was an opportunity to build on from the last meeting and meet new members. During this meeting, besides getting to know new members, the group discussed the values of the program and the essence of recruiting incoming students to become future mentors. Members shared what they find interesting and worthy to share with their mentees as well as their fellow team members. By the end of this meeting, the group discussed the place and the date of the team's first get together with the goal of optimizing the productivity and functionality by building up unity in the team through getting to know the other team members better.

Third Meeting, First Get Together: Riding the Rocket, Korean food and a nice cold sunshine in downtown Toronto

On **Saturday, May 18th 2013**, 1 PM, Downtown Toronto, in front of the subway station, a group of excited Peer Mentors gathered for an afternoon of fun and productivity. After an amazing lunch at a Korean restaurant (Much Thanks to Minha) and some exotic ice-cream, the team walked down to Christie Pits Park. First, members started to break any left-over ice by talking about their most favorite moment during the past year. Later, the dates for the next meeting and training sessions were discussed (about which Greg and Michele will keep everyone updated by sending out links to related doodles). The initial idea however is to hold the meetings early afternoon of 3rd or 4th Saturday of each month on **McMaster University's Campus**.

The **training session** for peer mentors takes place late August or early September.

For Peer Mentors, there are various tasks to be fulfilled this upcoming academic year; due to some modifications made by engineering faculty, we need more number of peer mentors for each category below:

1. **Engineer 1P03 tutorials organization** (scheduling, training, session planning) – a short term task, covering the first month of the academic year. Details are provided later.
2. **SELECT Tier 1 mentorship** (structure, schedule, activities planning, group matching, orientation, student evaluation) – a year round task, for tier one coming in students.
3. **Integrating peer mentorship program into the faculty** – helping faculty with the volunteer recognition program, flexibility in student contribution, meeting up with faculty or staff mentor, community meetings, decision making committee, etc.

For each category, the following ideas were initiated throughout the meeting:

ENGINEER 1P03 TUTORIALS ORGANIZATION TEAM:

Starting September, Engineer 1P03 team will be assisting with the ENGINEER 1P03 tutorials. According to Chris's notes, following are the ideas this team came up with in preparation to this task:

- Breaking down the curriculum, peer mentors need to properly carry out the expectations of the course. These expectations and the curriculum however, based on Minha's meeting with Dr. Fleisig, is known to some extent. To avoid elongation of this context, I only briefly mention some of the highlights here. Attached I will send a summary to Engineering 1P03 tutorials' organization team members.
    o **Session objective** is to create a stronger connection with the faculty and to aid professional goal setting including confidence and ability to give/receive feedback
    o There are going to be some guest presentations on **university culture** and first university experience. Later, Peer Mentors are required to share their highlights of **first year experience**, **student life** and **success tips** in small group activities.

- It is needed to meet the TAs to discuss how they want to run tutorial sessions in the time frame introduced by Dr. Fleisig.
- On Saturday, it was suggested to have six peer mentors per tutorial (3+ Peer Mentors per room are needed by the faculty). The team believes that considering each individual's schedule, this number of peer mentors may not always be available. Therefore it is always required to ensure that each member knows these tutorials inside out to compensate for lack of manpower. Still, it is desirable to recruit some new mentors to reach 6 mentors per tutorial.

Suggested activities/exercises for students:

Conflict Resolution: Students will be divided into groups and given a problem to brainstorm solutions for. One student will be secretly designated as the group "jerk", who will purposely cause problems like angrily shutting down ideas, being uncooperative and creating other group work frustrations. The purpose of this activity is to see how students diffuse group conflicts and how they make compromises that satisfies all their team members.

Adaptability: Every person has their weaknesses, and in the context of a group or team, we need to find ways of pulling from our variety of strengths to negate them. For this activity, each member of the group will be given a handicap. For example, one student will have their eyes blocked, one will not be allowed to speak, and another will not be allowed to use their hands. With all these handicaps in the group, they will need to find ways of communicating with one another and solve a given problem.

To succeed with these tutorials, the team of peer mentors must be in **constant communication with Dr. Fleisig and his TAs**.

By the end of the meeting on Saturday, this team consists of Minha, Chris, Komal, Matt, Negin and Hamsy. Chris(chlee1990@hotmail.com) is chosen to be the **first contact** of the team. Any general inquiries regarding all smaller team organizations can also be addressed to Negin (balaghn@mcmaster.ca) at any time.

SELECT TIER 1 MENTORSHIP TEAM:

As we all know, SELECT is the core of our activities. Therefore, it is important to preserve and improve its mentorship program. The tasks of this team are listed as follows:

1. To organize (and finalize) a group of committed SELECT members who eagerly want to be peer mentors. This is important to find out what each mentor wants to be specialized in (subjects, interests, availability, etc. must be determined up front.)
2. From there, some ice-breaker activities and exercises are to be planned and practiced for the orientation session. It is highly required for the members to come up with new and interesting ice breakers as it is basically the start of the whole plan.
3. SELECT application forms are then needed to be amended to add a separate portion for peer mentorship containing questions about the subjects the applicant is interested in, hobbies, status

in Canada(international or not) so that it becomes easier to organize mentorship groups accordingly.

4. Orientation sessions are mainly where the peer mentors should try to get to know as many students as they can, therefore their presence during these sessions is necessary.
5. The team suggested that a questionnaire be handed in to students to fill out after the orientation. This questionnaire asks about what they have learned during the orientation and who they think would be a good matched mentor for them. This also eases the process of organizing the mentorship groups.
6. When choses are finalized, the students can be in touch with their mentor in person or by email.
7. After this step, events and meeting are to be planned by the mentorship groups. It is suggested that the events be friendly rather than intimidating. (For instance, some outgoing rather than meeting at university.)
8. Mentors must be constantly in touch with each other (for group helps, gather togethers, ...)
9. It is also a neat idea to keep up tweeter activities while groups are being shaped so that it encourages the accepted students (this idea needs a little more considerablity, thoughts and ideas are welcome)
10. Creating Facebook groups for each small group was also suggested. Thoughts and ideas on this suggestion are also welcome.

By the end of the meeting on Saturday, this team is consists of Kalia, Greg, Michele and Ken. Ken (send2kennethlee@hotmail.com) is the **first contact** of the team.

CULTURE OF MENTORSHIP:

Key Tasks and Goals (directly copied from Komal's notes)

1. Establish a stronger presence in the community through:
   o identifying faculty partners
   o using the website, youtube, Facebook
   o team up with other organizations i.e. EWB

2. Create a more permanent structure
   o identify key deliverables from peer mentors to first years
   o have a core schedule/ modules set up throughout the year as well as tasks to accomplish during meetings in the summer
   o have a means to pass on information and training to future peer mentors

3. Enhance the content and direction Peer Mentors will take - get feedback from faculty and students on what works, what doesn't work, and what is lacking, what they would like to see, etc.

Online communication, branding (video, marketing, t-shirt, etc.)

For the purpose of online communication and public relations, Samaher, Michael, William, Scott (Xiao), Haoyu (from distance) are helping out. Samaher (r.samaher@gmail.com) is the **first contact** of the team.