BSA Mentorship Program – Benefits and Testimonials

Benefits

Mentees
If you are eager to develop yourself personally and professionally in your career at UC Berkeley, the BSA Mentorship program may be perfect for you.
• Receive support and encouragement for professional development
• Learn about organizational cultures at UCB
• Expand understanding of how to get things done effectively and efficiently
• Enhance skills and experience in current and for future positions
• Augment network of contacts and information channels
• Gain an overview of the “big picture” of the University

Supervisors of Mentees
As a supervisor of a mentee you will:
• Realize increased employee motivation and self-confidence
• Profit from employee’s exposure to other units and information resources
• Gain staff with greater capabilities and enhanced skills

Mentors
Being a BSA mentor is a rich and rewarding experience. Potential mentors are nominated by their campus colleagues for their knowledge, abilities, and leadership qualities. Therefore, being nominated is an honor alone. But the real reward is in the work. Mentors can expect to:
• Identify, support and develop less experienced staff who are motivated to develop themselves
• Broaden their contacts with staff and managers from other campus units
• Assist in the orientation of staff new to management
• Gain satisfaction from helping a colleague and contributing to their UCB community

Best of all, mentors can feel good about making a very real contribution to the life of another individual and the UCB community as a whole.

UC Berkeley
The campus:
• Gains empowered staff and future managers
• Fosters employees’ commitment to UCB
• Enhances informal mechanisms of communication throughout the campus
• Supports and advances UCB diversity goals
• Passes on history, institutional memory and organizational culture of UCB
• Supports staff development and retention goals

Testimonials - what participants say about the mentorship program

“The BSA Mentorship Program showed me that there is a new generation of talented managers-in-training on the campus who will clearly be able to meet the challenges of the future. I can’t say enough about [this] program. It is a tremendous resource for both the mentor and the mentee and provides a much needed service to the campus.”
Pat Hull, Mentor
Anthropology

“The experience, from beginning to end, has helped me take a more active role in determining the future that I want for myself at UC Berkeley. I hope to give back to the program someday as a mentor myself.”
Roia Ferrazares, Mentee
College of Letters & Science Dean’s Office

“It has been an honor and a privilege to serve in such an invaluable program. To me, it is succession planning in action and practice! We are helping to develop and strengthen the diverse talents and skills of our wonderful staff employees for the future.”
Carmen McKines, Mentor
Director and Student/Postdoc Ombudsperson
“My mentor has been a great coach, advisor and sounding board. She has included me in numerous and varied meetings at all levels, and afterwards met to discuss what I had observed, get more background and fill in the blank spots that were new to me. It has been an amazing experience to have someone willing to share all she knows and to give of her limited time and to offer me new perspective.”

**Jonathan Winters, Mentee**  
Housing & Dining Services

“I have learned so much from my mentee about aspects of working on this campus that I never encountered in my own 24 years at Berkeley. That has been the most surprising aspect of the mentorship program.”

**Kathleen Satz, Mentor**  
Administration Vice-Chancellor's Office

“The Mentorship program provides a launch pad or fast-track for mentees to jump-start or refresh their careers.”

**Sheri Showalter, Mentor**  
Boalt School of Law

“I applied for and was offered a new and exciting position in the summer of 2007. My mentor was really helpful in preparing for my interview and salary negotiations.”

**Alexis Bucknam, Mentee**  
Institute of Management, Innovation and Organization

“The mentorship program was such an eye opener for me. It has granted me opportunities that I would never have imagined. The networking is priceless.”

**Gina Abrams, Mentee**  
Human Resources

“Having the opportunity to meet regularly with my mentor, an experienced campus administrator, provides an excellent forum to discuss career goals as well as to talk about day-to-day work issues. I think that we are both benefiting from the program.”

**John Hanley, Mentee**  
Letters & Science

“I became a mentee at a time when my job had been cut and I was in the process of changing career paths. It was incredibly helpful to discuss my options with someone who knew a lot about the campus. … I feel like I have made a new friend. I have also shown her a side of life at UC that she wouldn’t have been exposed to otherwise.”

**Linda Schmitt, Mentee**  
Cal Alumni Association

“Being able to see my talented, intelligent colleague grow in her position and advance in her career was extremely rewarding and a true bright spot. I think I received more from the experience than she did.”

**Susie Castillo Robson, Mentor**  
Registrar

“Serving as a mentor has always proven to be a rewarding experience. It allows for self reflection and the opportunity to establish a trusting relationship with an individual interested in exploring a range of possibilities. One of the most rewarding aspects of being a mentor is the opportunity to create a safe environment for sharing of information and perspectives which often involves a willingness on both sides to take risk. As a mentor, you are not required to have all the answers, you are a resource.”

**Beth Luke, Mentor**  
Human Resources

“The BSA mentoring program is very satisfying. Everyone with whom I interviewed was career-oriented staff of all levels with fascinating interests and needs. Their engagement and enthusiasm establishes more of an exchange program between participants rather than a teacher/student relationship. As the mentee brings up new and interesting issues to discuss, we both felt challenged and learned how best practices from various sectors on campus could translate into our own area of work. Our meetings continue to bring up issues of change, challenges and achievements.”
“I also meet quarterly with an interviewee who ultimately chose someone else as mentor but still wanted to learn about the administrative side of campus. We meet to share experiences and exchange ideas on how to address challenges. Also, we have all broadened our lives outside the university by sharing our hobbies with each other.

“In the BSA sponsored mentor-only meetings, a proud enthusiasm punctuates the discussion as each mentor details their progress. A feeling of community is established at all levels. I believe that the BSA Mentor Program should be funded so that it can increase the number of participants to create a more cohesive staff network. This gives staff the courage to seek opportunities of more challenge on campus and stay as long term career employees who carry on the history of the institution.”

**Trish Hare, Mentor**
**Vice Provost Office**