



L.E.a.D. Mentoring Program

Sponsored by **Smithfield Foods**

Frequently Asked Questions:

1. What is the MANRRS L.E.a.D. Mentoring Program?
 - a. Started in 2021, the MANRRS L.E.a.D. Mentoring Program sponsored by Smithfield Foods will foster a prevalent culture of leadership and mentoring in the agricultural STEM and related fields that empower minority graduate and undergraduate students to persist and succeed in their respective disciplines. The program will serve 100 mentoring pairs in its inaugural year.

The virtual mentoring program will connect MANRRS students (mentees) attending land-grant and minority-serving institutions with professionals from industry, government, and academia (mentors) in one-to-one virtual mentorships that are rewarding, convenient, and effective.

The MANRRS L.E.a.D. Mentoring program will help your organization maintain an ongoing and strong relationship with students by creating a branded mentoring community specifically to connect your employees and STEM students from across the country in virtual mentorships.

2. Is there an application process?
 - a. Yes. 1) Complete the application [link](#) to sign up to serve as a Mentor or Mentee. Mentees are required to be student members in good standing in their local chapter or an Independent Member. 2) Complete profile questions via the Chronus platform. 3) Attend orientation (10/15/2021 | 12:30 PM EST).
3. What level of professional experience is required for Mentors?
 - a. Minimum 5 years professional experience.
4. Are there any requirements for students to serve as a Mentee?
 - a. Available on a first come basis, limited to two students per chapter, unless there are vacancies. Students must be in good standing with the local chapter of academic institutions. The program is open to undergraduate and graduate students.
5. What is the Mentoring ratio?
 - a. Each Mentor will be assigned one mentee.



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6. What level in the company or functional role should I target?
 - a. Any, open to all areas of the business and demographics.

7. Is there a curriculum or monthly plan developed to guide the mentoring relationship?
 - a. Yes. There is a curriculum sponsored by SiteOne that will be provided and utilized as a plan for all mentoring pairs. The Mentor and Mentee will also co-create and sign the Mentorship Agreement.

8. What is the length of the program?
 - a. The program lasts for six months. It begins November 1st and concludes on April 1, 2022.

9. Will training be provided to participants?
 - a. An orientation is scheduled for **Friday, October 15th, from 12:30 pm – 1:30 pm EST.**

10. What happens if I don't like my mentor/mentee pairing? Can I be rematched?
 - a. Notify the MANRRS Administrators as to why you would like to be rematched and to provide additional feedback to the mentor.
 - i. Why are you requesting to be rematched?
 - ii. What didn't you like about your current mentor?
 - iii. What can be improved or what type of mentor are you looking for?

11. After the program, can I keep in touch with my mentor?
 - a. We encourage mentees to maintain professional relationships with their mentors through the duration of the program. If mutually agreed by both the mentor and mentee, there's no time limit to the extent of your relationship development.

12. How will the program be evaluated?
 - a. There will be multiple surveys built into the plan over the course of the six months to evaluate the program's effectiveness and mentoring engagement. Mentees and Mentors will have the opportunity to provide a rating to each based on the six month engagement.