



MENTORING PROGRAM

**Submission for Achieving Excellence
Platinum Status (June 2014)**

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MENTORING PROGRAM

A. Outline of the Inn's Formal/Informal Mentoring Efforts

OVERVIEW:

In the 2013-2014 Inn year, the Hon. Joseph B. Campbell Inn of Court continued our Mentoring Program design around our Law Student Members ("3Ls"). Our goals remain to provide solid, individualized mentoring experiences, and to facilitate the creation of relationships that will be valued – and may last – for many years.

Some of the minor changes we made to the Program this year are as follows:

1. Two Board members are tasked with running the Mentoring Program. Whenever possible, one of the two will be a Judicial Master.
2. Mentoring is assigned in pairs (1 mentor – 1 mentee). We have found that multi-member mentoring teams have difficulty getting together and truly focusing on the mentee.
3. We have attempted to keep the number of mentoring pairs to a maximum of 8, beginning with our 3 or 4 "3Ls," and then adding Associate or Barrister mentees as interest and available mentors dictate.
4. This year, we had a total of 6 mentoring teams.

PAIRING MENTORS-MENTEES:

Identify Mentees We started with our three "3Ls" from LaVerne University College of Law. We added 3 Associate Members who expressed an interest in having mentors.

Initial Mentee-Only Meeting We held a lunch meeting that included the Mentees and the Board overseers. Mentees completed a brief questionnaire that asked them about their interests and expectations with regard to the Mentoring Program and their law careers. We discussed each person's responses and the Mentoring Program's practices and goals.

Identifying Mentors/Pairing Mentors-Mentees Using the information from the Mentee-only meeting, the Board overseers identified approximately 10 Judicial Master/Attorney Master members of the Inn who (a) expressed interest in mentoring and/or (b) seemed to be “good fits” for one or more of the mentees. Each potential mentor was contacted and, ultimately, the Mentor-Mentee pairs were identified and introduced. All participants received documents about the program and what was expected of each participant.

MENTORING EVENTS:

Mentoring was conducted on a one-to-one basis throughout the Inn year. Additional events included two luncheon meetings to which all Mentors and Mentees were invited. The Board overseers set a brief agenda for each meeting, with presentations by one bench officer and by the Mentors. The bulk of each luncheon meeting was reserved for “Q & A” to benefit the Mentees. These meetings were very popular with the participants because so many topics were covered and many points of view, advice, and anecdotes were shared.

Additional mentoring opportunities came from the following:

Mentees participated on one program team during the year.

Mentees were encouraged to sit and share dinner with at least 2 or 3 new faces at each monthly Inn meeting.

The two Board overseers made themselves available to both Mentors and Mentees for phone calls and individual meetings.

B. Description of Mentoring Evaluation Process

The Board Members overseeing the Mentoring Program checked in with each Mentor and Mentee at least two times during the Inn Year. This was in addition to the all-inclusive Mentor-Mentee lunch meetings. When appropriate, the Board overseers offered assistance with mentoring logistics, discussion topics, etc.

Mentors and Mentees were asked in early June to evaluate the Mentoring Program by responding to a brief set of questions, shown below:

Please rate your experience with the Inn Mentoring Program (2013-14):

- (1) Not satisfying
- (2) Somewhat satisfying
- (3) Satisfying
- (4) Very Satisfying
- (5) Extremely Satisfying

Please comment on the usefulness of the mentoring materials provided at the beginning of the Inn year (re: responsibilities of mentor and mentee; possible

topics for discussion; etc.).

Please tell us the respective value you found – for yourself and your mentor/mentee – in the two types of meetings held:

(1) 1 on 1 mentoring

and (2) the lunch meetings to which everyone was invited

Please add any other comments about the program this year. You may want to include remarks about the collective guidance and assistance you got about being a mentor/mentee from [the Board overseers]; any aspects of the program we should keep, do away with, or add; and anything else the Inn leadership can do to improve the mentoring program.

SOME RESULTS:

- (1) Our “3Ls” reported they gained equally from the Mentor-Mentee relationship(s) and the all-inclusive Mentor-Mentee luncheons.
- (2) The “3Ls” and two of our Associate Mentees liked the experience of being on a program team and sitting with new people at each monthly meeting.
- (3) Most of our Mentors enjoyed the Mentor-Mentee luncheons because they found themselves “feeding off of” one another and gathering ideas for other topics to raise in their one-on-one mentoring sessions.