

The Sankofa Mentoring Program



The philosophy of the Sankofa Peer Mentoring Program is guided by Sankofa, an Akan (Ghana, West Africa) word that means, “We must go back and reclaim our past so we can move forward to understand why and how we came to be who we are today.”

The Sankofa bird looks back believing that one must return to reflect on the past in order to move forward. Each of us comes to college hoping to grow and learn in a number of exciting ways. Yet, college can be a very challenging place to learn. You often miss your family, friends, cats and dogs - a way of life.

The Sankofa Mentoring Program is designed to assist students from diverse backgrounds as they enter this transition. As you move forward, you generally have insight into the operations” of campus life. As a community that grows together, we challenge you to reach back and grab a hold of someone else’s hand and assist him or her with their new journey.

The mission of the Sankofa Mentoring program is to provide effective mentoring relationships that are reciprocal, particularly for first-generation college students and other students from diverse backgrounds, including but not exclusively ethnic, racial, religious, sexual orientation, and language difference. It is our goal to help all students achieve academic, intellectual and social balance.

The program provides support and encouragement in this process, in order for everyone who participates to gain access to information, inspiration, ideas and new ways of doing things.

The Sankofa Mentoring Program is looking for mentors who will be effective in encouraging their mentees to embrace openness to different ideas & perspectives and new experiences, while serving as a guide through the transition into college life.

As a Sankofa Mentor, you are expected to:

- Continue developing your talents and career goals
- Make time to spend with your mentee
- Share your own experiences with your mentee in a supportive and helpful way
- Strive towards your own personal growth
- Be open to new and different ideas & perspectives
- Act as a role model, confidant and sounding board
- Assist as a liaison/networker to connect your mentee with on-campus resources (when possible and as appropriate)
- Provide support and respect
- Assist and encourage your mentee in expanding their way of thinking, networks, academic success, and communication skills (when possible)
- Alleviate of confusion & alienation as a new student on a new campus.
- Enhance academic performance.
- Smooth transition and acclimation to the university campus and community
- Acquire increased skills to be able to network with peers and professionals.
- Obtain increased awareness of the value of interdependence and self advocacy.
- Provide the tools needed to have a successful college experience.
- Introduce to positive role models who are students as well as professionals.
- Increase awareness of the campus resources.
- Increase awareness and understanding of their student rights.



Benefits of being a Sankofa Mentor:

- Demonstrate a commitment to personal and academic development of self and mentees.
- Afforded the opportunity to have a positive impact on mentees' success and achievements
- Acquire an increased appreciation for people of diverse backgrounds.
- Assist mentees in becoming acclimated to the campus community and aware of campus resources
- Assist mentees in avoiding common academic, social, and personal pitfalls.
- Enhance leadership and coaching skills.
- Provides intrinsic satisfaction (makes you feel good) by helping an emerging new student develop to his/her potential.
- Ability to lead mentees to a higher level of thinking.

To get started, each student mentee is paired based on academic and extracurricular interests. You are then encouraged to meet as often as possible and engage in a number of activities together. You are not necessarily expected to become best friends, but it is our desire that you will become partners in this academic and social journey.

We encourage you to have lunch or dinner together, take in a movie, and study together. You should be a part of one another's support systems.

It is our desire that you will enjoy this process as much as possible and will continue to reach back and support those coming behind you.



McDaniel College
Office of Diversity and Multicultural Affairs
Sankofa Mentoring Program Application
2011-2012

Name: _____ I.D. #: _____
Last First M.

Current/Local Address: _____ Cell Phone: _____

Home Address: _____ Phone: _____
Street

_____ Email Address: _____
City State Zip

Please provide the following information:

Current McDaniel status: ___Sophomore ___Junior ___Senior

Total Semesters completed at McDaniel: _____ Expected Graduation Date: _____

Major: _____ Minor: _____

Last Semester's GPA: _____ Overall Cumulative GPA: _____

Note: You must have at least 30 credits and a minimum cumulative GPA of 2.5

List the campus organizations in which you have been actively involved:

Organization	Position	Held Dates
--------------	----------	------------

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

List all full-time and part-time employment experience. Please include campus positions.

List previous and current leadership training and volunteer experience.



Reflection Questions

Please type your answers to each question on a separate sheet of paper and attach your responses to the completed application.

1. Why do you think there is a need for Sankofa Peer Mentors?
2. Describe a mentoring experience that you have had and why do you want to be a Sankofa Peer Mentor? What do you hope to gain from working with the program?
3. What unique qualifications do you bring to the program? What related education and training or employment have you had?

I understand that my signature below:

- Certifies that the information which I am providing within this application is, to the best of my knowledge, accurate and complete;
- Certifies that I am not currently on any type of discipline probation and that I understand that my judicial record will be reviewed and considered prior to the final staff selection;
- Indicates that I voluntarily give the Office of Diversity and Multicultural Affairs permission to verify the information that I have provided.

Signature

Date

Please return completed application, reflection questions, and references to the Office of Diversity and Multicultural Affairs located on the lower level of the College Decker Center by Friday, April 22nd, 2011



McDaniel College
Office of Diversity and Multicultural Affairs
Sankofa Mentoring Program
Faculty Reference Form
2011-2012

Applicant Instructions:

Check one of the boxes below, sign and give form to your reference to complete and submit directly to *Mahlia Joyce* in the **Office of Diversity and Multicultural Affairs** or *Andrea N. Andrews* in the **Office of Residence Life**.

The candidate is hereby requesting that this information be kept confidential, and has relinquished the right to examine it.

The candidate is requesting that feedback about this evaluation may be made available at his/her request.

Candidate Name (Printed)

Candidate Signature

Date

Evaluator Name: _____

Phone: _____

How long have you known the applicant? _____

How well do you know him/her? _____

In what capacity do you know him/her? _____

The mission of the Sankofa Mentoring program is to provide effective mentoring relationships that are reciprocal, particularly for first-generation college students and other students from diverse backgrounds, including but not exclusively ethnic, racial, religious, sexual orientation, and language difference. It is our goal to help all students achieve academic, intellectual, and social balance.

The Sankofa Mentoring Program is looking for mentors who will be effective in encouraging their mentees to embrace openness to different ideas & perspectives and new experiences, while serving as a guide through the transition into college life.

	Always	Usually	Sometimes	Never	Don't Know
1. Relates well to peers					
2. Communicates well (written and verbal) with others					
3. Listens well to others					
4. Demonstrates leadership					
5. Is able to work with a diverse group of people					
6. Has self-confidence and is mature					
7. Is outgoing and willing to meet new people					
8. Is energetic and enthusiastic					



	Always	Usually	Sometimes	Never	Don't Know
11. Is/would be a supportive peer mentor					
13. Is sensitive to the needs of others					
14. Is not overly involved					
16. Is self-motivated					
17. Is a good student					
18. Manages time well					
20. Is happy to be at McDaniel College					

Please answer the following questions. Use additional paper if necessary.

1. How well does the applicant work in group settings?

2. Do you have any additional comments about the candidate that you would like to make concerning his/her ability to serve as a Sankofa Peer Mentor?

According to your interaction with the candidate, how would you recommend him or her?

- Strongly recommend
- Recommend
- Recommend with reservation (please explain)
- Not recommend

I verify that all the information I have give is true to the best of my knowledge.

Signature

Date

Please return this form to: McDaniel College
Office of Diversity and Multicultural Affairs
Attention: Mahlia Joyce
2 College Hill
Westminster, MD 21157
Or **Fax:** 410-871-3119
Please return by Friday, April 22nd, 2011



McDaniel College
Office of Diversity and Multicultural Affairs
Sankofa Mentoring Program
Staff or Supervisor Reference Form
2011-2012

Applicant Instructions:

Check one of the boxes below, sign and give form to your reference to complete and submit directly to *Mahlia Joyce* in the **Office of Diversity and Multicultural Affairs** or *Andrea N. Andrews* in the **Office of Residence Life**.

The candidate is hereby requesting that this information be kept confidential, and has relinquished the right to examine it.

The candidate is requesting that feedback about this evaluation may be made available at his/her request.

Candidate Name (Printed)

Candidate Signature

Date

Evaluator Name: _____

Phone: _____

How long have you known the applicant? _____

How well do you know him/her? _____

In what capacity do you know him/her? _____

The mission of the Sankofa Mentoring program is to provide effective mentoring relationships that are reciprocal, particularly for first-generation college students and other students from diverse backgrounds, including but not exclusively ethnic, racial, religious, sexual orientation, and language difference. It is our goal to help all students achieve academic, intellectual, and social balance.

The Sankofa Mentoring Program is looking for mentors who will be effective in encouraging their mentees to embrace openness to different ideas & perspectives and new experiences, while serving as a guide through the transition into college life.

	Always	Usually	Sometimes	Never	Don't Know
1. Relates well to peers					
2. Communicates well (written and verbal) with others					
3. Listens well to others					
4. Demonstrates leadership					
5. Is able to work with a diverse group of people					
6. Has self-confidence and is mature					
7. Is outgoing and willing to meet new people					
8. Is energetic and enthusiastic					



	Always	Usually	Sometimes	Never	Don't Know
11. Is/would be a supportive peer mentor					
13. Is sensitive to the needs of others					
14. Is not overly involved					
16. Is self-motivated					
17. Is a good student					
18. Manages time well					
20. Is happy to be at McDaniel College					

Please answer the following questions. Use additional paper if necessary.

1. How well does the applicant work in group settings?

2. Do you have any additional comments about the candidate that you would like to make concerning his/her ability to serve as a Sankofa Peer Mentor?

According to your interaction with the candidate, how would you recommend him or her?

- Strongly recommend
- Recommend
- Recommend with reservation (please explain)
- Not recommend

I verify that all the information I have give is true to the best of my knowledge.

Signature

Date

Please return this form to: McDaniel College
Office of Diversity and Multicultural Affairs
Attention: Mahlia Joyce
2 College Hill
Westminster, MD 21157
Or **Fax:** 410-871-3119
Please return by Friday, April 22nd, 2011

