**Gordon Engineering Leadership Program Mentorship**

*August 25, 2011*

The purpose of this document is to define the titles, roles and responsibilities of the key mentoring individuals who will teach, coach and mentor Gordon Engineering Leadership students setting the conditions for the Candidate’s success. Students enrolled in the Gordon Engineering Leadership Program, known as Gordon Candidates, will receive mentoring, guidance, and direction from three primary individuals and will enter into a Challenge Project Agreement with these individuals to document mentoring and interactive responsibilities.

**Gordon Leadership Candidate**: The Gordon Engineering Leadership Specification describes in great detail the requirements of the Challenge Project. In addition to the requirements of the spec, the Candidate is ultimately responsible for all coordination and meeting amongst his or her Challenge Project team. The Candidate is ultimately responsible for everything that is achieved or that fails to be achieved in regard to the Challenge Project.

**Gordon Mentor (GM)**: This individual will have primary responsibility for the leadership development of the Gordon Candidate. In this role, the Gordon Mentor will coordinate and understand the guidance and direction provided to the Candidate from other pertinent parties, including the Faculty Advisor (defined below), the Industry Sponsor/Advocate (defined below) and other individuals having bearing on the Candidates efforts and actions. The GP Mentor will monitor the Candidate’s progress on his/her Challenge Project and provide the required guidance and direction to promote the successful completion of Gordon Program requirements. It is essential that the Gordon Mentor take lead in assisting the Candidate with required challenge project meeting scheduling and occurrence. The Gordon Mentor should also be able to consistently provide information about respective Candidate’s performance, levels of work being produced, attitude, and any perceived challenges or problems.

**Selection Proponent**: Gordon Program Mentors will be selected by the Gordon Program Director, Simon Pitts.

**Faculty Advisor (FA)**: This individual will assist in guiding, coaching and developing the Candidate in general and in particular regard to the challenge project. In this role, the Faculty Advisor will be an integral member of the challenge project Committee for the Gordon Fellow Candidate by acting as the chair of the committee. This will involve reviewing all aspects of the challenge project, including but not limited to, the challenge project Proposal, Report and Presentation. The Faculty Advisor will work closely with the Gordon Program Mentor to monitor progress on the Challenge Project reporting and to assist with the successful completion of the Challenge Project requirements. **Selection Proponent**: Faculty Advisor selection will be primarily directed by Prof. Michael Silevitch.

**Industry Sponsor/Advocate (ISA)**: This individual from the Candidate’s parent organization is primarily responsible for ensuring that the corporate or government sponsoring organization’s needs are being met by the challenge project. In this role, the ISA will be the point of contact for both the Gordon Fellow Candidate and the Gordon Program Mentor and will work with both parties to arrive at mutually beneficial results from the Challenge Project deliverables. It is critical that the ISA, serving in the
advocate role, help guide and mentor the Candidate while serving to resolve conflicts and help overcome obstacles the Candidate may face from internal organization sources to help ensure harmony of effort and achievement of challenge project goals. **Selection Proponent:** Industry Sponsor/Advocate will be selected by the sponsoring organizations and the Gordon Fellow Candidate.

**Challenge Project Agreement:** A contractual agreement of duties, responsibilities, and meeting frequencies and times (document pending) will be signed by and adhered to by the Gordon Fellow Candidate, the respective Gordon Program Mentor, the Industry Sponsor/Advocate and the Faculty Advisor in regard to the Challenge Project. Meetings frequency will be decided by the four team members based situationally on variables like the complexity of the project, the capabilities of the Candidate and availability of the Faculty Advisor and ISA, however, meeting frequencies must be sufficient to achieve the objective of keeping the Candidate well advised and on track for success. The GP Mentor is responsible to prepare and circulate a concise Challenge Project assessment summary following each meeting.

We are a Team!

__________________________________________
Candidate

__________________________________________
Gordon Mentor

__________________________________________
Faculty Advisor

__________________________________________
Industry Sponsor / Advocate