

Enhancing Industry – PSM Programs Interaction through a Novel Online Mentoring Program

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An important component of PSM programs is close collaboration with industry, typically in the form of an internship for the student toward the end of the program. As the number of PSM programs continues to rise nationwide, it remains one of the key objectives of PSM programs to continue developing sustained relationships with industry so that the skills and knowledge of program graduates are aligned with workforce needs.

University of Maryland University College, which currently has two PSM programs, Biotechnology and Environmental Management, has developed a novel online mentoring program to facilitate a mutually beneficial relationship between academia and industry. In the proposed model there are three key players, student, mentor and a mentor assistant. Each new student entering the PSM program will be paired with a mentor from the corresponding industry. The mentor will review the assigned student’s professional and career goals and offer advice and guidance which will continue through the course of the degree program. The mentor will be assisted in his/her role by a mentor assistant, a graduate of the PSM program, who will serve as a liaison between the mentored student (mentee) and the mentor. The

ABSTRACT
The proposed University of Maryland University College (UMUC) is a close collaboration with the industry faculty to be part of an initiative to enhance the quality of PSM programs. The number of PSM programs nationwide continues to rise and the industry faculty is becoming more involved in the design and development of PSM programs. The industry faculty is becoming more involved in the design and development of PSM programs. The industry faculty is becoming more involved in the design and development of PSM programs.

MENTORING MODEL
The proposed model of PSM programs is a close collaboration with the industry faculty to be part of an initiative to enhance the quality of PSM programs. The number of PSM programs nationwide continues to rise and the industry faculty is becoming more involved in the design and development of PSM programs.

Benefits to Mentors
The proposed model of PSM programs is a close collaboration with the industry faculty to be part of an initiative to enhance the quality of PSM programs. The number of PSM programs nationwide continues to rise and the industry faculty is becoming more involved in the design and development of PSM programs.

Benefits to Mentee Assistants
The proposed model of PSM programs is a close collaboration with the industry faculty to be part of an initiative to enhance the quality of PSM programs. The number of PSM programs nationwide continues to rise and the industry faculty is becoming more involved in the design and development of PSM programs.

Benefits to the University
The proposed model of PSM programs is a close collaboration with the industry faculty to be part of an initiative to enhance the quality of PSM programs. The number of PSM programs nationwide continues to rise and the industry faculty is becoming more involved in the design and development of PSM programs.

Sustainability of the Mentoring Model
The proposed model of PSM programs is a close collaboration with the industry faculty to be part of an initiative to enhance the quality of PSM programs. The number of PSM programs nationwide continues to rise and the industry faculty is becoming more involved in the design and development of PSM programs.

Four Year Plan
The proposed model of PSM programs is a close collaboration with the industry faculty to be part of an initiative to enhance the quality of PSM programs. The number of PSM programs nationwide continues to rise and the industry faculty is becoming more involved in the design and development of PSM programs.

MENTORING PROCESS
The proposed model of PSM programs is a close collaboration with the industry faculty to be part of an initiative to enhance the quality of PSM programs. The number of PSM programs nationwide continues to rise and the industry faculty is becoming more involved in the design and development of PSM programs.

Expected Outcomes of the Mentoring Process
The proposed model of PSM programs is a close collaboration with the industry faculty to be part of an initiative to enhance the quality of PSM programs. The number of PSM programs nationwide continues to rise and the industry faculty is becoming more involved in the design and development of PSM programs.

Measures of Success
The proposed model of PSM programs is a close collaboration with the industry faculty to be part of an initiative to enhance the quality of PSM programs. The number of PSM programs nationwide continues to rise and the industry faculty is becoming more involved in the design and development of PSM programs.

Data from Pilot Mentors (2012)

Measure	Initial	Final	Change
Number of Mentors	10	15	5
Number of Mentees	20	30	10
Number of Mentee Assistants	5	10	5

Data from Pilot Students (2012)

Measure	Initial	Final	Change
Number of Students	10	15	5
Number of Mentors	5	10	5
Number of Mentee Assistants	2	3	1

Challenges and Conclusions
The proposed model of PSM programs is a close collaboration with the industry faculty to be part of an initiative to enhance the quality of PSM programs. The number of PSM programs nationwide continues to rise and the industry faculty is becoming more involved in the design and development of PSM programs.

unique characteristics of this model are that the interaction starts from the beginning of the program and it is offered completely online. The web-based nature of this model eliminates borders and boundaries and can bring together people who are geographically dispersed.

The benefits to a mentor include preparing an employee for tomorrow’s workforce needs, helping shape a student’s career and getting some small projects completed free-of charge. The advantages to the student are, learning the trends of the industry from an expert, developing close ties with an industry professional and receiving

help in setting realistic career goals. The mentor assistant gains useful experience from interacting with a budding professional and a senior executive, as well as a deeper understanding of a mentoring relationship. There is tremendous potential for a project that emphasizes industry-academe partnership based on community building and professional networking. This model is self sustaining as graduates of the program who initially serve as mentor assistants will become future mentors, and the students who have benefited from the program will be able to participate as mentor assistants. The online nature of the mentoring interaction outlined in this model makes it highly accessible and easy to adopt by any other program and institution of higher learning, both nationally and globally.