

Senior Mentor Program

Mission. Company commanders administer a mentorship program in which each freshman is paired with a qualified senior in order to augment the chain of command with a mutually beneficial relationship in which the freshmen receives advise, counsel, and perspective regarding The Citadel Experience and knob year and the senior promotes the freshman's individual development by sharing his or her personal lessons learned, skills, and energy.

Intent. The intent of the Senior Mentor Program is to provide a continued leadership development opportunity for all proficient seniors (class type) while affording a supportive environment to Knob mentees. The freshmen will learn the CTM and discern appropriate action/behavior he/she should take, guided by the input of his/her senior mentor. This is a leader developmental program for both classes of cadets, designed to provide a continuous laboratory where senior knowledge, skill, and expertise in the Core Values is experientially imparted to the Knob mentee. The relationship remains professional, but relaxed, especially during mentor-mentee sessions, in order to facilitate leader growth and development. The "Prepare" stage of the Leader Development Model for freshmen, with all of its challenges, is afforded a critical environmental support by a first class cadet. All proficient seniors benefit from the opportunity to mentor and train "their future replacement" on an individual level, and understand what it means to "serve others before self". By the end of the year, senior participants gain self-awareness regarding the Seven Characteristics of Principled Leadership, and freshmen are postured to transition successfully into their "Engage" stage of leader development.

Concept. Company Commanders will assign freshmen to a senior mentor (based on C-Status). Academic majors will be taken into account for assignment purposes, and the Company Academic Officer should be involved in the process. No freshman will be assigned a mentor outside his/her home battalion. First Class cadets moved for promotion purposes will mentor freshmen only from their assigned unit. The initial meeting between mentors and mentees should take place NLT the week following reconstitution. All mentor-mentee meeting times will be set by the Regimental Commander, reflected on the training schedule, and followed in a standardized fashion by all Battalions and Companies. XO's will consolidate and update all First Class Mentor-Mentee rosters; and track all mentor-mentee meetings, both on-campus and off-campus, to ensure freshmen are being mentored. It is a command responsibility to enforce regularly scheduled meetings, and keep the appropriate TAC informed as to the status of the program. Each senior mentor will meet with his/her mentee to discuss challenges the mentee is facing; the mentee's performance across the Four Pillars, and anything impacting performance that the mentee wishes to share. The senior cadet will utilize the Seven Characteristics of Principled Leaders as a guide for mentoring his/her freshman. Watching movies, series, or other distractions in the barracks is not the purpose behind the First Class Mentor Program. First Class cadets are encouraged to utilize off-campus settings to meet with their mentees, but in accordance with all College policies and regulations. The mentor-mentee relationship must remain professional at all time. Company TAC officers will gauge the effectiveness of this program by ensuring the Commander fulfills his/her responsibility; and during developmental counseling.