



Peer Mentorship Program

The Florida Magazine Association's Peer Mentorship Program connects professionals of all career levels, providing them with opportunities to develop new relationships, share experiences and learn from others outside their organizations. The program also enables established professionals to serve as mentors as a way of giving back to the industry and paying forward the support and guidance they received during the development of their careers.

The program aims to connect FMA members for professional development, information exchange, networking, personal growth and career advancement. We strongly encourage people from traditionally marginalized groups to apply as mentors or mentees.

The Benefits of Mentorship

Mentorship is a proven approach to advancing one's career, particularly for those new in their field or place of employment or who are looking to continue expanding their career or in need of leadership advice. It goes beyond training and education by helping mentees navigate confusing or complex situations. Mentors and mentees can be of any age or career stage.

Mentors benefit by giving back to the field, enjoying the satisfaction and impact of sharing their knowledge and experience, expanding their networks and learning new things from their mentees. Mentees benefit from new perspectives on their work, expanding their networks, gaining a sounding board for ideas and projects and increasing their sense of self-worth.

Mentorship can help publishing professionals and associates identify potential career paths by expanding their knowledge of career options within the industry and providing learning experiences outside their workplaces. It can help shape future leaders of scholarly communications by expanding their professional competencies and cultivating a diverse and high-quality pool of workforce candidates. Finally, mentorship is a critical component to attracting a more diverse workforce. By providing opportunities for professionals new to scholarly communications to make new contacts and feel welcome in our community, participants are supported in efforts to keep our community growing by recognizing differences as an opportunity to learn.

How the Program Works

Mentors and mentees must submit a request to join the program. In your request, please state the reason for soliciting mentorship or applying to become a mentor. Paragraphs must be at least 400 words. Those applying to become a mentor will need to commit to a six-month mentorship volunteer period. The Membership & Marketing Committee will then match mentees and mentors. Professional development activities are unique to each mentoring relationship and are enhanced by regularly scheduled meetings.

A mentor can have multiple mentees, but a mentee can only have one mentor. A member can be a mentor and a mentee simultaneously.

Interested members should apply via an online application. Members can reapply every six months for mentorship. However, first-time mentees will be given preference.

Mentors and mentees must agree to abide by the “Peer Mentorship Code of Conduct” (found in the next page) The mentor and mentee should meet at least once a month but can meet more frequently if they choose. The suggested meeting length is 30–60 minutes. Meetings can be in-person, via telephone or virtually.

Program Eligibility

1. All participants, mentors, and mentees must be current FMA members.
2. All membership types, including post-secondary student members interested in publishing/magazines, are eligible to participate in the program.
3. Mentors are required to have at least three years of experience in the industry.
4. Interested members must apply to participate in the program. A limited number of places per mentorship semester are available.
 - a. We strongly encourage people from traditionally marginalized groups to apply as mentors or mentees.
 - b. First-time mentee applicants will be given preference over those having participated previously in the program as a mentee.
5. Applications must be received by the deadline — **December 31 and June 30 of each year** — for mentorship consideration.

If you have questions or need to reach the program manager, please email ktower@flpress.com.

Peer Mentorship Program Code of Conduct

The goal of the Florida Magazine Association Peer Mentorship Program Code of Conduct (“Code”) is to define and maintain a standard of behavior that is expected of participants in the program as mentors and mentees.

Participants in a mentoring relationship may develop friendships over time. However, it is important for mentor-mentee sets to have a well-defined mentoring relationship. Mentors must maintain confidentiality throughout the program and beyond.

Mentors are not allowed to discriminate on the basis of ethnicity, religion, sex, sexual orientation, age, race, national origin, marital status, physical disability, political belief, mental or any other preference or personal characteristic, condition or state.

When a mentor is not available or delayed for some time, they should notify the mentee early on.

Mentors are not allowed to provide any legal or medical advice to a mentee. For any questions regarding those topics, the mentor should tell the mentee to look for qualified assistance.

Mentors should not engage in a romantic relationship with any mentee.

Mentors must report to the mentoring program manager if they find that a participant violates this Code. To reach the program manager, email ktower@flpress.com.