

Mentor Expectations and Responsibilities

The purpose of the Produce Safety Immersion Program is to help further develop newer produce safety professionals. We seek three industry leaders who are willing to serve as mentors for the fifth ten-to-twenty-person cohort. This document lays out the expectations of mentors. Questions can be directed to Alison Saltzmann at asaltzmann@freshproduce.com.

1. What is the time commitment?
 - a. Mentors should expect to spend roughly 3 weeks, divided over the course of six months (April - October), supporting the participants in this program.
 - b. Mentors will travel to two in-person meetings during the program. The first will be to The Washington Conference which will take place this year from June 9-11, 2025 (plus one day for Immersion programming tours on June 12th) and the second for the Global Produce and Floral Show October 16-18, 2025, in Anaheim, CA. For both events, Mentors will accompany participants as they experience the events and on supplemental tours of local produce operations. In addition, at the Global Show, we will have an official program graduation on the show floor in recognition of the participants' course completion.
 - c. Mentors should plan to join the supplemental webinars and optional networking sessions with participants and industry experts, with an average of two virtual events per month.
 - d. Additionally, mentors should plan to set aside 3 hours per month to speak with and coach participants. Mentors should strive to remain generally available to field produce safety inquiries from participants throughout the six-month program.

2. Do I need to participate in all activities?
 - a. Mentors are encouraged to participate in all activities; dates of critical events will be communicated as the program launches. Optional enrichment opportunities will also be available to participants, and we hope mentors will support them.

3. What does "participate" mean?
 - a. In addition to working closely with a subset of participants, mentors will be expected to:
 - i. Serve as an instructor during a webinar and/or serve as an instructor during an experience.
 - ii. Demonstrate a "journal club" style critique of a publication, evaluation of a regulation, critique of a new technology, and comparable way in which critical thinking skills are demonstrated.
 - iii. Provide formal, constructive feedback to participants when they present their group "journal club" or research report and their final presentations.

1. What is the fee? Are mentors paid?
 - a. There is no fee for mentors to participate. Mentors will receive complimentary registrations for the 2025 Washington Conference and the 2025 Global Produce and Floral Show. Additionally, the program will cover hotel and group meals during the two in-person trips. Mentors will be responsible for their own transportation and related travel expenses.
2. Will specific participants be assigned to me?
 - a. Yes, we will pair you with 2-4 program participants, but we hope you will network with all participants.
3. How long is the term?
 - a. The official term is approximately six months, beginning in April 2025. The hope is that the connections that are made through the program are long lasting.
4. Must mentors be located in the US?
 - a. No, mentors do not have to reside in the United States, however the program is delivered in English, and virtual sessions are generally held between 11 am – 6 pm Eastern (New York) time.
5. Is there a term limit?
 - a. No. With each new group of cohorts, a new group of mentors will be solicited. Previous mentors are welcome to re-apply.