



Dear GEARS Mentor Applicant:

Thank you for your interest in the UW-Superior mentor position for Gaining Early Awareness and Readiness in Superior (GEARS). We are excited to be starting the selection process for next semester. Please read the position description carefully before filling out the application.

To apply for a GEARS mentor position, please complete and submit the following:

- The GEARS mentor application.
- Typed responses to the questions on the application.
- A current resume.
- Two references with contact information.

Application materials can be emailed or hand-delivered to the GEARS office located in Old Main rooms 129A.

If you have any questions at any point during the selection process, please do not hesitate to contact Marshall Disrude at [mdisrude@uwsuper.edu](mailto:mdisrude@uwsuper.edu).

Thank you again for your interest in the GEARS mentor position!

Sincerely,

Marshall Disrude  
GEARS Coordinator



**University of Wisconsin-Superior**  
**GEARS Mentor**  
**Position Description**

**MISSION OF GEARS PROGRAM**

At UW-Superior, the mission of the Gaining Early Awareness and Readiness in Superior (GEARS) program is to support the academic, social, and emotional growth of at-risk adolescent students and to assist in preparing them to be successful in all aspects of life, especially in the pursuit of a higher education.

**PURPOSE OF GEARS MENTOR**

The purpose of the GEARS Mentor is to assist adolescent students who may be at-risk in developing proper skills to succeed in school. Mentors serve as positive role models to encourage and support healthy habits. GEARS also provides college students with hands-on experience in the Superior School District and the opportunity to grow professionally while making a difference in the local community.

**RESPONSIBILITIES**

- Tutor Superior School District students 4-6 hours per week for approximately 16 weeks.
- Attend GEARS weekend events throughout the semester
  - Activities may include a sports game or theatre attendance, climbing the rock wall, etc.
- Attend all training sessions in preparation for becoming a GEARS mentor.
- Work with students to build skills and abilities to assist them in succeeding at school.
- Respect and understand student-mentor confidentiality guidelines.
- Ability to set appropriate boundaries for the student-mentor relationship.
- Challenge and support students.

**QUALIFICATIONS**

- Highly responsible, motivated, and interested in supporting the success of students.
- Interest in and willingness to mentor at-risk students to be successful in school.
- Patience, compassion, and creativity in problem-solving are strengths.
- Open-minded and accepting of differences.
- “Team player” mentality.
- Excellent verbal and written communication skills.
- Interest in collaborating and encouraging group interactions.
- Ability to separate personal life/stressors from GEARS, i.e. dedicated to giving full attention and positive energy to all students.
- Students must be in good academic standing with a cumulative GPA of 2.5 or above.
- **MUST BE AVAILABLE FROM 3:00-5:00 ON TUESDAYS AND THURSDAYS.**

**COMPENSATION**

GEARS mentors will be paid up to \$500 in a lump sum stipend at the end of the semester. This is to compensate mentors for their time attending required trainings and GEARS weekend events. The stipend or a portion of the stipend may be withheld if required events are missed, job responsibilities are not completed, or the GEARS mentor’s job performance is unsatisfactory.

**OTHER EXPECTATIONS**

GEARS mentors will be expected to serve as role models for Superior School District students throughout the year and to model successful behaviors (commitment to academics, positive outlook), goal-setting, and professionalism. This includes abiding by all university policies and local/state laws. GEARS mentors are also expected to work collaboratively and respectfully with all faculty and staff in the Superior School District and UW-Superior's GEARS program. GEARS mentors are expected to represent the university and themselves in an appropriate and respectful manner in all communications and programs (including Facebook, Twitter, etc.).

**BENEFITS AND REWARDS OF BEING A GEARS MENTOR**

- Have a positive impact on the success of at-risk students in the community.
- Develop and enhance interpersonal and professional communication skills.
- Gain valuable leadership experience.
- Improve and develop group work abilities.
- Enhance resume and acquire references for future jobs or continuing education pursuits.
- Create meaningful connections with students, peers, and community members.
- IT'S FUN!



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## REFERENCES

Please list 2 professional references with updated contact information so we can learn more about you. References may include a faculty or staff member on campus or a current employer or supervisor.

### Reference 1:

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Name & Title	Phone Number	Email Address
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### Reference 2:

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Name & Title	Phone Number	Email Address
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**Return all materials to: Marshall Disrude  
GEARS Office  
Old Main 129A**

Questions? Contact Marshall Disrude at [mdisrude@uwsuper.edu](mailto:mdisrude@uwsuper.edu).

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## FOR OFFICE USE ONLY

### Completed Applications Include:

\_\_\_\_\_ Application form

\_\_\_\_\_ Resume

\_\_\_\_\_ Typed responses to question

\_\_\_\_\_ Two professional references