

Utah Dispute Resolution

Domestic Mentorship Program

Advantage to Completing UDR's Domestic Mentorship Program

- UDR's mentorship program meets the basic requirements for the mentorship component required by the Utah Court Roster of Domestic Mediators.
- UDR mentees will gain experience beyond the minimum requirements established by the Utah Courts, including experience conducting screening and intake of mediation participants. This experience will give mentees an advantage over others who have met only the minimum requirement.
- UDR mentees will be given priority for acceptance onto UDR's Family Mediation Roster as openings become available; participants in UDR's Family Mediation Program gain valuable experience mediating family disputes. However, completing a UDR Domestic Mentorship does not guarantee acceptance onto UDR's Family Mediation Roster.

Prerequisites

Prior to acceptance in UDR's Domestic Mentorship Program, a mentee must:

- Qualify as a basic level mediator on the Utah Court Roster of Mediators.
- Complete a Utah court-approved 32-hour (minimum) domestic mediation training workshop that includes at least six hours of domestic violence screening. (Note: Priority for acceptance into UDR's mentorship program will be given to participants who have completed UDR's Domestic Mediation Training workshop.) The applicant must have completed the domestic training within the prior year, or if the training was completed longer than one year ago, the applicant must have been active as a mediator during the previous year.

Mentorship Components

UDR's Domestic Mentorship Program includes the following components (*approximately 60 hrs total*):

- Attend an initial mentorship orientation meeting with UDR's Mentorship Program Director. *2 hrs*
- Receive 20 hours experience conducting screening and intake of family cases under the tutelage of UDR case managers. *20 hrs*
- Be matched to a qualified UDR Domestic Mentor.
- Attend an initial consultation with the assigned mentor. *1 hr*
- Observe four to five family mediations:
 - Two sessions observing the assigned Mentor with debrief (3 hrs per mediation; 1 hr debrief). *8 hrs*
 - Two to three sessions observing other family mediators. *6 hrs*
- Conduct two sessions co-mediating with the assigned Domestic Mentor and participate in debriefing sessions after each mediation. (3 hrs per mediation; 1 hr per debrief) *8 hrs*
- Conduct two sessions solo-mediating with the assigned Domestic Mentor observing and receiving feedback after the mediation. (3 hrs per mediation; 1 hr per debrief) *8 hrs*
- Prepare one memorandum of understanding and receive feedback from UDR staff. *2 hrs*
- Prepare an agreement to mediate for personal use and receive feedback from UDR staff. *2 hrs*
- Complete other assignments, as appropriate. *varies*
- Maintain a learning log throughout the duration of the mentorship to establish a self-reflective practice and use as reference during large group debrief sessions. *varies*
- Participate in two group debriefing sessions during which the UDR mentees will share experiences with other UDR mentees; these sessions will be facilitated by a UDR court-approved domestic mentor. *4 hrs*
- Meet with the UDR Domestic Mentor for a final review and receive written feedback for the mentorship *1 hr*
- Attend a final review with the UDR Mentorship Program Director and define an action plan for next steps and ongoing development *1 hr*

Cost

UDR's Domestic Mentorship Program costs \$1,250 if paid in advance or \$1,400 if paid in installments as described below.

Timing

The time required to complete a domestic mentorship may vary. The mentorship could take up to six months or longer depending on availability of cases and schedules of both the mentor and the mentee. All mediations will take place during regular business hours.

Payment Agreement

Mentees who contract with Utah Dispute Resolution to provide a domestic mentorship will be required to pay for the mentorship in one lump sum of \$1,250 or four installments of \$350 each as described below. Full payment must be received by UDR prior to beginning each mentorship phase. If a mentee pays in full for the mentorship program and withdraws prior to completion, the refunded amount will be prorated, based on the phases completed at the point of withdrawal. Refunds for payments made by credit card will be subject to a processing fee.

Phase I

Payment Due: \$350.00

Payment must be paid upon acceptance into UDR's Domestic Mentorship Program and prior to beginning Phase I.

Phase I activities include:

- Initial Meeting with the Program Director to review objectives and mentorship expectations.
- 20 hours of case intake/screening experience with UDR case managers.
- Observation of two mediations conducted by an assigned family mediator, to be arranged by UDR.
- First group debrief with mentees and UDR staff to discuss observations (may occur during Phase I, II, or III).

Phase II

Payment Due: \$350.00

Payment must be paid prior to beginning Phase II of UDR's Domestic Mentorship Program

Phase II activities include:

- Initial Meeting with UDR Mentor to discuss objectives and expectations
- Observation of two mediations conducted by the UDR Mentor with debrief sessions after each session. UDR will provide an observation guide that both mentor and mentee may use during the debrief.
- Second group debrief session with UDR mentor (may occur during Phase II, III, or IV).

Phase III

Payment Due: \$350.00

Payment must be paid prior to beginning Phase III of UDR's Domestic Mentorship Program

Phase III activities include:

- Two co-mediation sessions with debrief sessions afterwards

Phase IV

Payment Due: \$350.00

Payment must be paid prior to beginning Phase IV of UDR's Domestic Mentorship Program

Phase IV activities include:

- Two mentee mediations with mentor observations and debrief sessions afterwards.
- Final Assessment by mentor of mentee with written comments.
- Preparation of one memorandum of understanding to be reviewed by the UDR Program Manager.
- Final meeting with UDR Program Manager.

Termination

At any time after acceptance into the Mentorship Program, the Mentee, the Mentor, or Utah Dispute Resolution retains the option to terminate the mentorship prior to completion. The Mentor may recommend that the Mentee extend a particular phase and gain additional experience prior to advancing to the next phase. If the Mentee and the Mentor mutually agree to work together for additional sessions during any phase, then the Mentee will be charged an additional fee of \$50 per hour.