

# **TAMUS COOPERATIVE MENTOR-PROTÉGÉ PROGRAM**

## **Participating Agencies:**

**The Texas A&M University System**

**Texas A&M University**

**Texas A&M Health Science Center**

**Texas AgriLife Extension Service**

**Texas AgriLife Research**

**Texas Engineering Experiment  
Station**

**Texas Engineering Extension  
Service**

**Texas Forest Service**

**Texas Transportation Institute**

**Texas Veterinary Diagnostic  
Laboratory**



## **Policy**

It is the intent of the TAMUS Cooperative Mentor-Protégé Program to facilitate the creation of effective working relationships between leaders of mature established companies and emerging minority and women owned companies in order for the latter to benefit from the knowledge and experience of the established firms.

Participation in the TAMUS Cooperative Mentor-Protégé Program is strictly voluntary. Participation in the program is neither a guarantee for a contract opportunity nor a promise of business. The program's intent is to foster positive long-term business relationships.

## **Mission**

The TAMUS Cooperative Mentor-Protégé Program has three key component missions:

1. Increase the overall participation of HUBs in the State of Texas' subcontracting;
2. Foster long-term relationships between successful vendors/prime contractors and HUBs;
3. Increase the ability of historically underutilized businesses to contract with the state or to receive subcontracts under a state contract.

## **Mentor-Protégé Relationship**

Working together in regularly scheduled meetings, mentors focus on developing protégés' business plan, and implementing the actions necessary to obtain results reflected in the Mentor-Protégé Agreement. This effort can from time to time include the TAMUS Cooperative Mentor-Protégé resource team.

TAMUS Cooperative sponsored mentors assist selected protégés in developing implementation plans, which identify needs, actions and results required for the protégé to be a successful businessperson.

## **Who is Eligible to be a Mentor?**

Mentors that have completed a TAMUS Cooperative Mentor Application and that are willing to participate by compliance with TAMUS Cooperative Mentor-Protégé Program reporting requirements as reflected in the Mentor-Protégé Agreement.

Mentors that have volunteered to assist protégés in specific areas of business development, which will enhance their ability to compete successfully.

Mentors that are doing business with the State of Texas and are in "Good Standing"

## Who is Eligible to be a Protégé?

Protégés that have completed a TAMUS Cooperative Protégé Application and that are willing to participate by compliance with TAMUS Cooperative Mentor-Protégé Program reporting requirements as reflected in the Mentor-Protégé Agreement.

Protégés that are eligible and willing to obtain HUB certification under the State of Texas HUB Program. Protégés currently certified as State of Texas HUBs and meeting two or more of the following criteria:

- HUB firms with at least one year in operation
- Firms doing business with the State of Texas and are in “Good Standing”
- Firms that have the ability to identify the type of guidance needed for business development
- HUB firms committed to participate in accordance with program rules, guidelines and processes for incremental growth and business success.

## How are Mentors and Protégés Matched?

The following criteria will be used when program staff is "matching" agency approved Mentors to agency approved Protégés.

1. The program staff will make every effort to match mentors with protégés that share the same major business responsibility (Owner/ Manager, Marketing, Finance etc.)
2. Geographic proximity of mentors and protégés will be considered in making potential matches (to facilitate meetings etc.)
3. Matching protégé's needs with identified areas (in application) of skill sets mentors are willing to share or train on.

## How Do I Get Involved?

Contact any of the participating agencies' HUB Coordinators with any questions or to request a Mentor or Protégé Application. HUB Coordinator contact information is on the back of this brochure.

## Participating Agencies' HUB Coordinators and Designees

*Texas AgriLife Extension Service*  
*Texas AgriLife Research*  
*Texas Veterinary Medical Diagnostic Laboratory*

David Kirk, C.P.M. 979-845-6471  
[DMKirk@aq.tamu.edu](mailto:DMKirk@aq.tamu.edu)

*Texas Engineering Experiment Station*  
Mary Williams 979-458-7434  
[me-williams@tamu.edu](mailto:me-williams@tamu.edu)

*Texas Engineering Extension Service*  
Yvette Tschirhart 979-458-6794  
[yvette.tschirhart@teemail.tamu.edu](mailto:yvette.tschirhart@teemail.tamu.edu)

*Texas Forest Service*  
Alan Degelman 979-458-7381  
[adegelman@tfs.tamu.edu](mailto:adegelman@tfs.tamu.edu)

*Texas Transportation Institute*  
Kathy Cowen 979-845-2284  
[k-cowen@tamu.edu](mailto:k-cowen@tamu.edu)

*The Texas A&M University System*  
Tom Bullock 979-458-6400  
[bullock@saqomail.tamu.edu](mailto:bullock@saqomail.tamu.edu)

*Texas A&M Health Science Center*  
Thomas Bosquez 979-458-7276  
[bosquez@tamhsc.edu](mailto:bosquez@tamhsc.edu)

*Texas A&M University*  
Mia Villarreal 979-458-4829  
[mwillarreal@tamu.edu](mailto:mwillarreal@tamu.edu)