“We need to [mentor] visibly and with conviction every day so that the next generation of researchers know that mentoring matters [and] talented people who have different life experiences, fresh perspectives, and innovative ideas will stay and enrich our community. Their future is our future.”

Anne Condon
A. Nico Habermann Awardee, 2010

-
501(c)(3) non-profit organization founded in 1997

MISSION: help students and postdocs -- especially women and others underrepresented in CSTEM fields -- by matching them with mentors and guiding their one-on-one relationships

MEANS: Web-based e-mentoring and social networking platform.
How MentorNet's e-mentoring works

- Mentors and protégés fill out a profile and describe their preferences.
- MentorNet matches them online.
- MentorNet guides their One-on-One relationship over 8 months via email.

The relationship takes less than 15 minutes a week via e-mail.

Supplementary channel for mentoring.

David@mentornet.net
<table>
<thead>
<tr>
<th>Left Column</th>
<th>Right Column</th>
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<tbody>
<tr>
<td>Exchange CVs</td>
<td>Managing Others</td>
</tr>
<tr>
<td>Set Expectations &amp; Goals</td>
<td>Managing Up</td>
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<tr>
<td>Time Management</td>
<td>Focus</td>
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<td>Self-confidence</td>
<td>Career Opportunities</td>
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<td>Navigating Political Landscapes</td>
<td>Effective Communication</td>
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<td>Importance of Diversity</td>
<td>Expanding Your Skills</td>
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<tr>
<td>Presentation Skills</td>
<td>Long-term Goals</td>
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<td>Managing your Public Identity</td>
<td>Interviewing Skills</td>
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<td>Managing your Online Persona</td>
<td>Networking</td>
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<td>Managing Stress</td>
<td>Overcoming Stereotypes</td>
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<td>Setting Goals</td>
<td>Life Beyond Work</td>
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<tr>
<td>Realities of the Working World</td>
<td>Where to Turn for Extra Help</td>
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<tr>
<td>Teamwork &amp; Collaboration</td>
<td>Perseverance</td>
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<tr>
<td>Taking Risks</td>
<td>Transitioning</td>
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David@mentornet.net
Outcomes

• 95% of our proteges graduate

• 91% are still in their STEM fields 3 years after completing their mentoring match

• 88% report increased confidence and understanding of the realities of their future professions

• 90% mentors recommend MentorNet to their colleagues
Outcomes

• Students gain access to career wisdom and guidance directly from a dedicated mentor in their profession

86% say they “couldn’t get this advice elsewhere on campus”

• Campuses develop closer relations with alumni and corporate partners

• Students increase job opportunities & professional networking
• Immediate presence on 100 Campuses

• Meet goals for diversity

• Professional development: E-mentoring gives mentors career, communication, and leadership skills

• Recruitment: protégés explore employment with their mentors

• Visibility for the sponsor among our growing community of 36,000
Core benefit for all participants

Creates and guides one-on-one relationships between talented people for their mutual growth

Connects all the ends of the pipeline to talent on campus ‘agnostically’
MentorNet

2265 mentors from 1128 employers
2265 mentors from 1128 employers
MentorNet vs. U.S.
Student STEM Ethnicity (%)

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>MentorNet</th>
<th>U.S.</th>
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<tbody>
<tr>
<td>White</td>
<td>41</td>
<td>75</td>
</tr>
<tr>
<td>Asian</td>
<td>33</td>
<td>10</td>
</tr>
<tr>
<td>Black/African American</td>
<td>13</td>
<td>9</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>10</td>
<td>6</td>
</tr>
</tbody>
</table>
Proteges by Year/Degree 1998-2010

- Masters: 11%
- PhD: 16%
- Community College: 2%
- Postdoctoral: 5%
- Untenured faculty: 1%
- 3rd-5th year undergrad: 24%
- 1st-2nd yr undergrad: 41%
Who Encouraged You to Find a Mentor?

- College staff: 25%
- No one: 34%
- Professor: 15%
- Parents: 8%
- HS Teacher: 5%
- Friend: 5%
- Sibling: 2%
- Other: 2%
- Peer: 2%
“MentorNet ... provides an exceptionally cost-effective way for employees to engage, attract, and retain women and others underrepresented in science and engineering disciplines... 

“MentorNet has become one of the cornerstones of IBM’s Women in Technology and multicultural outreach programs.”

Margaret Ashida, Director
University Talent Programs, IBM
Protégé Profile > Laura Gammond

**Protégé:**

Laura Gammond  
Junior  
University of Texas  
Computer Science  
[contact]

**Status:**  
Matched  
Active

**Mentor:**

Helen Giovani  
Manager, HRIT  
IBM  
[contact]

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**ABOUT ME**

I am almost a senior at UT Austin studying computer science. I’m the first generation in my family to attend college, and I’m very excited to be near graduation! I grew up in San Antonio, TX, and I have two younger brothers. I am currently engaged to be married shortly after I graduate.

**INTERESTS**

Other than computers and video games, my interests include running track and cooking foods that are native to my Puerto Rican heritage. My main passion is entertainment! I love movies, music, games, and tech-related things! I also love dogs and volunteer at the local animal shelter once a month.

**CAREER GOALS**

I am excited about being a female in the computer science industry. I’d like to join an organization in the entertainment field where I can use my skills toward the development of games in technology. I know that being married and planning to start a family at a young age will present certain challenges for me and my husband, who are both computer scientists and both have partner-oriented goals. I hope to be able to continue to work full-time, even when I start a family, and would love to have a mentor who has balanced work with family life. Thank you for this opportunity!

---

**ANSWER OUR LATEST QUESTIONS**

**PROTEGES**

What elective courses would be most valuable with a major in computer science? What are your thoughts?  
posted by: Tisdenny on 28 Feb 2010  
answers: 0

What elective courses would be most valuable with a major in computer science? Does anyone have any thoughts?  
posted by: Tisdenny on 28 Feb 2010  
answers: 0

---

**ORGANIZATIONS**

[Disney]  
[IBM]  
[Motorola]  
[Agilent Technologies]  
[3M]

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**TOOLS**

Answer Discussion Questions  
Indicate Preferences  
Build Your Resume  
Evaluation Survey  
Organization Interest

---

**QUESTIONS?**

Ask your MentorNet Team any questions you might have.
Want to post a job for our proteges to find?
Please use this form below to post the position with your company...

**JOB TITLE**

**TYPE OF JOB**
Please indicate what type of position this is:
- [ ] Full Time
- [ ] Part Time
- [ ] Summer
- [ ] Co-op

**TRAVEL REQUIRED**
Please indicate how much travel is required:
- [ ] None
- [ ] Less than 25%
- [ ] About 50%
- [ ] More than 50%

**LOCATION**
- [ ] City
- [ ] State

**RELOCATION**
Please indicate if covering relocation:
- [ ] Yes
- [ ] No

**CONTACT PERSON**
- Name
- Email

**SALARY**

**SKILLS DESIRED**

**JOB DESCRIPTION**

enter text here
Some of our initiatives

- HBCUs
- Latinas in Computing
- Geosciences
- MentorPeace
Our Mentors Say

“I learned many things the hard way as I became an engineer. It feels good to know that I can pass those lessons to the next generation in a less painful way.”
Karen Smith, Mentor, Salt River Project

“Each year I find MentorNet to be a new and engaging experience … I heartily encourage my colleagues to become involved.”
Brad Wright, Mentor, 3M

“I love being a part of this organization and have recommended it to several of my friends and co-workers … I am on my second match.”
Beth Herbert, Mentor, Enterprise Products Operating LP

Our Protégés Say

“MentorNet has been really useful. It made a big impact in my professional career. Today I am employed with the same employer as my Mentor! That is MentorNet at its best.”
Jayanth Rangaraju, Protégé, University of Texas, Arlington

“I was matched with a real-life biological researcher … I went from a ball of confusion to a soon-to-be college graduate prepared for the future.”
Protégé, University of California, Santa Barbara

“MentorNet’s One-on-One E-Mentoring Program works wonders! My mentor has the technical expertise, knowledge of industry, and eagerness to coach me and support me along the road less traveled. Her career advice led me a position as a quality control supervisor in a pharmaceutical company.”
Enith Morillo, Protégé, Worcester Polytechnic Institute
The Ask

David Porush
David@mentornet.net
650.810.5152
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<th>Clarkson</th>
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<td>UT – Austin</td>
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<td>U Wisconsin – Madison</td>
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<tr>
<td>Penn State</td>
<td>U Vermont</td>
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Message to protégés from their mentors

Your future has something to say to you

www.MentorNet.net/Mentor

Contact:
David Porush
David@mentornet.net
408.296.4405 x0
1. Recruit *mentors and proteges*
2. Profile
3. Match *one-on-one*
4. Guide *through prompts x 8 months*
5. Survey *end of relationships*
6. Collect Data *on demographics, matches, majors, etc.*
7. Report *to and administer each site via dashboard*
8. *Constant communications*
9. Continuously improve *through R&D and feedback*
10. Continuously expand *through new sponsorships and grants*