JULY 18-20 **2010**
CRA CONFERENCE AT SNOWBIRD

MentorNet ®
E-Mentoring for Diversity in Engineering & Science

Someone
extraordinary
is looking for you

She seeks your Wisdom

MentorNet®

"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

-

MentorNet®

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.

David@mentornet.net

![MentorNet logo]

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 <u>less than 15 minutes </u>a week via e-mail.

Supplementary channel for mentoring.

David@mentornet.net

MentorNet ®

Some discussion prompts

Exchange CVs

Set Expectations & Goals

Time Management

Self-confidence

Navigating Political Landscapes

Importance of Diversity

Presentation Skills

Managing your Public Identity

Managing your Online Persona

Managing Stress

Setting Goals

Realities of the Working World

Teamwork & Collaboration

Taking Risks

Managing Others

Managing Up

Focus

Career Opportunities

Effective Communication

Expanding Your Skills

Long-term Goals

Interviewing Skills

Networking

Overcoming Stereotypes

Life Beyond Work

Where to Turn for Extra Help

Perseverance

Transitioning

David@mentornet.net

They want your real world Experience

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

MentorNet®

Your Dreams
Their Experience

fotolia

fotolia

connect on
MentorNet®
e-mentoring for diversity in engineering and science

www.MentorNet.net/PROTEGE

For corporations, labs, agencies & orgs

- 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

MentorNet

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'
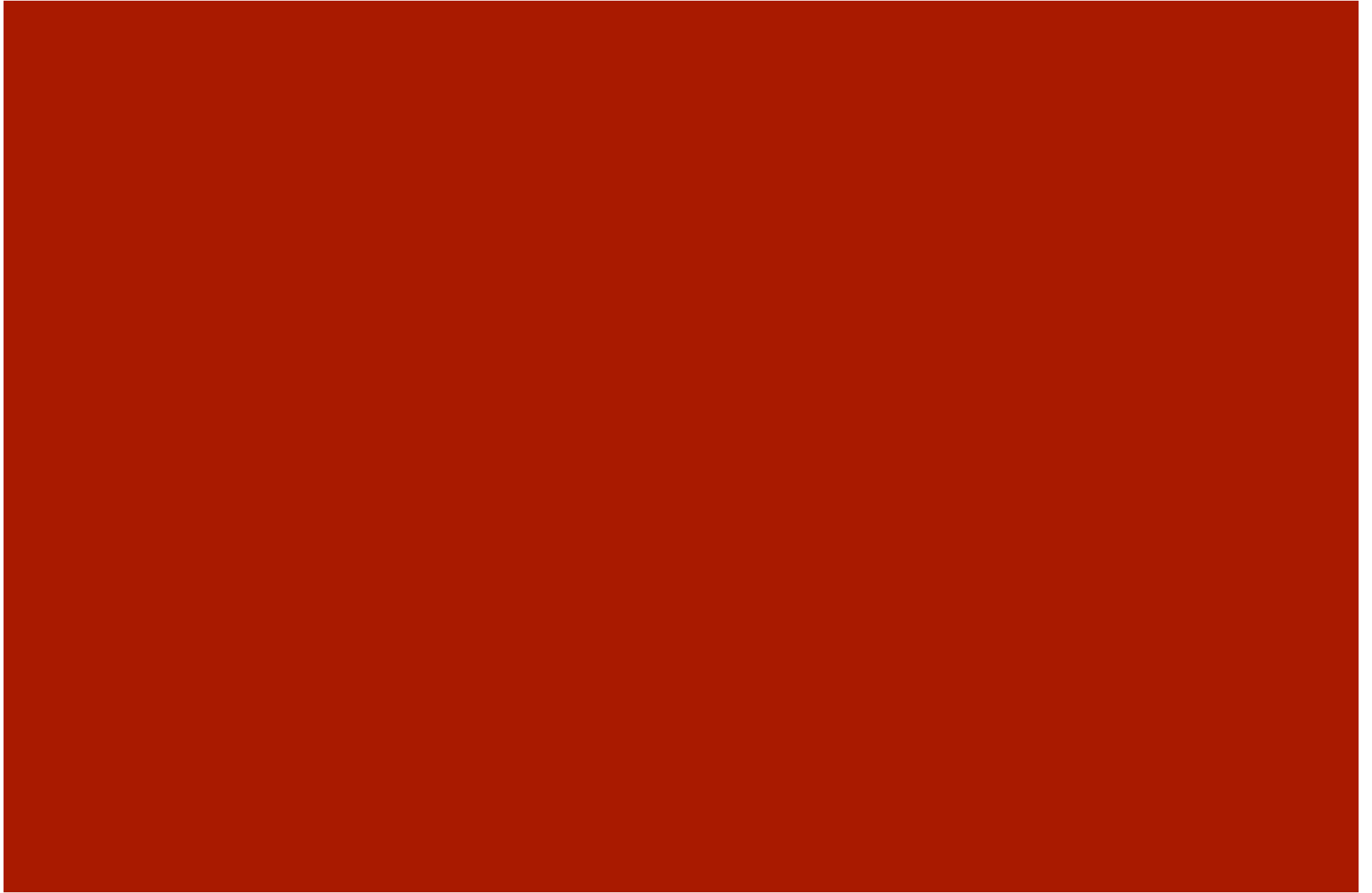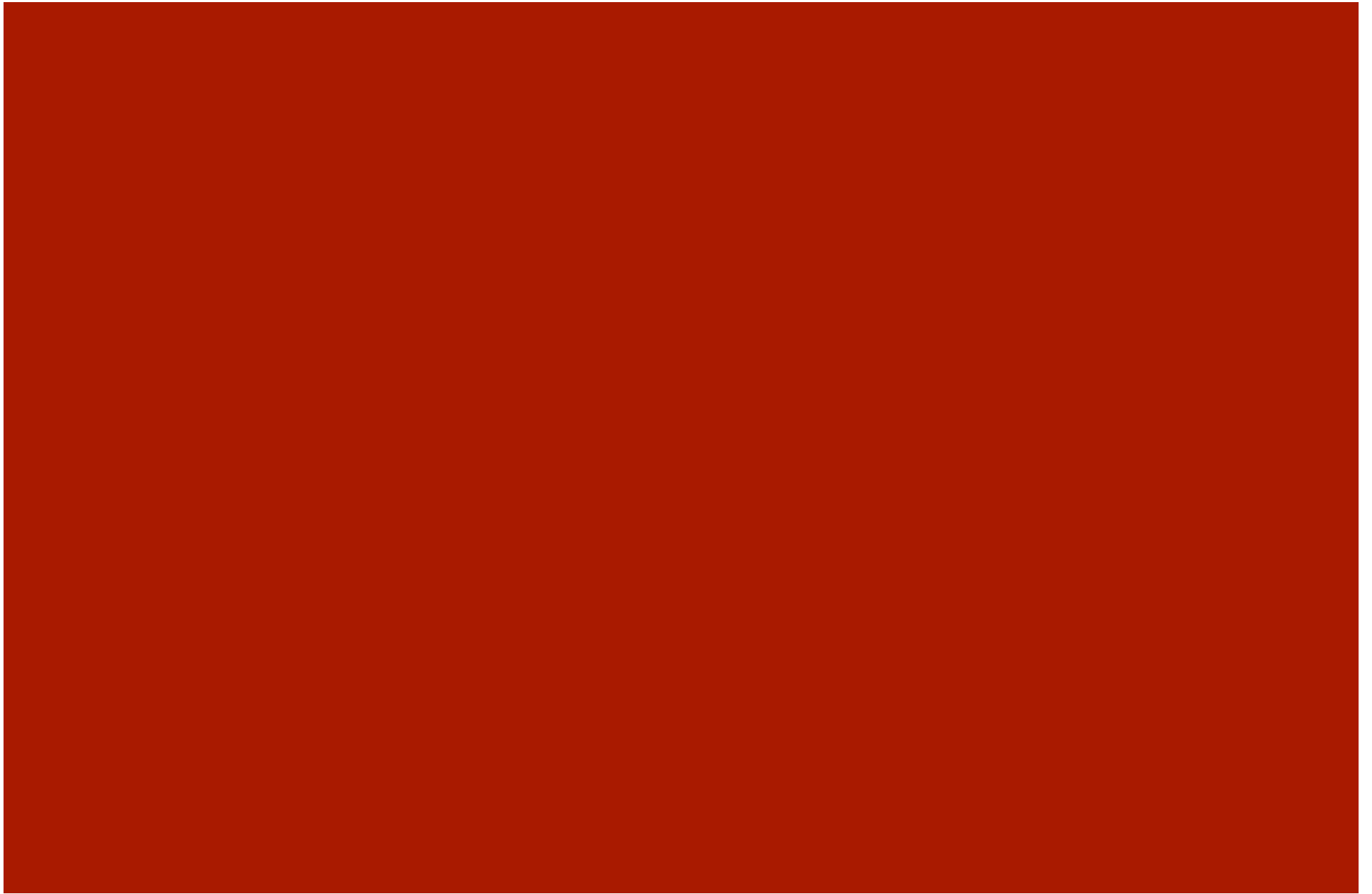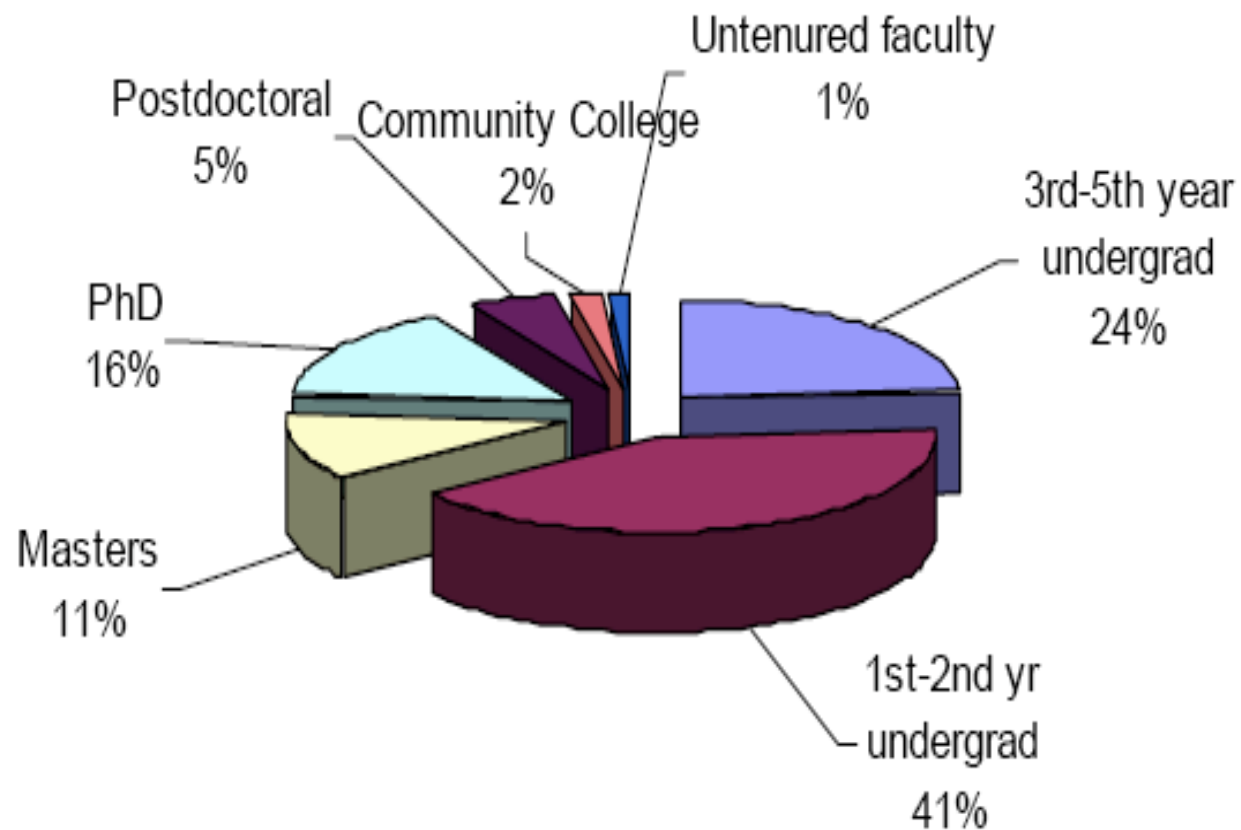
2265 mentors from 1128 employers

Computer Science & Engineering Proteges

MentorNet®

15% Computer Science

6% Computer Engineering
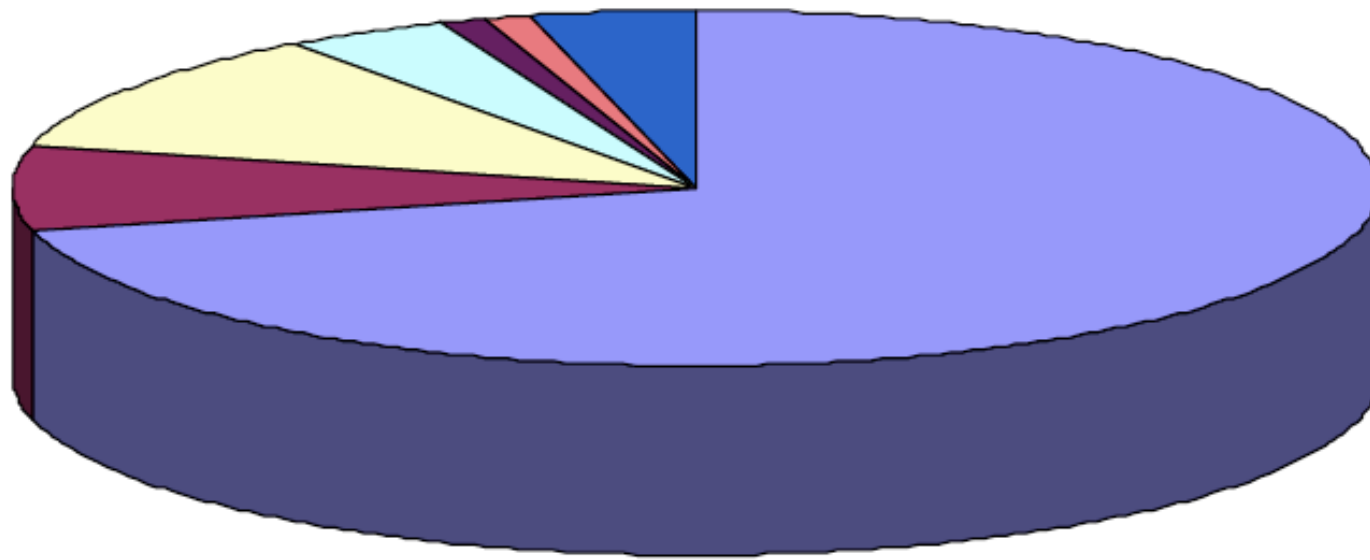
27,200 matches in 68 disciplines
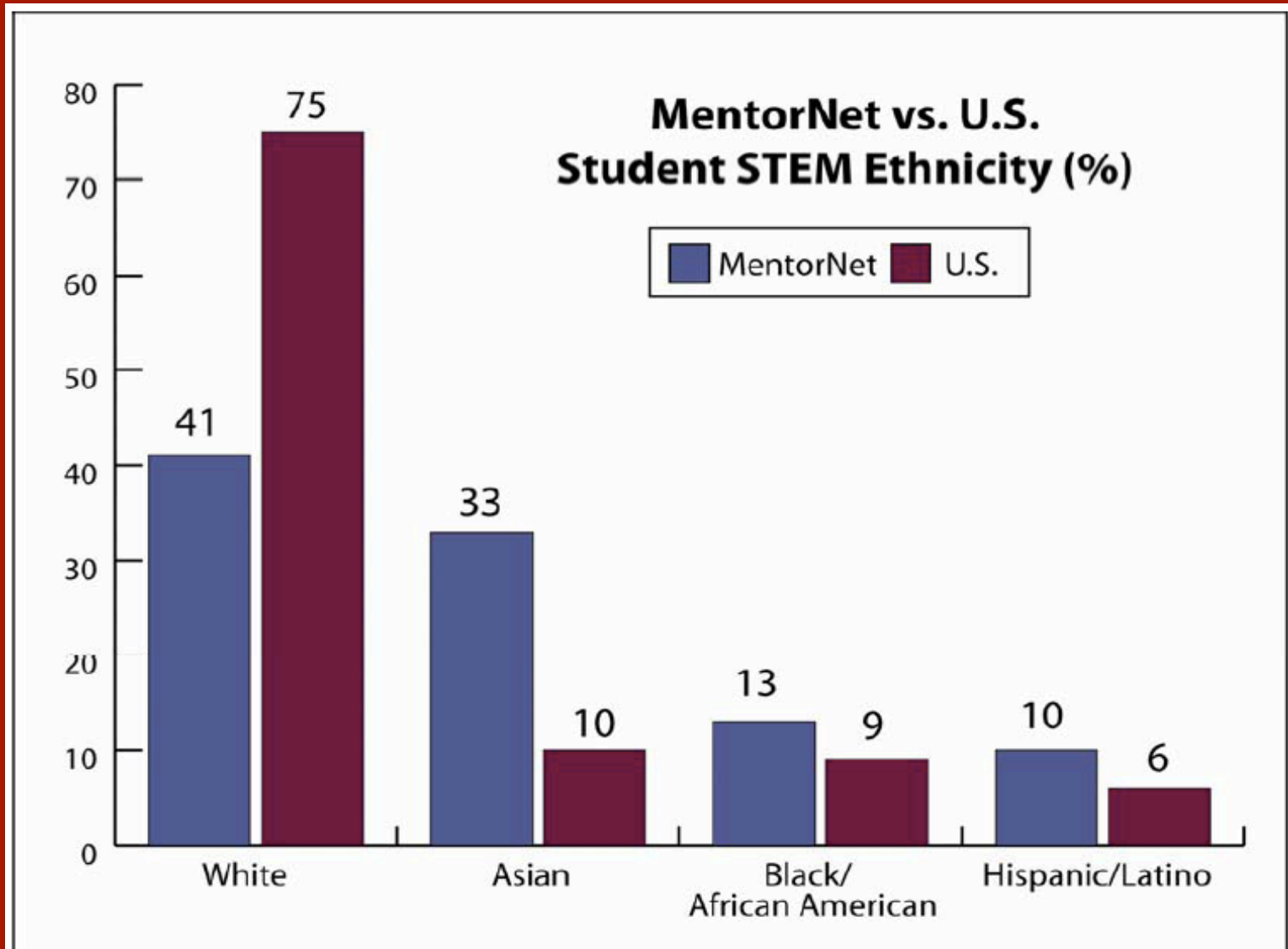
Who Encouraged You to Find a Mentor?

Peer 2%
Friend 5%
Sibling 2%
Prof Org 2%
Other 2%
No one 34%
HS Teacher 5%
Parents 8%
Professor 15%
College staff 25%

Legend: No one | College staff | Professor | Parents | HS Teacher | Friend | Sibling | Peer | Prof Org | Other

A Corporate Sponsor's View
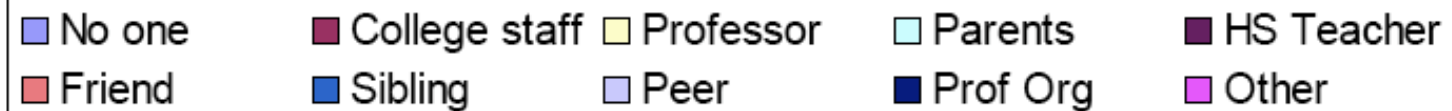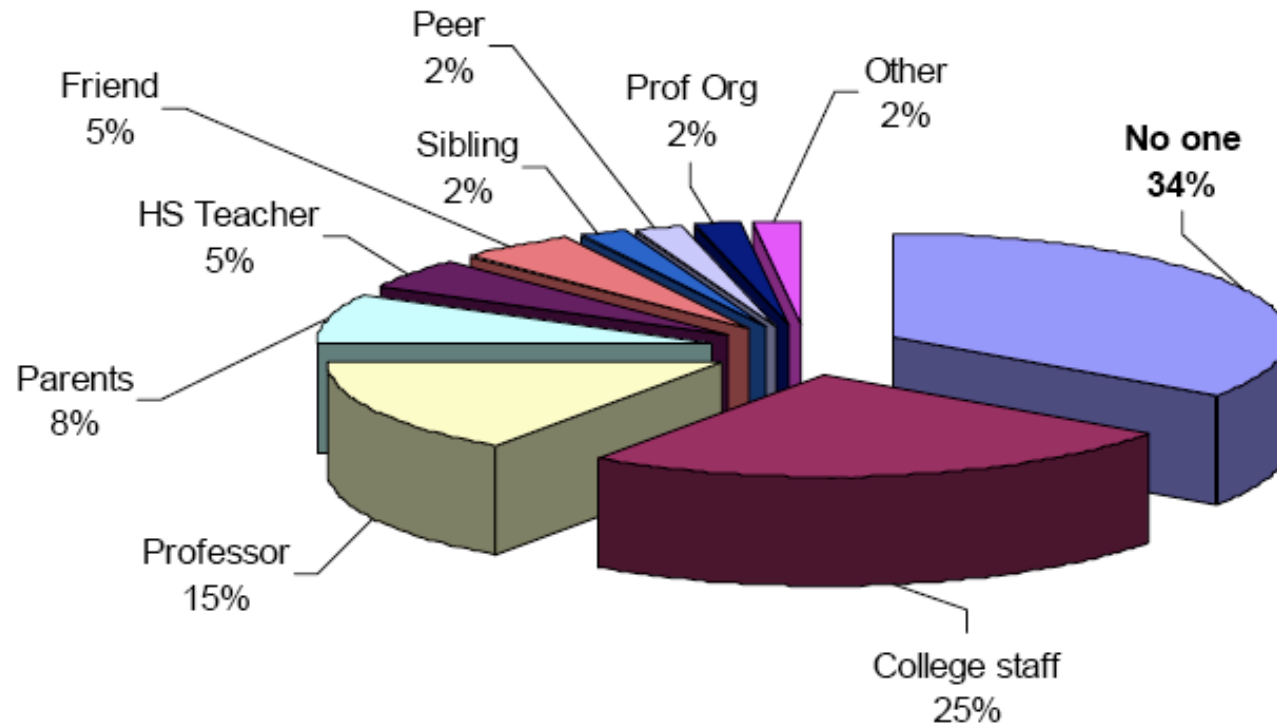
"MentorNet … provides an exceptionally cost-effective way for employees to engage, attract, and retain women and others underrepresented in science and engineering disciplines…

"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

Staus:
✓ Matched
✓ Active

My Resume

Mentor:

Helen Giovani
Manager, HRIT
IBM
contact

◼◼◼ ORGANIZATIONS INTERESTED IN…

Walt Disney   IBM   Medtronic

intel   Agilent Technologies   3M

👤 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 my both have career-oriented goals. I hope to be able to continue to work full-time, even when I start a family, and I would love to have a mentor who has balanced work with family life. Thank you for this opportunity!

💬 ANSWER OUR LATEST QUESTIONS

ORGANIZATIONS
Does anyone have some good ideas for increasing the number of participating mentors in their organization?
posted by: llund on 28 Feb 2010   answers: 0   answer!

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

PROTEGES
What elective courses would be most valuable with a major in computer science? Does anyone have any thoughts?
posted by: lsdenny on 28 Feb 2010   answers: 1   answer!

📇 MY SETTINGS

Welcome back, Laura.
My Profile | edit | logout
My Matched Mentor
My Messages

⚙ TOOLS

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

QUESTIONS?

Ask your MentorNet Team any questions you might have.

contact us »

HOME   PARTNERSHIP RESOURCE CENTER   QUESTIONS & ANSWERS   LIBRARY   SEARCH [   ] »

🏠 **Dashboard > IBM**

🔍 QUICK MENTOR NUMBERS

Waiting Match	12	Female	543
Active	234	Male	393
Repeat	98		
Total	936		

👥 YOUR MENTORS

view all

Main Representative   edit

Linda Logue

General Manager
IBM Diversity Dept
San Ramon, CA
contact

Renewal Date: 12 Feb 2011   renew

📊 DEMOGRAPHICS

Mentor Ethnicity:

■ White	924
■ Asian/Asian Amer	852
■ Black/African Amer	219
■ Hispanic/Latino(a)	416
■ Other	283

view all

📊 MENTOR COLLEGES

Mentor College Affiliation:

■ MIT	324
■ Stanford University	252
■ Princeton University	219
■ University of Texas	186
■ Other	183

view all

✏️ COMMUNICATE

Send message to:

all mentors
active mentors
inactive mentors

💼 MY SETTINGS

Welcome back, Linda.

My Profile | edit | logout

My Protege

⚙️ TOOLS

Edit Organization Profile

Renew Membership

Reports ▼

Build Your Program

Request Materials

Evaluation Results

Protégé Resumés

Contact Organizations ▼

• View Organization Reps
• View Campus Reps

QUESTIONS?

just ask us »

INVITE A COLLEAGUE

invite now »

💬 ANSWER OUR LATEST QUESTIONS

PROTEGES

What elective courses would be valuable for someone in computer science? Thanks for your feedback!

posted by: bb123   on 28 Feb 2010   responses: 7

MENTORS

My protégé is applying to PhD programs in computational biology. Any tips on advising her on her application?

posted by: fatima   on 28 Feb 2010   responses: 3

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e-Mentoring for diversity in engineering and science

Connect with us on

HOME   MY PROFILE   FORUM   RESOURCE LIBRARY   JOB BOARD

SEARCH [   ] »

🏠 Job Postings > Add Job

✎ ENTER YOUR JOB DETAILS

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   ☐ Summer

☐ Part Time   ☐ Coop

TRAVEL REQUIRED

Please indicate how much travel is required:

☐ None   ☐ Less than 25%

☐ About 50%   ☐ More than 50%

SALARY

[   ]

LOCATION

[city   ]

[state   ▾]

RELOCATION

Please indicate if covering relocation

☐ Yes

☐ No

CONTACT PERSON

Name [   ]

Email [   ]

SKILLS DESIRED

[   ]

JOB DESCRIPTION

[**enter text here**

]

![MentorNet]

Some of our initiatives

- HBCUs
- Latinas in Computing
- Geosciences
- MentorPeace

![MentorNet logo]

What they say

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

MentorNet
e-Mentoring for diversity in engineering and science

Connect with us on

login »

Matching experience to aspiration, one on one

learn more »

Recruitment

Success

Diversity

What Others are Saying

"This experience gave a much more realistic and broader understanding of the information technology industry than I get from my classroom experiences. I learned about how the real employment world works and operates." – MentorNet Protégé

MentorNet in the News

Rockwell Collins Grant Supports Outreach Efforts For Mentoring For Latinas In Computing

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MentorNet Sponsors & Partners

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MentorNet®

The Ask

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Princeton
Penn
Stanford
Union
UC San Diego
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UNLV
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U Wisconsin – Madison
U Vermont

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

MentorNet®

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