# Mentoring Support:  National and Local Resources for Mentoring

# MentorNet

*The E-Mentoring Network for Women in Engineering and Science*

*Winner of the 2001 Presidential Award for Excellence
in Science, Mathematics and Engineering Mentoring*

**PAESMEM Workshop, Stanford University
June 22, 2004, Stanford, California**

Carol B. Muller, Ph.D., CEO, MentorNet

*The E-Mentoring Network for Women in Engineering and Science*

*© MentorNet 2004*

# The MentorNet Partnership

- MentorNet provides e-mentoring infrastructure for higher education, industry, government, and nonprofit organizations
- Large-scale, multi-institutional online network:
  - More extensive, diverse pools of participants
  - Accesses extensive networks
  - Focused expertise
  - Economies of scale
  - Avoids redundancies
- Partnering organizations provide:
  - Financial resources
  - Marketing channels

# MentorNet's One-on-One Programs

- Primarily pair undergraduate/graduate students/postdocs with engineering/science professionals for 8-month-long, structured, email-based relationships

- Online information & participant profiles

- Bi-directional sorting of protégés and mentors, with protégés opting to select their mentor, or have MentorNet match them with a mentor, based on backgrounds and preferences, using customized algorithms to optimize matches

- Online training:
  - Guides for mentors and students
  - Interactive online case studies

- Email "coaching"
  - customized discussion suggestions sent every 1-2 weeks to all mentors and protégés
  - Support from program staff to address problems and issues

- Online participant surveys to inform evaluations

- ~11,200 pairs matched since 1998

# New in 2003-04

- <u>MentorNet ACE</u> (Academic Career E-Mentoring) (National Science Foundation, WEPAN)
  - One-on-One mentoring for academic careers, matching graduate students with tenured faculty – 41 pairs this year
  - In Fall of 2004, matching untenured faculty with tenured faculty
  - Biggest challenge so far:  recruiting tenured faculty as mentors
- <u>MentorNet Releases 3.0/3.5</u>:  revised systems for applications/matching/coaching (AT&T Foundation)
  - Gives protégés option of choice in selecting a mentor
  - Allows year-round one-on-one matching
  - Avoids delays in getting protégés started
  - Increases efficiency

**MentorNet**

# Measurable Outcomes for Student Protégés

- Ongoing encouragement, reassurance, and moral support; boosting confidence (known to be strongly related to retention) (66% strongly emphasized)

- Career information, alternatives and inspiration; learning about mentor's workplace (45-75% emphasized)

- Academic advice and support; relating studies to workplace (52% emphasized)

- Advice for women, and female role models in engineering and science fields (not quantified, but evident)

- Options for balancing family and work (46% emphasized)

# Measurable Outcomes for Mentors

- Personal satisfaction in helping develop and advance the next generation (74-81% emphasized)

- Making a positive and important difference in the lives of students (not quantified)

- Impetus for reflections on own career (69% emphasized)

- Variations by mentors' racial/ethnic groups on outcomes of skills and self-confidence effects