

Org-Type	Non-Profit-based		
Lead	MentorNet	PoC	Director of Programs, MentorNet
PoC-Phone	408.296.4405	PoC-Email	program.team@mentornet.net
Address	1275 S. Winchester Blvd., Suite E, San Jose, CA 95128-3910		
URL			
Service-Region	Nationwide		
Type	Student Program		
Subjects	General Science Biology Math Chemistry Physics Earth Science Space Computer Science Environmental Science Engineering Robotics Other		
Level	Undergraduate		
Other-Objectives			
Served-per-Year	6000	Demographics	Women American Indian Asian and/or Pacific Islander Black or African American Hispanic or Latino Economically disadvantaged
Content	<p>One-on-One E-Mentoring Program HOW PROTÉGÉS AND MENTORS SIGN UP: Prospective mentors or protégés learn about the opportunity to participate through communications from their organization’s MentorNet representative. Signing up to get or volunteer as an e-mentor is an easy process – individuals start by opening a web browser to MentorNet’s web site at www.MentorNet.net. They then join or sign in to the MentorNet Community. Next, they follow the One-on-One Mentoring Program links to create a protégé or mentor profile. THE ONE-ON-ONE PROFILE: Prospective protégés and mentors each complete a 34-variable online profile (doing so takes about 10 minutes), providing information about their backgrounds and interests, indicating topics of greatest interest, and expressing their preferences on their profiles for the characteristics of the mentor or protégé with whom they wish to be matched (school attended, educational level, gender and more). MATCHING: Once a protégé creates a profile, s/he is presented with the anonymous profiles of up to 5 potential mentors. The protégé then can choose one of these mentors or ask MentorNet to make the match automatically. If after two weeks, the protégé has not chosen or asked MentorNet to choose, we will attempt to automatically match the protégé with a mentor. TRAINING AND COACHING: As a structured e-mentoring program, we provide program support through training and coaching to mentors and protégés to help them make the most of their experience. We have posted a training guide on our web site and have developed web-based interactive training tutorials that take protégés and mentors through some common mentoring situations. In addition, after they are matched, protégés and mentors will each receive coaching in the form of weekly or biweekly (depending on their educational level) email discussion suggestions for the entire eight months of their official MentorNet mentorship. These messages offer suggestions activities and topics of discussion which help in initiating and sustaining a successful e-mentoring relationship. They also provide handy reminders to the mentor and protégé to keep in touch with one another, and direct connections to MentorNet’s program staff for questions, problem resolution, and individualized coaching as needed. The program support MentorNet offers to One-on-One E-Mentoring participants provides the guidance and assistance necessary to make mentoring relationships successful for both mentors and protégés. Participants report spending about 15-20 minutes per week in communications with one another. 96% of mentors and 94% of protégés indicate they would recommend the program to a colleague or friend. ABOUT USE OF EMAIL FOR MENTORING RELATIONSHIPS: There is no doubt that email offers a different kind of mentoring medium than face-to-face meetings. There are a number of aspects of email communication which makes it useful in building mentoring relationships: it’s easy, convenient, affordable, asynchronous, fitting in with tightly-packed worked schedules, and transcends distance and time zones. In addition, however, there are some less obvious but important aspects of email communication which can particularly support the development of strong mentoring relationships: status differences are lessened, easing communication between mentors and protégés, and reducing bias based on appearances; protégés learn valuable online collaborative workplace skills; writing provides opportunities for reflective learning and a written record of the communications for repeated reference. Email mentoring taps into the Internet as a social technology that connects and affiliates people, creating purposeful networking and community. CLOSURE AND EVALUATION: MentorNet’s One-on-One e-mentoring relationships are designed to last for eight months at a time, a period of time which evaluation findings have determined is long enough to build a working relationship, and an appropriate time for the relationship to be reviewed and be renewed, be redefined, or come to an end. At the outset of each mentoring relationship, the protégé and mentor are encouraged to establish explicit objectives for the mentorship. At a couple of points during the relationship, MentorNet staff specifically ask participants if the relationship is underway and going smoothly from their perspectives. As the relationship nears its end, both protégé and mentors are asked to complete online surveys to help us learn how the program may be improved and to assess what learning or other outcomes have resulted. MentorNet has long relied on regular feedback through communications with individual mentors and protégés, end of relationship survey responses, and occasional additional evaluation studies for continuous program improvement. All evaluation reports are published on our web site. 77% of protégés indicate they anticipate continuing to communicate informally with their mentors as their relationship comes to an end, as their relationships with their mentors build their professional networks.</p>		
Outcomes	- To further the progress of women and others underrepresented in scientific and technical fields through the use of a dynamic, technology-supported mentoring network. - To advance individuals and society, and enhance engineering and related sciences, by promoting a diversified, expanded and talented global workforce.		
Started	Funded-Through		
Length	Cost		
Primary-Funding	Primary-\$		
Materials			
Other-Funding			
How-Assessed			
Best-Practice-Why	- Mentoring is the single strategy which has been identified as successful in increasing the retention of women and people of color who are under-represented in engineering and science fields. - 81% of the protégés participating in MentorNet’s One-on-One mentoring program have been women and/or people of color underrepresented in science and engineering fields. Yes. MentorNet has been recognized with national awards, cited frequently in literature, and have a growing number of partners and adherents. 2001 Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring 2004 Cisco Growing With Technology Award 2007 Silicon Valley Business Journal Impact Award Cited in numerous papers, proposals, reports, etc.		
Promising-Practice			
Sponsor	Sponsor-Org		

Program-Title  
Sponsor-Phone  
Other-Orgs

## One-on-One Program

## STEM Inventory

Entry# 76

Sponsor-Email