<u>Building the MentorNet Partnership to Provide Mentoring on a Large-Scale</u>

Moderator: Carol B. Muller, Ph.D., Founder and CEO, MentorNet
Speakers: Wendee Brunish, Team Leader, EES Division, Los Alamos National Laboratory;
Margaret Ashida, Director, Corporate University Relations, IBM Corporate Technology;
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Collaboration among organizations and pooling resources may be one strategy to achieve greater results. Mentoring has been consistently highlighted as a major strategy to encourage women's retention in engineering. In offering e-mentoring as a solution, MentorNet's programs address the time, schedule, and distance constraints that otherwise impede mentoring relationships. By creating scalable systems to support the mentoring interests across multiple organizations, MentorNet reduces the time costs involved for individual organizations, and also builds a broader social network that engages students and professionals in mentoring relationships.

MentorNet (www.MentorNet.net) is the leading e-mentoring network for women in engineering and science. Over the last six years, its Internet-based infrastructure has provided the links for more than 10,000 women studying engineering and related sciences to be paired with professionals working in industry, government, and institutions of higher education for structured, email-based mentoring relationships. MentorNet works with partnering organizations to connect with students and professionals, and connect them with one another. Representing a form of Internet "social networking," MentorNet offers an online community, featuring One-on-One e-ementoring programs, a series of online topic-based discussion groups that comprise the E-Forum, a web-based resume database for those seeking internships and jobs and for those hiring, and a monthly newsletter. MentorNet's structured One-on-One e-mentoring programs offer online participant profiles, matching systems, training, coaching, and evaluation. To date, these programs have paired students – undergraduate and graduate – in mentoring relationships with professionals – from industry, government, or higher education. One track is designed for those interested in industry or government careers; another is for graduate students (and eventually tenure-track faculty) pursuing academic careers.

Successful structured mentoring programs involve planning, resource development, participant recruiting, matching, training, coaching, and evaluation in order to engage mentors and protégés in valuable learning relationships. Though conceptually not difficult to design and implement, mentoring programs require ongoing facilitation, and are often much more time-consuming than anticipated. In investing in MentorNet's centralized infrastructure, individual organizations can take advantage of a technology-based solution to reduce the time involved in many of the steps required to operate a successful program.

More than 100 colleges and universities, corporations, government labs and professional societies have joined the MentorNet "partnership." Why do they tap MentorNet's services, how do they "deploy" MentorNet within their organizations, what benefits do their organizations get from participating?

This panel session will feature the founder and CEO of MentorNet, along with several representatives of its partnering organizations in higher education, industry, and government. Their comments will focus on the value delivered to organizations.