

CWIT Industry Mentoring Program

2017-2018 Information Sheet

Application Deadline: 8/25/17



The Center for Women in Technology

UMBC
AN HONORS UNIVERSITY IN MARYLAND

Program Objectives:

The Center for Women in Technology (CWIT) is dedicated to increasing the representation of women in the creation of technology and in information technology and engineering careers (ITE). CWIT's Industry Mentoring Program connects CWIT Scholars, who are in their junior year of study, with an industry mentor. Continuing Cyber Scholars and T-SITE Scholars also participate in the program. Industry mentoring inspires, motivates and educates Scholars about the opportunities available for employment and leadership in the ITE fields. CWIT's Industry Mentoring Program aims to:

- Educate Scholars about the diversity of ITE opportunities available for them in the private and public sector.
- Provide an opportunity for Scholars to develop a mentoring relationship and receive professional development advice from ITE professionals.
- Provide Scholars with positive role models in the engineering, computing, and information technology industries.
- Develop each Scholar's commitment to actively participating in mentoring throughout their career, both as a protégé and mentor.

The Mentoring Relationship

The Industry Mentoring Program is an essential and intentional component of the CWIT Scholar experience. The CWIT community is comprised of approximately 101 Scholars. Each summer, eligible scholars are matched with mentors for the upcoming academic year. A mentor's commitment is for at least one academic year, although the pairing may continue if both the parties are interested. Each student will have a unique set of questions or areas in which they are seeking advice and mentoring support. CWIT staff members match each industry mentor as closely as possible with a specific student based on the mentor's expertise and the student's major, interests and goals. Scholars participate in a structured mentoring seminar, called the Industry Mentoring Practicum, intentionally designed to optimize the quality of the mentoring experience.



Industry mentors are selected based on their work and life experience in the private and public sector and willingness to share their time, skills, and knowledge with a Scholar. **Mentors are typically from companies and government agencies that already have a relationship with UMBC, The College of Engineering and Information Technology (COEIT), UMBC's Career Center, and/or The Shriver Center**, but this is not a requirement. The role of the mentor is to inspire Scholars to think about the range of work options available and to actively support their career exploration, professional development, and networking in their field and/or industry.

Mentors will benefit from:

- Knowing that they are contributing to increasing the representation of women and other underrepresented groups in ITE professions.
- The satisfaction of contributing to the personal and professional development of new professionals in their field.
- Exposing college students to their industry, company, agency or organization.

Scholars can expect to:

- Gain knowledge about jobs and career paths related to their major and field.
- Develop a written career plan.
- Clarify their career goals and post-graduation plans.
- Increase their knowledge of and commitment to the mentoring process.
- Increase their ability to seek advice from a mentor for professional development.
- Develop a helpful relationship with a mentor and expand their network of professional contacts.



Mentor Expectations and Commitment

Becoming a CWIT Industry mentor is a one-year commitment. Mentoring activities officially begin each September and continue through the end of the academic year in May. At minimum mentors should connect with their protégé at least one time per month.

The mentor and student will meet, correspond by email, or talk by phone at agreed times each month throughout the academic year. A suggested set of monthly activities and discussion topics is provided to mentors and protégés. Face-to-face meetings are ideal, but meaningful conversation may also take place via email, phone, or Skype.

Typical monthly activities include inviting the protégé to job shadow; inviting the protégé to a regional professional event or meeting in the area; checking in by phone about classes and projects, or meeting on campus for a speaker or event. Mentors are invited to participate in one or more of the industry mentoring practicum sessions where they share their experiences and participate in activities and discussions with the scholars. The Mentors are also expected to complete a brief online survey about their experiences as a CWIT industry mentor.

During the 2017-2018 academic year, mentors will be invited to participate in the following activities, which will be held at UMBC:

Industry Mentor Kick-off Meeting (required)	September 2017 (date and time TBD)
Industry Mentoring Practicum (optional)	Five to six sessions in Fall 2017
Annual Fall Career Networking Event	October 10, 2017
Annual CWIT Spring into Leadership Event	Spring 2018 (date and time TBD)
Annual CWIT Picnic	Early May afternoon, 2 hours (date and time TBD)

Application Process

The online Industry Mentor application for the 2017 -2018 academic year is available on the CWIT website: www.cwit.umbc.edu/industry/mentoring. Mentor applications are collected year round, but the deadline for 2017-2018 matches is 8/25/2017. Matches will be made and applicants notified by September 8, 2017. For more information, please contact Dr. Danyelle Ireland, CWIT Associate Director, Phone: (410) 455-3109, Email: direland@umbc.edu.