

CWIT Industry Mentoring Program

2020-21 Information Sheet

Application Deadline: 8/21/20



Program Objectives:

The UMBC Center for Women in Technology (CWIT) enables success for all women and other underrepresented groups in technology education and careers. 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 technology fields. CWIT's Industry Mentoring Program aims to:

- Educate Scholars about the diversity of technology industry 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 tech 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 100 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 technology 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 *virtual* meetings are ideal, but meaningful conversation may also take place via email phone.

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 2020-2021 academic year, mentors will be invited to participate in the following activities, which will be held virtually:

Industry Mentor Kick-off Meeting (required)
Industry Mentoring Practicum sessions (optional)
Annual Fall Career Networking Event
Annual CWIT Spring into Leadership Event

September 2020 (date and time TBD)
Five to six sessions in Fall 2020
October 2020 (date and time TBD)
April 2021 (date and time TBD)

Application Process

The online Industry Mentor application for the 2020-2021 academic year is available on the CWIT website: www.cwit.umbc.edu/industry/mentoring. Mentor applications are collected year-round, but the deadline for 2020-2021 matches is 8/21/2020. Matches will be made, and applicants notified by early September 2020. For more information, please contact Dr. Danyelle Ireland, CWIT Associate Director, Phone: (410) 455-3109, Email: direland@umbc.edu.