



Carnegie Mellon University

Barbara Smith Women's Mentoring Program Information Session

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Patty Stragar, Shantha Mohan

Presented by Carnegie Mellon Women's Association

November 2, 2020

Facilitators



Sonia Reed

CMWA
Mentorship Co-
Chair & Mentee



Alicia
Gorman

CMWA
Mentorship Co-
Chair



Samantha
Nielsen

Past CMWA
Mentorship Co-
Chair



Pattye
Stragar

Mentorship
Matchmaker



Shantha
Mohan

Mentor

Carnegie Mellon Women's Association (CMWA)

Mission

The Carnegie Mellon Women's Association (CMWA) seeks to give women of the Carnegie Mellon community the opportunity to meet and interact with other women across the campus.

Current Board

Tris Jahanian, Honorary President

Jessica Shirley, President

Terri Deasy, Vice President of Membership

Emily Dennis, Co-Vice President of Programs

Elizabeth Donaldson, Co-Vice President of Programs and Marketing

Stefanie Santo, Treasurer



Photo from CMWA End of Year Meeting.

Carnegie Mellon Women's Association (CMWA)

Scholarship

Your membership makes a difference!

Each year, CMWA awards a number of deserving university women a scholarship funded by the association's dues.

7 recipients each
received a **\$1500.00**
scholarship in 2020.

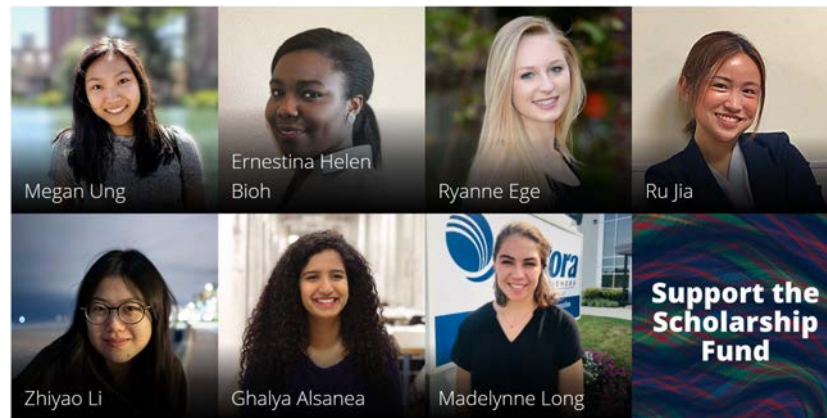


Photo from CMWA Awards website, showing 2020 recipients.

What Mentorship Program does CMWA sponsor?

Barbara Smith Women's Mentoring Program is designed to facilitate supportive relationships by matching individual women staff willing to act as mentors to other staff.

Relationships should be centered on professional interests and aspirations, such as:

- Career advancement
- Educational opportunities
- Job related issues



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**Carnegie
Mellon
University**

BSWMP History



1994

- Barbara Smith, former Assoc. VP of Human Resources, Starts Mentorship Program

2011

- Barbara Smith retires
- Program taken over by volunteers: Gloria Gruber, Pattye Stragar, and AnnMarie Zanger

2017

- Program management shifts to CMWA

The BSWMP has a Large Impact

Over **350** mentor-mentee pairs in its history

On average, **15 to 20** pairs per year



Who is a typical mentor?

- Open to CMWA members who are staff at CMU
- Desire to expand their network
- Can share their leadership, management, career lessons and other experiences.
- Experienced with balance of work-life-education
- Support mentee's personal and professional growth
- Most have worked for at least 2 years
- Can share their understanding of the CMU culture



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What is the role of a mentor?

- Provide guidance and support
- Ask open-ended questions
- Demonstrate active listening
- Clarify understanding
- Role model behavior
- Provide objective feedback
- Facilitate self-reflection
- Be engaged
- Honor commitments



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Who is a typical mentee?

- CMWA members who are staff at CMU
- Seeking tips on planning their career path and building a network
- Want trusting relationships with mentors
- Looking to gain leadership skills
- Often trying to find balance with family, education, work challenges
- Most mentees have been at CMU for less than 2 years
- Some are new to the Pittsburgh area



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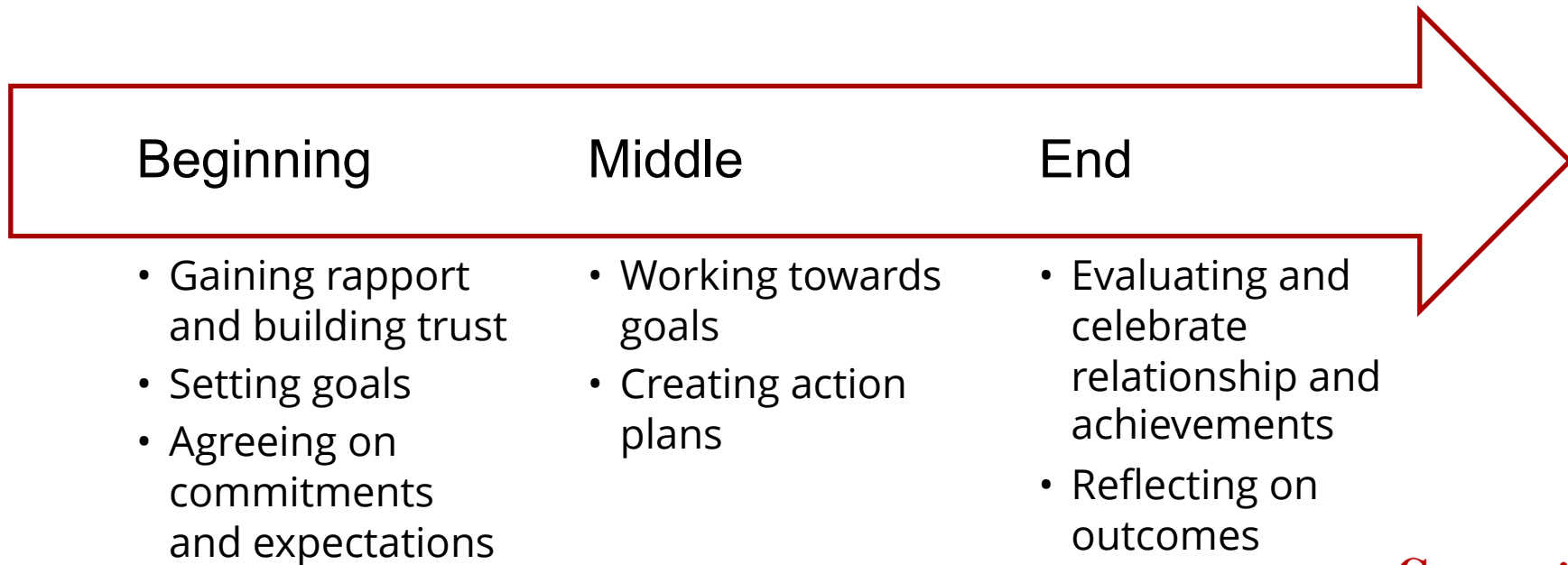
What is the role of the mentee?

- Identify and share the skills, knowledge, or goals to achieve
- Ask for specific advice
- Create an action plan for accomplishing goals
- Effectively receive and respond to constructive feedback
- Take initiative and remember that you own your own development
- Use active listening skills in discussions with your mentor
- Be engaged
- Honor commitments



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What can I expect from a mentoring relationship?



What can I expect from a mentoring relationship?

Mentorship details are self-defined.

- You determine where, when, and how often you meet
 - *Suggestion:* meet shortly after pairings are announced and plan a regular schedule
- You determine how relationship will operate
- Resources and support will be available

Adapting to Virtual Mentoring

Benefits

- More flexibility for meeting (time/place)
- Resource sharing is easier (online documents, websites, virtual events)
- Being able to connect to mentors irrespective of where they live
- Increased connections and reach
- Gaining recognition where not possible before

Challenges

- Time zones
- Staying engaged during pandemic
- Technology not cooperating
- Not being able to read the body language
- Approval to be on campus/working remotely

Applications are open TODAY!



Application to be a Mentor

Seeking to channel our diverse resources to promote the professional and personal goals of Carnegie Mellon women, this program is open to CMWA staff members who are employed in regular or temporary, part-time and full-time, appointments of four months or longer. Mentor relationships center on professional interests and aspirations, including educational opportunities, job-related issues, and career advancement.

To take part in this program, you need to be a member of the Carnegie Mellon Women's Association (CMWA). Join CMWA: <https://www.cmu.edu/cmwa/membership/index.html>



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2021 Mentorship Timeline

November 2, 2020 – Applications Open

November 20, 2020 – Applications Due

December 7, 2020 – Mentor Pairs Announced

February 2021 – Virtual Kick Off (Date TBA)



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Questions?



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