**CSU SWE Professional Mentoring Program**

**SUMMARY:**
The CSU collegiate section of SWE is one of the most rewarding, visible, and high impact student organizations in the Walter Scott, Jr. College of Engineering (WSCOE). It currently spearheads a number of key initiatives, both within the WSCOE and northern Colorado community. Through events like Evening with Industry, SWE works with the CSU Engineering Success Center in fostering closer connections and opportunities between employers and students. The section organizes and hosts outreach events for middle school girls through Introduce a Girl to Engineering Day (IAGE) and for high school senior women through Stick with SWE. Both programs aim to encourage and inspire women to pursue STEM. This past year, the collegiate SWE community has grown closer through the new peer mentoring program.

The CSU SWE Professional Mentoring Program is a cornerstone in helping current SWE members navigate their own goals and define successful career paths that are productive, effective, and in alignment with industry expectations. The program encourages students to understand and refine these goals and expectations during their academic careers, and form a strong networking base with STEM-based industry professionals.

For most mentors and mentees, there is a desire to pursue a close relationship throughout the academic year with at least one meeting a month. This will remain the basic structure of the mentoring program.

**APPROXIMATE TIMELINE OF EVENTS:**
**Fall Semester (August – December)**

**August:**
- Pair mentors and mentees
  - This will be based on the information provided on the mentee and mentor forms

**September:**
- Fall Mentoring Social in Fort Collins
  - Mentor-mentee brief meeting
    - Schedule first mentoring meeting.
    - Express concerns to program coordinators if reassignment of mentor/mentee is needed.
  - Program introduction and distribution of mentoring best practices guide.
  - Networking opportunity for all participants.
  - Express concerns to program coordinator if reassignment of mentor/mentee is needed

**October:**
- Mentor-to-mentor meeting
  - Share and collaborate with other professional mentors
  - Check in with how relationships are going
December
- Mid-program evaluation (to be submitted to CSU SWE)
- Mentoring coordinator will be notified if any mentor-mentee relationship will be terminated.

Spring Semester (January – May)

January
- Matchup of new mentors and mentees (if requested by individual mentors or mentees)

February
- Spring Mentor Social for all mentors and mentees (venue to be decided)

May
- Final evaluation (to be submitted to CSU SWE).
- Program coordinators notified if any mentor-mentee relationship will be continued into the next academic year.
- Mentoring End-of-Year Celebration (venue to be decided).