2020-2021 Mentoring Program Snapshot

The Oredigger Network, a Mines-wide mentoring program, was introduced to campus in Fall 2020 thanks to a generous donation from Phillips 66. The program connects business professionals with Mines students, employees and alumni in a 180-day mentoring experience or one-time “flash” mentoring. At the start of each academic semester, mentee and mentor pairs enter a connection curriculum specifically designed for the STEM audience, and are supported by over 30 conversation guides to help mentors assist their mentees as they make progress on their professional or personal goals. The 2020-2021 program outcomes report highlights year one’s data and establishes baseline data for future years.

**Mentoring Demographics**

1060 Applications received since August 2020

- **Gender**
  - Prefer not to respond: 2%
  - Woman: 45%
  - Man: 53%

- **First-Generation Community**
  - Prefer not to respond: 4%
  - First-Gen: 15%
  - Not First-Gen: 81%

- **LGBTQ+ Community**
  - Prefer not to respond: 7%
  - Not LGBTQ+: 45%

**International Community**

- Prefer not to respond: 5%
- International: 11%
- Not International: 84%

**Race & Ethnicity***

- Prefer not to respond: 3%
- Asian: 7%
- URGs: 15%
- White: 75%

*Underrepresented groups (URGs) = American Indian/Alaskan Native, Black/African American, Hispanic, Multiple Races and Native Hawaiian/Pacific Islander

*These data only include internal Mines participants

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**Program Objectives**

- Increase access to mentoring to all Mines community members
- Increase recruitment and retention of URG employees and students
- Increase graduation rates of URG students
- Increase affinity for Mines
- Increase feelings of belonging and connection
- Increase feelings of job preparedness and career progression

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The Oredigger Network and the opportunities it offers is funded by a generous gift from Phillips 66.
**Program Outcomes**

The Oredigger Network has impacted my sense of belonging at Mines

![Graph showing impact on graduation, employment & engagement]

My mentor had a positive impact on influencing my career path

![Bar graphs showing mentor impact]

**On-going and plans for year 2**

- Close gaps between the skills mentors are providing assistance compared to what the mentees are wanting to develop for their careers:
  - Career Planning
  - Setting vision and strategy
  - Taking risks and innovating
  - Networking
  - Job search strategies
  - Exhibiting leadership stature
  - Career advancement strategies

* gap >100 mentors based on completed profiles

**Participants’ Primary Role**

<table>
<thead>
<tr>
<th>Role</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alumni/Industry</td>
<td>169</td>
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<tr>
<td>Faculty</td>
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<td>Staff</td>
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<td>First year</td>
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</tbody>
</table>

**Alignment with MINES@150 and DI&A Strategic Plan**

The exemplar for alumni affinity, visibility and involvement

Attract, retain and promote a thriving and diverse faculty and staff

Attract, retain and graduate a thriving and diverse student body