

Mentor and Mentee Matching Service Pilot Report

Contributors: Kathleen Sink, Robb Davis and Todd Koch.

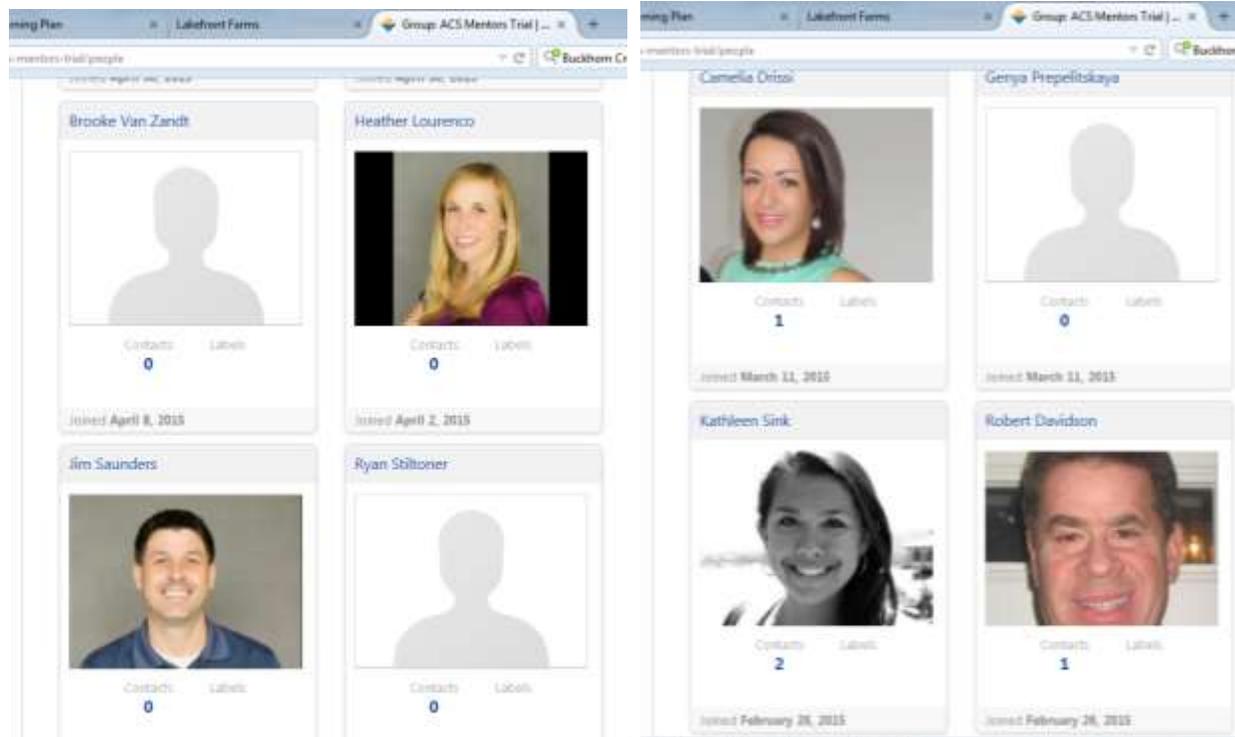
Mentors:

Early March through mid-April Recruitment

A survey was sent to persons expressing interest in mentoring one or more students at a variety of levels.

1. Limited with words of wisdom: a one-time or multiple session interaction via electronic chat or series of physical meetings.
2. Intermediate: A series of chats electronically or in-person meetings with some visits to your place of employment
3. Intensive: A series of chats electronically or in-person meetings with some visits to your place of employment and potential shadowing activities

The mentors were identified by Robb Davis, Kathleen Sink, Todd Koch and I and the survey link was sent directly to them. Respondents were from Pfizer, Altria, Lancaster and Evonik. There were ten original respondents and Scott Gronert was asked to add later for a student interested in academics. All the mentors were asked to create a profile on the ACS Members site group entitled "ACS Mentors Trial". Some members added pictures and information regarding their careers which I expected most would.



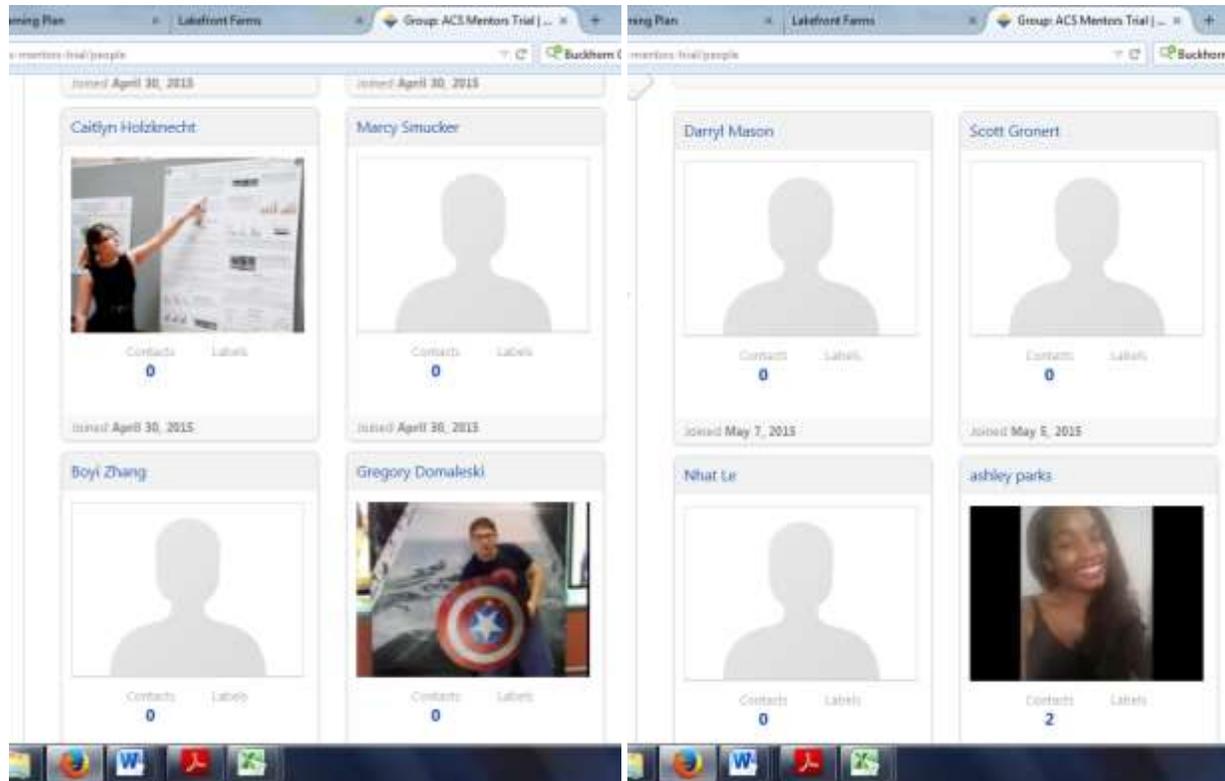
Most of the mentors selected intermediate interactions. Some indicated they would have difficulty offering a shadowing activity.

Mentees:

Mid-April to April 30th recruitment

A similar survey was created for the mentees.

Given the limited number of mentors, not knowing how the logistics would work or how many respondents we would get, I was hesitant to send a bulk email soliciting mentees or posting on the website. Instead, I started contacting schools in the region and provided the survey link to individual faculty who I knew could route the survey to the most likely students. The major dissemination was by flyer at the April meeting which allowed some time for students to reply by April 30th. The April 30th deadline was selected to limit the number of respondents and to reach students before school let out. Students were warned to check their email often for updates and they would have only one week to respond if they were still interested in the program. After the deadline, all students who filled out the survey were asked to set-up a profile on the network to indicate their continued interest in the program.



There were fourteen original respondents but only ten responded to the follow-up by creating a profile. The four who did not respond were sent a second email and a text. Schools represented were UR, VCU, VUU, VT, JMU, EMU, UVA and HSC.

Matches:

Made April 30th - Present

All applicants were matched. The matches were made with the help of Robb and Kathleen based upon the closeness of the interests of the students and the mentors and what we knew about the personalities of the mentors. For example:

Gloria Miller, a UR chemistry student in environmental studies was matched with Ryan Stiltoner of Evonik because Ryan had a degree in both chemistry and agriculture and Evonik has agriculture and environmental applications.

VUU junior, chemistry and mathematics, Nhat Le was interested in an academic career and was already working for Scott Gronert who is mentoring him in research I offered to allow him to shadow me at three schools I am working at over the summer.

Todd Koch reviewed the Pfizer matches.

Once matched, the mentors were provided with the contact information of the student and individual private sites were set up on the ACS Network. Invitations were sent again for the mentors and mentees to join each other online. Students were notified of their match and contacted via email and/or text. The matches are shown below with those in red not having joined their private page yet. One mentor has not been matched but will be matched with a student from VSU or Longwood.

Academic Match		
Scott Gronert	Virginia Commonwealth University	Academics
Colleen Taylor	VSU.	Academics

Nhat Le	Junior	VUU Chemistry and Mathematics
Evonik Match		
Ryan Stiltoner (contacted, replied)	Evonik Corporation	industry
Gloria Miller (contacted)	Junior	Environmental Studies
Lancaster Match 1		
Kathleen Sink	Lancaster Labs	industry
Ashley Parks (contacted)	junior	Chem/ biochemistry conc
Lancaster Match 2		
Gregory Domaleski	junior	Chem/ biochemistry conc

Brooke Van Zandt	Lancaster	industry
Pfizer/Altria Match		
Camelia (Colleen)	Pfizer	industry
Aidan McKenzie	Junior	Chemistry major (ACS-certified), Mathematics minor
Matthew John Bowen	Junior	Chemistry, Mathematics Minor

<i>Genya Prepelitskaya (Kathleen point person)</i>	Altria Client Services	industry
Pfizer Match 1		
Jim Saunders	Pfizer Consumer Healthcare	industry
<i>Caitlyn Holzkecht</i>	<i>Junior</i>	<i>BS Biochemistry Major and Computer Science Minor</i>
Pfizer Match 2		
Darryl Venn Mason	Junior	Biochemistry

Krista Weissbart	Pfizer Consumer Healthcare	industry
Pfizer Match 3		
Jason Halmo	Sophomore	Chemistry with Biochemistry concentration
Heather	Pfizer	industry
Pfizer Match 4		
Marchelle (Marcy) Smucker	Sophomore	Biochemistry
Ashleigh Feely	Pfizer	industry

Thoughts about scale-up and follow-up:

We need to have individual schools begin to contact alumni to build a bank of mentors for the scaled up trial next spring (suggested by Linette). We also need a better variety of mentor's specialties (i.e. govt. positions and environmental testing).

Matching students individually is cumbersome and it may work better to create a page where the mentors can pick out their own mentees instead. Students should be asked to join the ACS as this is not a very expensive.

Creating private sites is also cumbersome and there may be a better way to set-up individual private groups.

Students will need to disseminate their experience to their classmates (clubs or affiliates) so we should contact the schools to help make that happen.