The MIT Minority Business Association Mentorship Program

Member organization of MIT ASA and National Black MBA Association

Details and outline of 2009-2010 Mentorship Program

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http://mit.edu/mmba/www
About MMBA

On January 17, 2009, the constitution of the MIT Minority MBA Association was created by nine founders wishing to build an organization with the goal of inspiring and promoting professionalism in the minority community at MIT.

The founders wished to show each member a journey through a year of affiliation with this organization: during the fall semester, the focus was on career preparation; Independent Activities Period will host an Internship Preparation Week; and the spring semester’s focus is on leadership development.

In promoting the professional and personal development of our members, we will be launching a mentorship program in the spring where MMBA members will have the opportunity to link with graduate students in their line of interest in the Cambridge-Boston Area.

Mission:

To positively impact the lives of MIT undergraduates by providing graduate student mentors that can be a professional resources and personal support as they seek and obtain meaningful summer opportunities.

Philosophy:

We believe a mentee that maintains a consistent and significant relationship with their mentor will learn how to network better, have the appropriate tools to secure a summer opportunity, and ultimately become an action-drive leader with more awareness of their role in their community.

About the Program

Matching Mentees with Mentors:

Mentors and mentees will be matched based on industry interests assessed through a survey that will be collected in mid-late January. Whenever possible we will try to match mentors and mentees with previous relationships.

Responsibilities:

Mentors:

- Attend all events pertaining to mentorship program
- Have a meeting with mentee at least once a month
- Maintain correspondence with mentee
- Aid mentee in preparation (i.e. resume help, interview tips, etc) for summer internship or research experience
- Complete assessment of mentees preparation for each meeting
Mentees:

- Attend all events pertaining to the mentoring program
- Schedule a meeting with a MMBA executive board member at least once a month
- Maintain a correspondence with mentor at least once per month
- Actively seek out a summer internship or a UROP that are in line with interests
- Complete all forms or research prior to each meeting with mentor

Benefits:

Mentors:

- Have the opportunity to submit resume to MMBA resume book
- Attend the New York Trip
- Have access to MMBA connections with companies
- Develop a personal relationship with undergraduate student and aid them in their professional and personal development

Mentees:

- Graduate student mentor for at least the spring semester.
- Mentor from the MMBA Executive Board
- Professional Development: resume assistance, interview preparation, internship support
- Exclusive access to MMBA events tailored towards mentoring program

Programs Overview:

Mentorship Kick-Off (2/8/10)

The membership Kick-off will be an informal event designed to provide a venue for mentors and mentees to meet for the first time and begin to form relationships. The executive board will also present a brief powerpoint presentation detailing the purpose and major events of the semester.

NYC Trip (4/18/10)

This will be an opportunity for students to enjoy social interaction with their mentor as well as some MIT alumni in New York City. This will open new opportunities for the students to extend their network to professionals as well as graduate students.

Mentorship End-Off (5/8/10)

The End-Off of the mentoring program will be an informal luncheon that mentees, mentors, and members of the MIT community will attend. Each mentee will give a brief presentation about their experiences in the mentoring program, what they gained, and how they will use new skills to impact the minority community. We will also be giving an overview of plans for MMBA next year.
One-on-one Meetings (Monthly)

Because mentees will be at varying stages of the application process, the one-on-one meetings do not have much structure. In order to ensure students and mentors and making this most of this partnership, however, we have some activities and ‘homework’ to aid both parties:

<table>
<thead>
<tr>
<th>February: Get to Know Your Mentor/Mentee</th>
<th>March: Steps to Success</th>
<th>April: Reaching and Acquiring Goals</th>
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<tbody>
<tr>
<td>- Mentee Homework: Write down goals</td>
<td>- Mentee Homework:</td>
<td>- Mentee Homework:</td>
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<tr>
<td>- Activity: Short interview to learn</td>
<td>- Submit a personal</td>
<td>- Do firm/lab research</td>
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<td>more about each other</td>
<td>- essay/resume</td>
<td>- Activity: Discuss what</td>
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<td>- Discuss applications, major, minor,</td>
<td>- Mentor Homework:</td>
<td>- questions you will have for</td>
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<td>and goals</td>
<td>- Review materials</td>
<td>people</td>
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<td></td>
<td>- Activity: Discuss</td>
<td>- Discuss how to network</td>
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<td>- Feedback</td>
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Group Meetings with MMBA Executive Board (Monthly)

Because we believe peer mentoring is also very important to development, we will be having small group sessions with mentees and the MMBA executive board to survey the effectiveness of the mentorship program and share whatever tips we may have gained in order to establish a community amongst the mentees.

While we believe building a network with professionals and graduate students will be invaluable to the growth of our members, we would also like to build relationships with on-campus resources. I hope that as we move forward with our planning and execution of events, you choose to support this growing organization. We are currently looking for individuals and departments to:

- Set up potential partnerships to match students with summer UROP opportunities
- Provide funding for events related to the mentoring program
- Choose to be a resource and mentor to student participants
- Join us at MMBA events as fellow attendees and as keynotes

I look forward to staying in contact with you. Please contact any of the coordinators below if you have any questions.

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