

# Importance of Mentoring

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# We have experience to share with you

## **Dorothy Benveniste, MBA**

- Now: Engineering STEM Outreach, Board Chair, Northridge Hospital Foundation
- MBA, Pepperdine University; B.S., Software Engineering, CSUDH
- 20 years experience as Project Engineer, Boeing Seal Beach CA

## **J S. Shelley, Ph.D., P.E.**

- Now: Adjunct Professor, CSULB Dept. of Mechanical & Aerospace Engineering, Antelope Valley
- Licensed Professional Engineer in Mechanical Engineering
- Progression: materials, process & structures for rocket propulsion applications for USAF

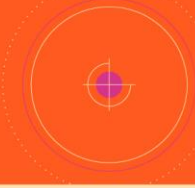


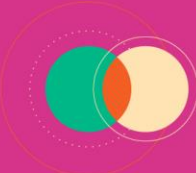

## **Jennifer Tanzillo, M.S.**

- Now: Principal Director, Science and Technology Strategy Development, The Aerospace Corporation
- M.S. Aerospace Engineering, Univ of Southern California; B.S. in Aerospace Engineering, Univ of Texas at Austin
- 18 years experience as manager and controls engineer working variety of space programs at Aerospace

## **Belinda Vivas, BSEE**

- Now: Lead Engineer, Interconnection Capacity Analysis, Southern California Edison
- B.S in Electrical Engineering, California State University, Long Beach
- 4 years experience leading a Distributed Resource Plan External Portal for Southern California

# SMART Goals - Specific, Measurable, Achievable, Realistic, Timely

<b>S</b>	<b>Specific</b>	Make your goals specific and narrow for more effective planning.	
<b>M</b>	<b>Measurable</b>	Define what evidence will prove you're making progress and reevaluate when necessary.	
<b>A</b>	<b>Attainable</b>	Make sure you can reasonably accomplish your goal within a certain timeframe.	
<b>R</b>	<b>Relevant</b>	Your goals should align with your values and long-term objectives.	
<b>T</b>	<b>Time-based</b>	Set a realistic, ambitious end-date for task prioritization and motivation.	

## Examples

- I want to learn from my Mentor about jobs in the field of civil engineering, including what certifications are needed and what a typical day is like, in a discussion by 5/18.
- I will obtain a job as a high school math teacher within three months after I graduate with my Bachelor of Science in Engineering.

# 3 C's of Mentoring - Consultant, Counselor, Cheerleader

## Consultant

- Advise. Assess needs. Share real-world experience. Open doors.
  - Tools: SMART Goals - Specific, Measurable, Achievable, Realistic, Timely

## Counselor

- Listen. Critical feedback. Guide the journey. Mid-course corrections.
  - Tools: Role play, areas that Mentees struggle with the most

## Cheerleader

- Encourage. Celebrate every success. Self-esteem, confidence results.
  - Tools: Communicate what you need - academic, technical, professional support

**A Mentor helps us to think things through**

## Applying the 3 C's

- What specifically would I like to gain from a mentor-mentee relationship?
- Try out writing one SMART goal to help you develop your desired mentee-mentor relationship.
- Brainstorm the type of mentor/mentee who is best for you.

**Take 5 minutes to answer these questions**

# Speed Mentoring

- **Opportunity to Engage with practicing engineers**
- **Faculty sends each participant into each mentor's breakout room**
  - **2 min. to Introduce yourself, Explain SMART goal, Get Focused Questions answered**
  - **Rotate through each of the three potential mentors**
    - **Same questions or different**
  - **Return to main room to join discussion, develop follow-up strategies**
    - **Interested in pursuing a P.E. license?**
    - **Thinking about grad school? Law School? MBA?**

# Decide on Your Next Step

- **Check out current internal and external networks:**
  - [NCEES.org](http://NCEES.org)
  - [National Research Mentoring Network](#)
  - Professional Organizations - [SWE.org](http://SWE.org) [ASME.org](http://ASME.org) [ASEE.org](http://ASEE.org)
- **Tap into CSULB Resources:**
  - [100+ Women Strong](#)
  - [Career Development Center](#)
  - [Women in Engineering Workshop](#)
  - [Graduate Student Success Center](#)
  - [Associated Eng. Student Body](#)
  - [Eng. Student Success Center](#)

# Thanks for Attending!

- We hope you came away feeling inspired and part of a community of future engineers here at CSULB.
- Thanks to sponsor SCE and presenters for sharing their experiences/wisdom.
- We are tentatively planning another event on April 30, so as you exit this meeting, please take a moment to fill out the brief survey so we can find out which topics are of interest.
- If you'd like to receive your complimentary Pentel mechanical pencil, please also be sure to include your current **mailing address** at the bottom of the survey. You can find the survey in the chat.