Network Metrics 2020

July 2020
397 LinkedIn connections and growing

2 sources of data for the Network to make decisions based on:
- IAC internal database and student portal
- WE² mentorship surveys
IAC Database and Student Portal

Accessed June 30, 2020
Student Portal

- Gives us gender data to accompany student metrics in the IAC databased

- Data types
  - Enrollment
  - Participation and Achievement – number of assessments, certificate holders, etc.
  - Leadership – percentage of center leads, assessment leads, and graduate students
Gender by Educational Level

76.7% male graduates
23.8% female graduates
0.4% unidentified

Grad student
Undergrad student
Total
IAC Program Compared to USA National Statistics in Engineering
Only 1 female student out of the 16 nominees for IAC research award 2020

Less assessments during time in IAC

More assessments before assessment lead
Center Leadership

22.8% Female Students

0.0% Female Directors
12.5% Female Assistant/Associate Directors
14.8% Female Center Student Leads
Surveys

- To gather metrics/feedback on the program for continuous improvement
- 3 surveys per year
  - First survey – February
  - Second survey – March
  - Third survey – August
Total of **28 Pairs** in Mentorship Program

<table>
<thead>
<tr>
<th></th>
<th>Survey 1</th>
<th>Survey 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mentees</td>
<td>17</td>
<td>24</td>
</tr>
<tr>
<td>Mentors</td>
<td>16</td>
<td>19</td>
</tr>
<tr>
<td>Total</td>
<td>33</td>
<td>43</td>
</tr>
<tr>
<td>Full Pairs</td>
<td>10</td>
<td>16</td>
</tr>
<tr>
<td>Pairs (min. 1)</td>
<td>23</td>
<td>27</td>
</tr>
<tr>
<td>Individual Participation</td>
<td>58.90%</td>
<td>76.80%</td>
</tr>
<tr>
<td>Pair Participation</td>
<td>82.10%</td>
<td>96.40%</td>
</tr>
</tbody>
</table>
Has your impression of compatibility with your partner changed? (survey #2)

68%
No, my first impression was correct.

- No, my first impression was correct. (68%)
- Yes, we are more compatible than I initially thought. (23%)
- Yes, we are less compatible than I initially thought. (9%)
Ranked Importance of Matching Criteria (survey #2 vote)

1. Career Sector
2. Career Goals/Titles
3. Personality
4. Education Major
5. Education Level
6. Location
7. Lifestyle/Interests
8. Identities/Backgrounds

- Votes for most important
- Votes for 2nd most important
- Votes for 3rd most important
All Communication Methods Used

- **Phone**
- **Video Call**
- **In-Person**
- **Social Media**
- **Texting**
- **Other**

Legend:
- Red: Live Near each other
- Purple: Live Far but Travel is an option
- Blue: Live Far and Travel is not an option
Primary Communication Method

Phone

Video Call

In-Person

Email

Social Media

Texting

- Live Near each other
- Live Far but Travel is an option
- Live Far and Travel is not an option
What skill building activities have you done together?

- Resume Review
- Read a book/article and discussed
- Mock interview
- Paper/thesis review
- Attend an event together
- Take a course together
- Other

Have vs. Would Like to

- Resume Review: Have 60%, Would Like to 40%
- Read a book/article and discussed: Have 20%, Would Like to 80%
- Mock interview: Have 20%, Would Like to 80%
- Paper/thesis review: Have 10%, Would Like to 90%
- Attend an event together: Have 60%, Would Like to 40%
- Take a course together: Have 10%, Would Like to 90%
- Other: Have 20%, Would Like to 80%
Would you recommend this Mentorship Program to others?

- Yes
- Maybe
- No
- Depends
<table>
<thead>
<tr>
<th>Statement</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>I plan to stay in contact with my program partner after the program ends.</td>
<td>48.21%</td>
<td>27</td>
</tr>
<tr>
<td>I do not plan to stay in contact with my program partner after the program ends.</td>
<td>5.36%</td>
<td>3</td>
</tr>
<tr>
<td>I feel comfortable reaching out to my mentor/mentee 5 years from now.</td>
<td>35.71%</td>
<td>20</td>
</tr>
<tr>
<td>None of the above.</td>
<td>10.71%</td>
<td>6</td>
</tr>
</tbody>
</table>
Mentorship Program Diversity
(Based on survey participation)
Intersectionality of Participants

Mentee  Mentor  Grad Students

1+ other marginalized identity

0  1  2  3
Survey Feedback and Ideas

- **Events:**
  - Virtual poster/research sharing event
  - More WE² meetups

- **Trainings:**
  - Specialized leadership and skill development trainings
  - “Unconscious bias” discussions/trainings
  - Additional training for mentors and IAC leadership on diversity

- **Resources:**
  - Resources specialized for international students
  - More resources on finding jobs
Questions?
1. What is your biggest take away from this meeting? How can we apply it to the WE² Network?

2. What would you like to see in terms of resource and program development?

3. What would you like to see more of from our social media platforms?
Book Club
Thank You!