

OREDIGGER NETWORK

mines.edu/mentoring

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.

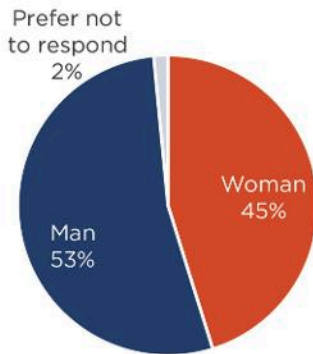
• Mentoring Demographics •

1060
Applications received since August 2020

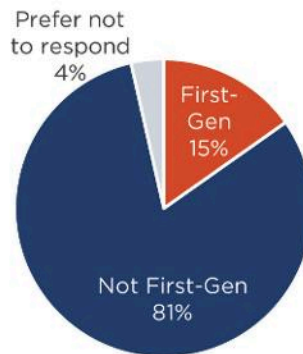
926
Published profiles

394
Connected users

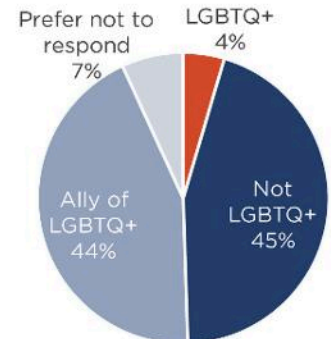
Gender



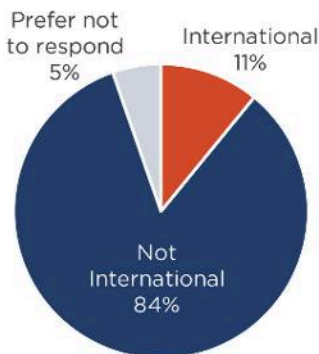
First-Generation Community



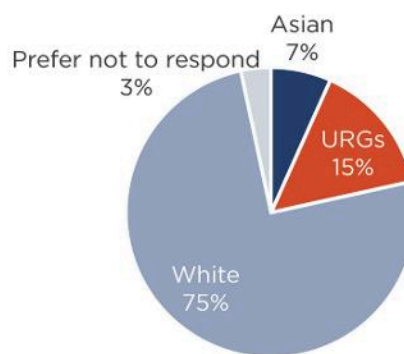
LGBTQ+ Community



International Community



Race & Ethnicity*

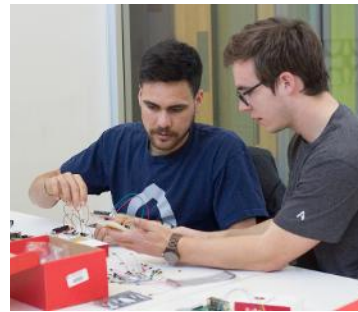


Underrepresented groups (URGs) = American Indian/Alaskan Native, Black/African American, Hispanic, Multiple Races and Native Hawaiian/Pacific Islander

**These data only include internal Mines participants*

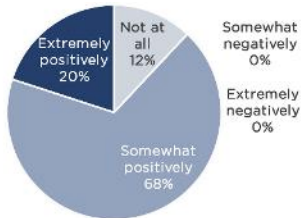
Program Objectives

- 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

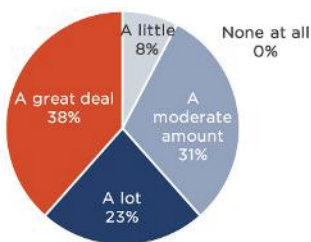


• Program Outcomes •

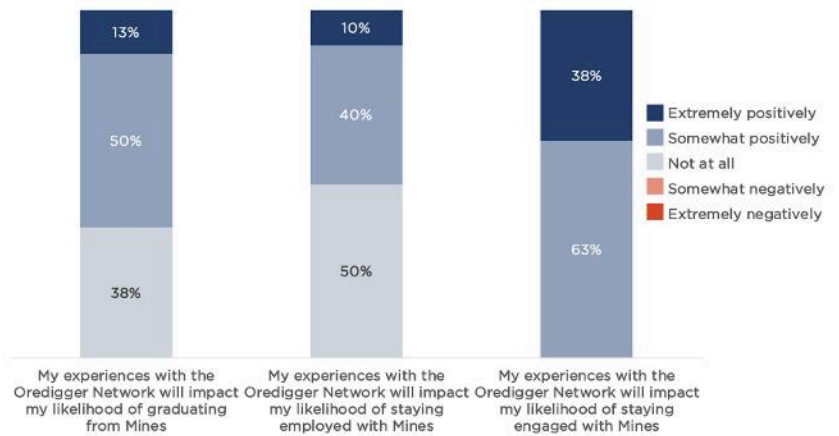
The Oredigger Network has impacted my sense of belonging at Mines



Impact on graduation, employment & engagement



My mentor had a positive impact on influencing my career path



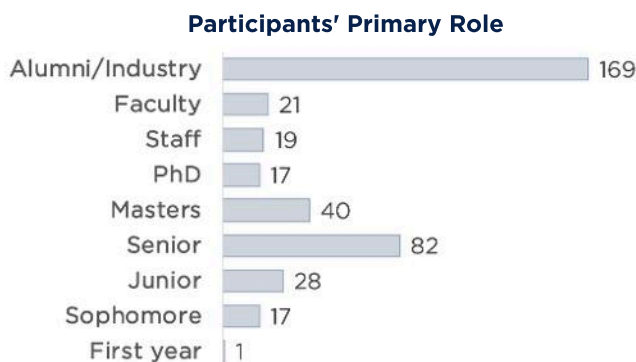
• On-going and plans for year 2 •

► 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

- Increase participation of first-year students, URGs and classified staff employees
- Improve recommended mentor pairings based on role and experiences at Mines or in industry
- Identify where additional support and encouragement is needed during the mentor-selection process
- Formal recognition of mentors for their time and talent



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