Internationalizing the Carlson School Undergraduate Mentorship Program

ICC Conference 2016
Introductions – who is involved

• Carlson Global Institute
• Undergraduate Business Career Center
• Alumni Relations / Institutional Advancement
• Mentors & Mentees

2 Carlson Mentees:
• Shelby Banks
• Jake Shoults
By the numbers

- **64** total matches in 3 years
- **24** countries represented by mentors and mentees (Australia, Austria, Belgium, Brazil, Chile, China, Hong Kong, Denmark, France, Germany, Hungary, Italy, Mexico, New Zealand, Norway, Poland, Singapore, South Korea, Spain, Switzerland, The Netherlands, Taiwan, Thailand, United Kingdom)
- **42%** of mentors from the 1st year re-applied for the 2nd year
- **73%** of students who met priority criteria in 2015-16 were given ‘global’ match
- **72%** of students who met priority criteria in 2014-15 were given ‘global match’
- **92%** of students who met priority criteria in 2016-17 were given global
How the program works

1. Establish program objectives
2. Create Criteria for a global match
3. Career center communicates matches and coordinates program throughout the academic year
4. 3-department team meets 1-3 times over the summer to hand-match global pairs
5. Career center coordinates annual student and mentor applications – April through August
6. Carlson Global Institute and Alumni Relations help recruit mentors and mentees
Why the program works

• Leverages an existing, strong Carlson Undergraduate Mentorship Program, with its structure, process and staff
  – In 2015-16, over 300 pairings in its 21st year!

• Relationships formed through Carlson Global Institute and Alumni Relations allow us to reach alumni and friends of the school living globally

• Strong collaboration between 3 departments – each with its own reason to keep it going
## Impact on students, mentors, the school

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<tr>
<th>Students</th>
<th>Mentors</th>
<th>Carlson School</th>
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<tbody>
<tr>
<td>• intercultural learning</td>
<td>• Working with a millennial was intriguing</td>
<td>• 2 time mentor engaged with school in other ways – e.g. orientation lunch with students preparing to intern in Singapore</td>
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<td>• advice for pursuing an international career</td>
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<td>• Mentor featured at a education abroad benefactor event</td>
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<td>• new engagement opportunities for alumni living abroad and young alumni</td>
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**Mentee, Norway** “[My mentor] asked great questions and wanted to learn from me as well. He helped with the development that occurs during a semester abroad. *I was able to learn about Norwegian culture and discuss a wide range of topics with him. He was easy to communicate with and was available to meet about every 3 weeks. This mentorship was a highlight of my abroad experience.*

**Mentee, Netherlands:** “*In terms of professional development, she gave me really beneficial advice for career search outside of Minnesota. I am planning on pursuing a career outside of MN after graduation, and it was nice getting her perspective and what has challenged her since moving outside of MN and eventually abroad. *Even though the mentorship program is over for the year my mentor and I talked, and plan to continue our mentorship relationship.*

**Mentor:** “*The challenge was to open up to a rather young and unknown person.* “*It was an interesting experience, and I will for sure benefit from this in my job. I am looking forward to continuing my learning curve with a new mentee this year.*”
Lessons learned and ideas for future

• Challenge – alignment of country/region/professional interest between student and mentor applicants
  – Not enough mentors in Thailand, Spain, or Italy to meet student demand
  – Mentee, Brazil: I think the key for the future is being able to establish more contacts in different countries

• Academic-year commitment is difficult – consider shorter-term commitment or “on-demand” mentorship options

• Virtual launch for those abroad in Fall

• Getting more young alumni involved
Let’s hear from 2 students

Shelby Banks
• Introduce yourself!
  – Year
  – Major
  – Plans for next year
• Carlson exchange in Singapore
• 2015-16 matched with…
  – Ryan Prowizor (Carlson BSB ’14)
  – Wells Fargo Securities Administration Services Analyst 2
  – Singapore and Minneapolis

Jake Shoults
• Introduce yourself!
  – Year
  – Major
  – Plans for next year
• Carlson exchange in Norway
• 2014-15 matched with…
  – Henning Gustavsen (Carlson BSB ’95)
  – Telenor Product Group Manager
  – Oslo, Norway
Questions for students and panel

• What made you choose to participate in the mentorship program during your semester abroad – and opt in to the global match?

• Did the program meet your expectations? How did you make the match work? What didn’t work? Tips for program improvement?

• Questions from the audience!