

Enginuity Network Mentoring Program

Student Mentee Handbook

Built on Connection. Forged for Impact.

Riccio College of Engineering
University of Massachusetts Amherst

engmentor.umass.edu

Welcome

Welcome to the Enginuity Network.

Choosing to seek out a mentor is one of the most valuable steps you can take in your professional development. It reflects curiosity, initiative, and a willingness to learn from those who have walked the path before you, qualities that will serve you throughout your career.

The Enginuity Network exists to connect you with UMass engineering alumni who are genuinely invested in your growth. The relationships you build here can help you explore possibilities, gain perspective, and move toward your goals with greater confidence and clarity. Like any meaningful relationship, mentorship rewards the care and intention you bring to it.

This handbook is your guide. It will walk you through how the program works, how to prepare, how to reach out, and how to make the most of every conversation. Read it as a companion you can return to throughout your mentoring journey.

We are delighted that you are here, and we look forward to supporting you as you explore, connect, and grow.



A note on this handbook

The Enginuity Network is built on a simple but powerful idea: that **you** are the designer of your own career. Throughout these pages, you will be encouraged to lead with curiosity, take thoughtful action, and treat each mentoring relationship as an opportunity to learn by doing. The initiative is yours, and this handbook will help you make the most of it.



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Section 1 Welcome to the Enginuity Network

You are about to take a meaningful professional step: reaching out, with intention, to someone who has walked the path ahead of you and inviting them to share what they have learned.

The Enginuity Network is the engineering mentoring program of the Riccio College of Engineering. It connects undergraduate students with UMass engineering alumni who have built careers across a wide range of industries, roles, and specialties. Some mentors are recent graduates a few years into their first positions. Others bring decades of experience leading teams, founding companies, and shaping the profession. What they share is a commitment to supporting the next generation of engineers, and a genuine willingness to help you grow.

It is worth being clear about what the program is and is not. The Enginuity Network is not a job placement service, and it does not assign you a mentor or direct your path. It is something more valuable: a program in which **you** identify what you want to explore, **you** choose the alumni you would like to connect with, and **you** take the first step. Learning to initiate and develop these relationships is one of the most important professional skills you will build, and this handbook will guide you through every part of the process.

Who is this for?

The Enginuity Network is open to undergraduate engineering students at UMass Amherst. You do not need to have your career fully mapped out, and you do not need a finished plan or a specific company in mind. Many of the most rewarding mentoring relationships begin with a student who is honest about still figuring things out and eager to learn how someone else navigated the same uncertainty.

What matters most is not certainty but **curiosity**: a willingness to ask thoughtful questions, explore possibilities, and learn from another person's experience. If you have even a general sense of what you would like to explore, you are ready to begin.

How a mentor can support you

A mentor's role is not to provide answers, but to offer perspective, share their experience, and help you think more clearly about your own path. Depending on what you are looking for, a mentoring relationship can help you:

- Gain an authentic understanding of what a particular job, company, or industry is like in practice
- Receive thoughtful feedback on your resume, your LinkedIn profile, and how you present yourself professionally

- Think through important decisions, such as whether to pursue a job, an internship, or graduate school
- Prepare for interviews with guidance from someone who has been on the other side of the table
- Learn how to build and nurture a professional network
- Gain encouragement, perspective, and a fresh way of approaching a decision you are weighing

A note before you begin

Mentoring is a skill, not a transaction. The students who benefit most from this program are not necessarily those with the strongest resumes or the clearest plans. They are the ones who engage with genuine curiosity, follow through on their commitments, and treat the relationship as something to build rather than something to receive. This handbook will help you become that kind of mentee.

Section 2 Before You Reach Out: Know Yourself First

Before you begin browsing mentor profiles, take a few minutes to reflect on what you hope to gain from this experience. This small investment of time will make every conversation that follows more meaningful.

Experienced career advisors understand something that many students discover only over time: a mentor cannot tell you what you want. They can help you explore it, test it, and refine it, but only once **you** bring something to the conversation. A student who arrives at a first meeting having done some reflection will have a richer and more productive exchange than one who hopes the mentor will simply provide direction.

You do not need to have the answers. You only need to have considered the questions. The reflections below take about five minutes and will strengthen every conversation that follows.

A brief reflection on work and life

This reflection draws on an approach called **life design**, which encourages you to approach your career the way an engineer approaches a challenge: with curiosity, experimentation, and a willingness to explore before committing. The premise is straightforward. Before you can determine where you want to go, it helps to understand what matters to you and what genuinely interests you.

Consider the two prompts below. A few notes are entirely sufficient; this is meant to be a brief, low-pressure exercise rather than a formal assignment.

Take a moment to reflect:

- What does work mean to you? Rather than “what job do you want,” consider what role you want work to play in your life. Is it primarily a source of income, identity, impact, stability, creativity, or something else?
- What are you genuinely curious about right now, whether in your field, your studies, or the world around you? What would you like to understand more deeply?

There are no right answers. The goal is simply to enter your first mentoring conversation with something authentic to discuss, something that reflects your own interests and values. When a mentor asks what brings you to the program, you will have a thoughtful and genuine response.

What do you hope to gain?

Next, consider your goals more specifically. Reflecting on where you are this semester, ask yourself:

Before you reach out, consider:

- What do you most want to learn or explore through this mentorship?
- What skills or knowledge are you hoping to develop?
- What would make this semester's mentoring experience genuinely worthwhile for you?

Keep these reflections close at hand. You will draw on them as you build your profile, choose the alumni you would like to contact, and prepare for your first conversation. This reflection is the foundation on which the rest of your experience is built.

Still exploring? That is entirely normal.

If these questions are difficult to answer, you are far from alone, and you are precisely the kind of student this program is designed to support. Clarity is not a prerequisite for participation; curiosity is. The reflection itself is a meaningful first step, and mentoring is one of the most effective ways to turn open questions into clearer direction.

Section 3 How the Program Works

The Enginuity Network operates through a platform called Xinspire. Once you understand a few key principles about how the program is designed, the process is straightforward.

The basics

Our alumni mentors are part of the network **year-round**. They have created profiles and indicated that they are open to connecting with students. Mentors are not assigned to anyone; they are available in the network, ready to hear from students whose interests align with their experience.

As a student, you **sign up each semester** that you wish to participate. When you do, you create a profile, explore the alumni in the network, and reach out to those you would like to connect with. Based on your profile and stated interests, Xinspire will highlight mentors who may be a strong fit, but the decision, and the first step, always rest with you.

An essential point to understand

The Enginuity Network does not match students with mentors. **You** choose the mentor you would like to connect with, and **you** send the first message. If you do not reach out, the connection will not begin. This is intentional. Learning to initiate professional relationships is one of the most valuable skills the program develops, and one you will rely on throughout your career.

Requesting a mentor

When you find an alumnus whose experience aligns with what you hope to explore, you will use the **Request a Mentor** option in Xinspire to begin the connection. This initiates an ongoing mentoring relationship for the semester, accompanied by a personalized message introducing yourself and explaining why you would like to connect. Guidance on writing that first message follows later in this handbook.

What to expect from the relationship

Mentors are asked to meet with their student at least **three times** over the course of the relationship. These meetings can be spread across the semester or grouped more closely together, depending on when you join the program and begin reaching out. The pacing is something you and your mentor determine together, based on your goals and schedules. What matters is that you are entering a genuine, sustained relationship rather than a single conversation.

What to expect, and what to keep in mind

A clear set of expectations will help you make the most of the experience. As you begin, keep the following in mind:

- **Mentors are volunteers.** They are working professionals offering their time freely. Be patient, come prepared, and respect their schedules.
- **Not every mentor will be the right fit.** That is perfectly acceptable. The network includes many alumni with diverse backgrounds, and finding the right connection is part of the process.
- **You guide the relationship.** Mentors are ready to help, but they rely on you to take the lead. The momentum comes from your initiative.
- **The program rewards intention.** Students who participate with a clear sense of purpose, who follow through, and who treat their mentors with genuine respect gain far more from the experience.

Your semester at a glance

The following reflects the general rhythm of a semester in the Enginuity Network. Each step is addressed in greater detail in the sections that follow.

1 Sign Up	2 Build Your Profile	3 Explore Mentors	4 Reach Out	5 Connect	6 Reflect
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You sign up for the semester, build a profile that represents you well, explore the mentors in the network, reach out to those whose experience interests you, connect and engage in meaningful conversations, and reflect on what you have learned. In a future semester, you are welcome to participate again, bringing new questions, new goals, and greater confidence than when you began.

Section 4 Building Your Profile

Your profile is your introduction to the alumni in the network. Before you reach out to anyone, take the time to complete it thoughtfully, so that it represents who you are and what you are looking for.

Mentors often review a student's profile before responding to a request, so a complete and considered profile makes a strong first impression. It also helps Xinspire highlight the mentors who may be the best fit for your interests. The platform will ask you for the following:

What to include

- **Major.** Your engineering discipline. This helps mentors understand your academic foundation and helps the platform connect you with relevant alumni.
- **Graduation year.** Your expected year of graduation, which gives mentors a sense of where you are in your academic journey and what kind of guidance may be most timely.
- **Career interests.** The industries, roles, or specialties you are curious about. Be as specific as you can, while leaving room for exploration. If you are still discovering your interests, it is perfectly acceptable to list several.
- **What you hope to accomplish through this mentoring program.** This is your opportunity to communicate your goals directly. Draw on the reflections you completed in Section 2; the thinking you did there will serve you well here.

A note on your goals statement

The “what do you hope to accomplish” field is one of the most important parts of your profile, because it tells a mentor what you are looking for before you even reach out. Your response does not need to be polished or final. It needs to be honest and specific enough that a mentor can picture how they might help. A few thoughtful sentences are far more effective than a single vague line such as “I want to learn about engineering.”

Section 5 Making Contact: Your First Reach Out

Reaching out to a professional you have never met can feel intimidating. It does not need to be. Approach it as the beginning of a thoughtful conversation, and remember that the alumni in the network have chosen to be here precisely because they want to hear from students like you.

Finding the right mentor

Take time to explore the alumni profiles in Xinspire. While job title and company are a natural starting point, look beyond them. Consider shared interests, a similar academic path, a career journey that intrigues you, or an industry you would like to understand better. The platform will highlight mentors who align with your profile, but you are encouraged to browse widely and follow your curiosity.

Writing your first message

Your first message does not need to be long, but it should be personal and specific. A strong outreach message accomplishes three things:

- **It introduces you** briefly and authentically: your name, your major, and your year.
- **It explains why you are reaching out to this particular person**, referencing something specific about their background or experience.
- **It makes a clear and reasonable request**, so the mentor understands how they can help and what you are hoping for.

The examples below illustrate how this comes together in different situations. Use them as starting points and adapt them to reflect your own voice and circumstances.

Example 1

For a student exploring a field or career path

Dear Ms. Rivera,

My name is Jordan Lee, and I am a sophomore studying Mechanical Engineering at UMass Amherst. I came across your profile in the Enginuity Network and was drawn to your experience in the renewable energy industry, which is a field I am increasingly curious about but still learning how to enter.

I would be grateful for the opportunity to learn how you built your career in this area and what advice you might have for a student exploring this path. Thank you for being part of the network, and I hope we have the chance to connect.

Sincerely,
Jordan Lee

Example 2

For a student with a specific request, such as resume or interview help

Dear Dr. Chen,

My name is Priya Patel, and I am a junior majoring in Electrical and Computer Engineering. I found your profile through the Enginuity Network and was impressed by your work in semiconductor design, which closely aligns with the internships I am pursuing this year.

As I prepare to apply, I would welcome the chance to have you review my resume and share any insights on interviewing for roles in this field. I would, of course, be glad to work around your schedule. Thank you for considering my request, and I look forward to the possibility of connecting.

Best regards,
Priya Patel

Example 3

For a student drawn to a mentor's company or industry

Dear Mr. Okafor,

My name is Sam Whitfield, and I am a senior studying Civil and Environmental Engineering. I noticed in your profile that you have spent much of your career at a firm whose infrastructure work I admire, and I would love to understand more about what it is like to build a career in that environment.

If you are willing, I would appreciate the opportunity to hear about your path, the kinds of projects you have worked on, and any guidance you might offer someone hoping to enter the field. Thank you for your time and for being part of the network.

Warm regards,
Sam Whitfield

A few tips for your message

Address your mentor formally at first, using a title such as Mr., Ms., or Dr. until they invite you to do otherwise. Write in complete sentences and proofread before sending. This is a professional introduction, so aim to make a strong first impression while remaining genuine and true to yourself.

If you do not hear back

Mentors are working professionals, and occasionally a message is missed or a response is delayed. If you have not heard back within five to seven days, it is appropriate to send a brief, polite follow-up; notifications are sometimes overlooked, and a gentle reminder is welcome.

If you follow up and still receive no response, please do not be discouraged or take it personally. In these situations, reach out to the program contact below for guidance and support.

Your program contact

Aneesha Andreadis

Assistant Director of Student Development & Corporate Relations

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Section 6 Your First Conversation

Your first conversation sets the tone for the relationship that follows. With a little preparation, you can make it productive, comfortable, and genuinely enjoyable for both of you.

Before the meeting

A small amount of preparation goes a long way toward a confident, focused first conversation. Before you meet:

- Review your mentor's profile and LinkedIn so you understand their background and can ask informed questions
- Revisit your Section 2 reflections to remind yourself of what you hope to explore
- Prepare three to five questions that are specific to this person and their experience
- Confirm the time, the platform or location, and any logistics in advance

A simple agenda for your first meeting

You do not need a rigid script, but a loose structure helps the conversation flow. A useful first meeting often follows four steps:

- **Introductions.** Share a bit about yourself and learn about your mentor. Finding common ground, such as a shared UMass experience, helps build rapport.
- **Expectations.** Talk openly about how you would like to work together, including how often and how you will communicate.
- **Goals.** Share what you hope to gain from the relationship, and invite your mentor to share their thoughts as well.
- **Next steps.** Before you close, agree on when and how you will next connect, and exchange any contact information you will need.

Questions to help you begin

If you are unsure how to start or worried about a lull in the conversation, these prompts can help. Choose the ones that feel natural to you.

Conversation starters:

- What drew you to UMass Amherst, and what led you to your engineering discipline?
- What does a typical day or week look like in your current role?

- What was your career path after graduation, and were there any turns you did not expect?
- What do you find most rewarding about your work, and what is most challenging?
- What skills or experiences have mattered most in your career?
- Looking back, what advice would you give to a student in my position?

Setting expectations together

One of the most valuable things you can do early on is to align with your mentor on how the relationship will work. A brief, honest conversation about expectations prevents misunderstandings and helps you both make the most of your time. Consider discussing:

- How often you will meet, and over what period of time
- How you will communicate, whether by video call, phone, or email
- What you each hope to gain from the relationship
- How you will handle scheduling changes or cancellations

To guide this conversation in more depth, see the **Mentorship Compact** in Appendix A. It offers a simple set of talking points you and your mentor can work through together at your first meeting. It is not a formal agreement to be signed; rather, it is a tool to ensure you both share clear and realistic expectations.

After the meeting

Within forty-eight hours of your first conversation, send your mentor a brief note of thanks. Express your appreciation for their time, mention something specific you found valuable, and confirm any next steps you agreed on. This small gesture reflects professionalism and helps build the foundation of a strong, lasting relationship.

Section 7 Setting Goals for Your Mentorship

Goals give your mentoring relationship direction and purpose. They do not need to be perfectly formed, but they do need to be honest, because they are what transform a series of pleasant conversations into meaningful progress.

Why goals matter

A mentor cannot help you reach a destination if neither of you knows where you are trying to go. Setting goals, even tentative ones, gives your conversations focus and gives your mentor a clear sense of how to support you. Goals also give you a way to recognize and appreciate your own growth over the course of the relationship.

Your goals may evolve as you learn more, and that is entirely expected. What matters is beginning with a sense of intention rather than leaving the relationship to chance.

A practical approach: SMART goals

One of the most effective ways to set goals you can actually act on is the **SMART** framework. A SMART goal is Specific, Measurable, Achievable, Relevant, and Time-bound. The table below explains each element and shows how it might take shape in a mentoring context.

Element	What it means	In a mentoring goal
S Specific	Define exactly what you want to achieve, with enough detail that it is clear.	<i>"I want to learn how to network at industry events," rather than "I want to get better at networking."</i>
M Measurable	Identify how you will know you have made progress or succeeded.	<i>"I will conduct three informational conversations and attend one networking event this semester."</i>
A Achievable	Set a goal that is realistic given your time, resources, and stage.	<i>Aim to build foundational networking skills this semester, rather than expecting to secure a full-time offer through networking alone.</i>
R Relevant	Ensure the goal connects to your broader interests and ambitions.	<i>If you hope to enter consulting, focus your networking on professionals and events within that field.</i>
T Time-bound	Attach a timeframe or deadline to keep yourself accountable.	<i>"By the end of the semester, I will have expanded my professional network and practiced reaching out with confidence."</i>

Brought together, these elements turn a vague intention into a clear and actionable goal. Compare “I want to get better at networking” with “This semester, I will conduct three informational conversations and attend one industry networking event, so that I can build confidence and begin developing a professional network in my field.” The second version tells both you and your mentor exactly what success looks like.

Sample goals to help you begin

If you are not sure where to start, the examples below are organized by common areas of focus. Use them as inspiration, and adapt them to your own interests and circumstances.

Career exploration

- *Learn what a typical career path looks like in a field I am considering*
- *Understand the day-to-day realities of a specific role or industry*

Job and internship search

- *Strengthen my resume and LinkedIn profile with a mentor’s feedback*
- *Develop a clear strategy for finding and applying to internships*

Skill development

- *Practice interviewing and receive constructive feedback*
- *Build confidence in communicating my technical work to others*

Networking

- *Learn how to build and maintain professional relationships*
- *Gain comfort reaching out to professionals and asking for advice*

Graduate school

- *Understand whether graduate study aligns with my career goals*
- *Learn how to evaluate and prepare for graduate programs*

Setting goals with your mentor

Once you have a sense of your goals, share them with your mentor early in the relationship. This does not need to be formal. Simply explaining what you hope to gain invites your mentor to shape their guidance accordingly, and gives them the opportunity to share what they hope to offer as well. Goal-setting is most powerful when it is a shared conversation rather than a solo exercise.

For a structured way to capture your goals, see the **SMART Goals Worksheet** in Appendix B, which you can complete on your own or together with your mentor.

Section 8 Keeping the Momentum Going

A strong mentoring relationship is built over time, through consistency and genuine engagement. What you do between conversations matters just as much as the conversations themselves.

Between meetings

The most rewarding mentoring relationships are sustained by small, steady efforts. Between your scheduled conversations, aim to:

- **Follow through** on anything you said you would do, whether that is revising your resume, researching a company, or making a connection your mentor suggested.
- **Come prepared** to each meeting with updates, questions, or topics you would like to discuss.
- **Share progress**, letting your mentor know how their guidance has helped. Mentors value knowing they have made a difference.
- **Stay in touch** with occasional brief check-ins, so the relationship remains active between meetings.

Mentorship is something you build

It can be easy to think of mentorship as something that happens to you. In reality, it is something you create through your own initiative. The students who gain the most are those who treat the relationship as an ongoing project worth investing in, approaching it with curiosity and a willingness to take action.

Making the most of each meeting

The opening and closing moments of a conversation carry particular weight. In the first few minutes, reconnect and set the focus for your time together. In the final few minutes, summarize what you discussed and agree on any next steps. A meeting that begins and ends with intention will feel productive to you both.

Questions to keep the conversation rich

As your relationship develops, you will move beyond introductions into deeper and more specific conversations. The questions below, organized by theme, can help you continue to draw on your mentor's experience.

On career path and growth:

- How did you decide which opportunities to pursue at different points in your career?

- Were there moments when you changed direction, and what prompted them?
- What do you know now that you wish you had understood as a student?

On industry and the profession:

- How is our field changing, and what trends should I be paying attention to?
- What distinguishes someone who excels in this industry from someone who simply gets by?

On skills and development:

- What skills have proven most valuable in your career, technical or otherwise?
- How would you suggest I develop in an area where I feel less confident?

On life as an engineer:

- How do you approach balancing your professional and personal life?
- What keeps you motivated and engaged in your work?

If the relationship is not clicking

Not every mentoring relationship develops the way you hope, and that is a normal part of the experience. If a connection feels less productive than you expected, it is worth pausing to consider why before deciding what to do next.

Often, a relationship can be strengthened with a small adjustment. Consider whether any of the following might help:

- **Revisit your expectations together.** A brief, honest conversation about how often you will meet and what you each hope to gain can resolve many early misunderstandings.
- **Be more specific about what you need.** Mentors are better able to help when you ask clear, concrete questions or make a direct request.
- **Give it a little more time.** Some relationships simply take a few conversations to find their rhythm. Early awkwardness does not always signal a poor fit.

You always have an option

If you have made a genuine effort and the relationship still is not the right fit, that is completely acceptable. There is no need to force a connection that is not working. You may respectfully conclude the relationship, thanking your mentor for their time, and request a different mentor through the network. Finding the right match is a normal part of the process, and choosing to make a change is a sign of thoughtful self-advocacy, not failure.

Section 9 Professionalism & Etiquette

Your mentor is a professional who is generously offering their time. Engaging with professionalism is not only a matter of courtesy; it is valuable practice for the relationships and expectations you will navigate throughout your career.

Communication etiquette

Clear, respectful communication is the foundation of a successful mentoring relationship. As a general practice:

- **Use professional greetings** and a courteous tone, addressing your mentor with a title such as Mr., Ms., or Dr. until they invite you to do otherwise.
- **Respond promptly**, ideally within twenty-four to forty-eight hours, even if only to acknowledge a message and say you will follow up soon.
- **Give as much notice as possible** if you need to reschedule or cancel, and apologize for any inconvenience.
- **Confirm your next meeting** before concluding the current one, so that you both leave with a clear plan.
- **Proofread your messages** before sending them, as thoughtful, well-written communication reflects well on you.

Showing appreciation

Expressing genuine gratitude is one of the simplest and most meaningful things you can do. A thank-you that is specific carries far more weight than a generic one. Rather than only saying “thank you for your time,” mention something particular you found valuable, such as “Your advice on how to approach informational interviews gave me a clear and practical place to start.” This shows your mentor that you were genuinely engaged and that their guidance mattered.

Reliability and follow-through

Few things build trust more effectively than consistency. Arrive to meetings on time and prepared, follow through on the commitments you make, and treat your mentor’s time as the valuable gift it is. Reliability demonstrates respect and signals that you take the relationship, and your own development, seriously.

Representing yourself well

Throughout your participation, remember that you represent not only yourself but also the Enginuity Network and the Riccio College of Engineering. This is not about being overly formal; it is about being intentional, courteous, and authentic in every interaction. The professionalism you practice here will serve you well long after your time in the program.

Section 10 Conversation Ideas & Activities

If you are ever unsure what to discuss or how to make the most of your time together, the ideas below can spark meaningful conversations and practical activities. You and your mentor are welcome to draw on any of these, or to follow your own direction entirely.

The most rewarding mentoring relationships often combine conversation with action. Some meetings may center on a thoughtful discussion, while others may focus on a concrete activity such as reviewing your resume together. The suggestions below are organized into three areas to help you find a starting point.

Career Development Activities

- Review and improve your resume
- Practice a mock interview
- Refine your LinkedIn profile
- Develop a networking strategy
- Discuss salary and negotiation

Career Exploration Topics

- A day in the life of your mentor's role
- Their career path and key decisions
- Industry trends and what is changing
- Graduate school considerations
- Innovation and entrepreneurship

Personal Development Topics

- Work and life balance in practice
- Building confidence and resilience
- Personal branding and presence
- Building a network from the start
- Navigating challenges and setbacks

Make it your own

These ideas are a starting point, not a checklist. The best topics are the ones that connect to your goals and genuinely interest you. Bring the subjects that matter most to you, and do not hesitate to ask your mentor what they would find most enjoyable or valuable to discuss as well.

Section 11 Wrapping Up Well

Every mentoring relationship has a natural arc. Whether your time together concludes at the end of the semester or simply reaches a comfortable stopping point, how you bring it to a close matters.

The closing conversation

Rather than letting a relationship quietly fade, aim to close it with intention. A thoughtful final conversation allows you both to reflect on what you have gained and to part on a positive note. In that conversation, consider:

- Reflecting on what you have learned and how you have grown over the course of the relationship
- Sharing specific ways your mentor's guidance has made a difference for you
- Expressing genuine and specific gratitude for their time and support
- Discussing whether and how you would both like to stay in touch going forward

Staying connected

A mentoring relationship does not have to end when the formal program does. Many meaningful professional relationships continue for years. If you and your mentor would both welcome it, you might stay connected through LinkedIn, occasional updates on your progress, or a brief message when you reach a milestone they helped you work toward.

A simple note months later, sharing that you secured an internship or made a decision they helped you think through, is one of the most rewarding things a mentor can receive. These small gestures sustain relationships that can support you well beyond your time as a student.

A relationship worth continuing

The connections you build through the Enginuity Network can become a lasting part of your professional life. Tend to them with the same care and intention you brought to building them, and they may continue to enrich your career, and your mentor's, for years to come.

Section 12 Resources & Support

You are not navigating your career journey alone. Alongside your mentor, a range of resources is available to support you throughout your time at UMass and beyond.

Career Development & Experiential Learning Center

- Career advising appointments for personalized guidance
- Resume and cover letter review
- Mock interview preparation and practice
- Handshake, for job and internship opportunities

Enginuity Network

- Program website: engmentor.umass.edu
- Xinspire platform support and technical help
- Frequently asked questions and program guides

Additional Campus Resources

- UMass Amherst Career Center
- Riccio College of Engineering Dean's Office
- Academic advising within your department

Your program contact

For questions about the Enginuity Network, guidance on connecting with a mentor, or support of any kind, please reach out. We are glad to help.

Aneesha Andreadis

Assistant Director of Student Development & Corporate Relations

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Welcome to the Enginuity Network. We look forward to supporting you as you explore, connect, and grow.

Appendix A Mentorship Compact

This compact is a simple tool to help you and your mentor begin your relationship with shared, realistic expectations. It is **not a formal agreement** and does not need to be signed or submitted. Complete it together during your first conversation, and revisit it if your needs change.

Getting started together

Student name

Mentor name

Date completed

How we will work together

Discuss each item below and note what you agree on.

How often will we meet? *(Mentors are asked to meet at least three times. You may meet more often if you both wish.)*

How will we communicate? *(For example: video call, phone, email)*

How will we schedule our meetings, and who will reach out?

How will we handle changes or cancellations?

What we each hope to gain

The student hopes to:

The mentor hopes to offer or gain:

Our shared goals for this relationship

List one to three goals you would like to focus on together. You can use the SMART Goals Worksheet in Appendix B to develop these further.

Appendix B SMART Goals Worksheet

Use this worksheet to shape the goals you would like to pursue through your mentorship. You may complete it on your own or together with your mentor. Aim for goals that are clear, realistic, and meaningful to you.

Remember: what makes a goal SMART

S	M	A	R	T
Specific	Measurable	Achievable	Relevant	Time-bound
<i>What exactly do you want to achieve?</i>	<i>How will you know you have made progress?</i>	<i>Is it realistic for your time and stage?</i>	<i>Does it connect to your broader goals?</i>	<i>By when will you accomplish it?</i>

Goal 1

My goal:

Why it matters to me:

First step I will take:

Target date:

Goal 2

My goal:

Why it matters to me:

First step I will take:

Target date:

Goal 3

My goal:

Why it matters to me:

First step I will take:

Target date:

Appendix C Questions Bank

Keep this page handy for inspiration before and during your conversations. You will not use all of these in a single meeting; instead, choose the ones that fit where you are and what you would like to learn. The best questions are often the ones a previous answer inspires you to ask.

Getting to know your mentor

- What drew you to UMass Amherst, and what led you to your engineering discipline?
- What does a typical day or week look like in your current role?
- What do you enjoy most about your work, and what do you find most challenging?
- What does your organization do, and where do you fit within it?

Career path and decisions

- What was your career path after graduation, and were there any turns you did not expect?
- How did you decide which opportunities to pursue at different points in your career?
- Were there moments when you changed direction, and what prompted them?
- What do you know now that you wish you had understood as a student?
- If you were starting your career today, what might you do differently?

Industry and the profession

- How is our field changing, and what trends should I be paying attention to?
- What distinguishes someone who excels in this industry from someone who simply gets by?
- What kinds of roles or paths might someone with my interests consider?
- Are there professional organizations, publications, or events you would recommend?

Skills and development

- What skills have proven most valuable in your career, technical or otherwise?
- How would you suggest I develop in an area where I feel less confident?
- What experiences or projects would you recommend I seek out as a student?
- How do you continue to learn and grow in your own work?

Job and internship search

- What advice would you give for finding and applying to roles in this field?
- What do employers in this industry look for in a strong candidate?
- Would you be willing to review my resume or LinkedIn profile and share feedback?
- How important is networking in this field, and how would you suggest I approach it?

Life as an engineer

- How do you approach balancing your professional and personal life?
- What keeps you motivated and engaged in your work?

- How do you handle setbacks or periods of uncertainty?
- What does success look like to you, and has that definition changed over time?

Appendix D Program FAQ

Below are answers to questions students ask most often. If your question is not addressed here, please reach out to the program contact listed in Section 12.

Who is eligible to participate?

The Enginuity Network is open to undergraduate engineering students who have completed at least their first semester at UMass Amherst. This ensures you have settled into your studies and can engage with mentors in a focused, prepared way. Students at every stage beyond the first semester, from sophomores to seniors, are welcome and encouraged to take part.

How much time does it require?

The time commitment is flexible and largely up to you. Mentors are asked to meet with their student at least three times over the course of the relationship. Beyond those meetings, the amount of time you invest, in preparing, following up, and staying in touch, is yours to determine based on your goals and schedule.

What if my mentor does not respond?

Mentors are working professionals, so an occasional delay is normal. If you have not heard back within five to seven days, send a brief, polite follow-up. If you still receive no response after following up, reach out to the program contact in Section 12 for guidance and support.

Can I have more than one mentor?

The program is designed around building one meaningful mentoring relationship at a time, which allows you to invest fully in that connection. If you would like to explore connecting with more than one mentor, reach out to the program contact to discuss your situation.

What if the relationship is not a good fit?

Not every match is the right one, and that is a normal part of the process. Section 8 offers suggestions for strengthening a relationship that feels less productive than you hoped. If, after a genuine effort, it still is not the right fit, you may respectfully conclude the relationship and request a different mentor. Choosing to make a change is a sign of thoughtful self-advocacy.

Do I need to sign up again each semester?

Yes. Students sign up each semester they wish to participate. This allows you to engage when the timing is right for you and to set fresh goals as your interests and circumstances evolve. Our alumni mentors remain in the network year-round, so they will be there when you return.

Is this program only for students looking for a job?

Not at all. While many students use mentorship to support a job or internship search, the program serves a much wider range of goals. You might connect with a mentor to explore a field, gain industry insight, develop a skill, consider graduate school, or simply learn from someone whose career interests you. Curiosity, in any direction, is always welcome.

Thank you for being part of the Enginuity Network. We look forward to supporting you as you explore, connect, and grow.