



RWEST U Fact Sheet

2016-2018 Mentoring Program

What is RWEST U?

Raytheon Women in Engineering Science and Technology (RWEST) is a mentoring program at Raytheon Missile Systems. It recently launched RWEST U which is fundamentally a mentoring program between RMS engineering professionals with University of Arizona female college students. RWEST U is an extension of the RWEST program philosophy at the collegiate level portion of the local STEM pipeline which provides for potential engineering talent at RMS. The program structure is built upon three goals:

1. Increase retention of female engineers at collegiate level
2. Increase number of graduating females students in engineering at the UA
3. Promote Raytheon as potential career path Post-College

Selected college students will be matched with an RMS female employee for four semesters to develop and cultivate a relationship, offer a professional perspective to the student, and to promote Raytheon as a potential career opportunity post college.

Why does this program exist?

Raytheon Missile Systems has a low number of female engineers and an even lower number of women in technical fields at the highest pay grades. The need to support women in science, technology, engineering and math (STEM) is at the forefront for RMS. The business is looking for new ways to reach out to UA students, and this opportunity is perfect for reaching female STEM students. The employees participating in the RWEST program can 'pay it forward' by volunteering their time to mentor one student.

How to get involved?

RWEST is looking for female students who are studying a STEM field. The mentoring program will begin in Fall of 2016 and will conclude in Spring 2018. However, the employee and student are welcome to continue the relationship after the program concludes if they wish to do so. We're looking for motivated individuals who are willing to take the initiative to further their education and careers.

What are the participant requirements, time commitment, and benefits of involvement?

All participants must be female. UA students must be studying a STEM field and RMS employees must work in a technical department within Raytheon Missile Systems. The time commitment will be minimal as the relationship between the UA student and the employee can vary from meeting in person or communicating via email, Facebook, video conferencing (off plant-site), etc. Some pairs may have the time to meet every couple weeks, where others may meet only at RWEST sponsored events. We are looking for motivated individuals who take initiative.

How will I get started?

As a UA student, apply for the position before April 13. Applications will be reviewed and the committee will be finalizing matches in April.



Who are my points of contact?

Sara Chavarria - spchavar@email.arizona.edu

Michelle Higgins - mlhiggins@email.arizona.edu

Karen Christensen – kchristensen@raytheon.com

Alonso Garcia – Alonso_Garcia@raytheon.com

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THE UNIVERSITY OF ARIZONA
STEM
Learning Center



RWEST U – For the Mentee

To the Mentee:

1. Keep your interactions strictly to topics of career and career readiness.
2. Your mentor is there to help you understand and maneuver the logistics of how to get yourself on a good career path.
3. Their experiences as undergraduates, as graduate students, and early career professionals may mirror what your path will look like so glean what you can about what to plan for as well as how. Their experiences are invaluable and can help lay a foundation for you to begin on your path to fulfilling your career aspirations.
4. Remember: Once you graduate and enter the career realm, these mentors will likely become your experienced colleagues. Interact with them with this in mind. They are there to help but also potential networking contacts.

The Role of the Raytheon Mentor:

Your mentor is here to help you with questions you may have related to career preparedness. They were once students just like you and should be able to provide insight on how to be ready to successfully enter the work force.

Modes of interaction: We don't want to overburden anyone so the topics mentors introduce are meant to be ones that can take place via email.

- Email – primarily mode of interaction
- In Person (schedule after work hours or weekends)*
- Skype (schedule after work hours or weekends)*
- Phone calls (schedule after hours or weekends)*

** If these will be modes you explore set up a formal schedule (time and day of the week so that it can be managed without either party feeling like there is too much contact.) For more frequent contact, use email.*

Being a successful Mentee:

1. Show initiative (within reason): Take some initiative in reaching out to your mentor for advice and support. Examples:
 - a. Have questions about a job track
 - b. Questions about internship opportunities
 - c. Questions about grad school
 - d. Questions about the importance of work related qualities employers are looking for.
 - e. What are transferable skills?
 - f. What should the resume reflect?

2. It is OK to ask your mentor about how they dealt with academic issues when in school such as:
- a. Being a female in a male dominated world.
 - b. How important is assertiveness in classes?
 - c. How important is assertiveness in your job?
 - d. How important is volunteering? Or student clubs?
 - e. How important are internships?
 - f. How important is networking?
 - g. How do I network successfully? What does it mean to network?
 - h. How do I build a support network while still in school?
 - i. How do I deal with adversity? Give example?
 - j. What is it like to work in a male dominated arena?
 - k. How important is it to show initiative when a student?

Important Links at the UA for additional support:

THINK TANK tutoring services: <http://thinktank.arizona.edu/>

CAREER SERVICES - <http://career.arizona.edu/>

Who are my points of contact?

There are two coordinators for RWEST U

Sara Chavarria - spchavar@email.arizona.edu

Michelle Higgins - mlhiggins@email.arizona.edu