The MIT Office of Minority Education
Mentor Advocate Partnership

Mentor
a wise and trusted counselor, teacher;
an influential senior sponsor or supporter

Advocate
an influential senior sponsor or supporter

Partnership
the state or condition of being a partner;
participation; association; joint interest
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Introduction
The mission of the OME is to promote academic excellence, build strong communities, and develop professional mindsets among students of underrepresented minority groups, with the ultimate goal of developing global leaders in the academy, industry, and society.

Building strong relationships during the college experience plays an integral role in academic success and personal satisfaction at MIT. The Mentor Advocate Partnership (MAP) program was initiated to facilitate these relationships. At the core of MAP is a sincere, trusting partnership between protégés and their mentors designed to support them throughout their undergraduate years.

OME Dean’s Welcome to Protégés
Greetings Class of 2025,

Welcome to MIT and the Office of Minority Education (OME)! We are excited to have you here and hope that you are already getting acclimated to your new home away from home. The Mentor Advocate Partnership (MAP) is one of many programs our office offers for first-year students. Over the next year, MAP mentors and staff will listen, encourage, and guide you to new heights both personally and professionally. It is our hope that you will take full advantage of the opportunities presented to you through MAP and through the OME. Please feel free to stop by our office (Bldg. 4-107) if you have any questions, comments, or concerns. Welcome, once again, and enjoy your time at MIT!

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Director, Office of Minority Education

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What is the Mentor Advocate Partnership (MAP)?
MAP is a volunteer mentoring program that connects MIT first-year undergraduate students with MIT faculty, staff, post-docs and graduate students.

First piloted in 2007, MAP seeks to foster the holistic development of students along both academic and non-academic dimensions. Mentors assist protégés by helping to build relationships, monitor academic performance and personal well-being, offer encouragement, and provide a proactive support network.

Why was MAP started?
Studies show that students with mentors:
- Positively adjust to college,
- Are more likely to graduate,
- Have a greater overall satisfaction with their college experience,
- Increase their self-efficacy—perceived confidence in their ability, and
- Fare better on key measures of college success than students who fail to make mentoring connections.

What are the benefits of mentoring for protégés?
Making connections at MIT is critical to student success. A close relationship with an MIT MAP mentor is a great way to start building a strong network at the Institute. A mentor can be a motivator, supporter, coach, connector, door opener, champion, friend, and more.

What are the benefits of mentoring for mentors?
Making connections is also a great opportunity for mentors. In this case mentors get to connect with MIT students. Being a mentor is an opportunity to “give back” by sharing knowledge, but it is also an opportunity for the mentor to learn. Mentors often gain new perspectives from their protégés, and in the process learn about themselves. Lastly mentoring allows for the development of interpersonal skills, which are transferable to the work place and home. Overall, mentors often report greater personal satisfaction resulting from participation in programs such as MAP.
What is the difference between a MAP Mentor and First Year Academic Advisors?

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<tr>
<th>MAP Mentor (OME)</th>
<th>First Year Academic Advisor (Office of the First Year)</th>
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<tr>
<td>• Optional for first year students</td>
<td>• Required for first year students</td>
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<tr>
<td>• Guides protégés in building relationships with faculty, staff, post-docs and</td>
<td>• Helps advisees become familiar with academic life at</td>
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<td>graduate students.</td>
<td>MIT</td>
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<td>• Offers encouragement and helps to improve protégé self-confidence</td>
<td>• Assists them to choose their fall, IAP, and spring</td>
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<td>• Assists with goal setting</td>
<td>classes</td>
</tr>
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<td>• Provides proactive support</td>
<td>• Meets with advisee to discuss how classes are going</td>
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<td>• Connects protégés to helpful people and resources</td>
<td>• Keeps track of student academic progress</td>
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<td>• Helps protégés find creative solutions to problems or issues</td>
<td>• Gives advice on time management and learning strategies</td>
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<td>• Discusses protégé ideas</td>
<td>• Provides guidance through the process of choosing a</td>
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<td>• More flexibility to meet protégé needs</td>
<td>major</td>
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<td></td>
<td>• Provides advice and refers students to resources</td>
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</table>

**Mentors should strive to:**
- Create an environment for meetings that makes protégés feel comfortable
- Help protégés feel at ease in discussing any academic or social difficulties they may encounter
- Understand and empathize with various circumstances and experiences
- Be encouraging
- Make appropriate referrals to resources to facilitate academic, personal, and professional development
- Improve protégé self-efficacy (perceived confidence in abilities)
- Reinforce the distinction between the MAP mentor role and first year academic advisor role

**Protégé should strive to:**
- Set clear and realistic expectations
- Communicate regularly with mentor, whether in good or bad times
- Reach out to mentor when in need of help
- Be on time for any meetings with mentor
- Actively show appreciation to mentor
How are mentors selected?
Mentor recruitment happens during the summer. Faculty, staff, post-docs and graduate students apply to become MAP mentors through the Office of Minority Education as applications are reviewed before the matching process begins. Mentors are selected based upon their desire to mentor and willingness to adhere to the programmatic time commitments.

How are protégés selected?
Protégé recruitment begins during Campus Preview Weekend. Over the summer, letters and emails describing the program and encouraging participation are sent to all underrepresented minority first year students while flyers and presentations are given during Orientation. Applications are then received and reviewed for protégés during the first two weeks in September.

How are mentors and protégés matched?
MAP’s matching process is critical to the experience of its participants. It is designed to facilitate matches that are beneficial for protégés and mentors, as well as be productive throughout the length of the program. OME staff match mentors and protégés based on ranked preferences and similarities.

What do protégés say about the benefits of a MAP mentoring relationship?
"From answering my emails very quickly, to listening to me, and having interested conversations with me, [Mentor] has been the best mentor I could have ever asked for. I never imagined I would have the pleasure and honor of developing a relationship with a faculty member as caring and loving as her. This is why I will stay connected with her even after the program officially ends."

"As a freshman going to college in a foreign country, I relied on [Mentor] for advice on everything from where to buy shoes to how much to tip at a restaurant. She made me feel like home, checked in on me frequently and was always warm and caring. She has truly impacted my life and helped me make a smooth transition to college life!"
**CONFIDENTIALITY**

*Can you tell me a little more about confidentiality?*
Confidentiality is paramount and often misunderstood. Maintaining the confidentiality of protégés is one of the ways that you demonstrate respect for them and reinforce your position as a mentor. If confidentiality is broken, the risk of reducing your effectiveness as mentor and resource is greatly increased.

Although it is important for protégés to feel that they can confide in you without feeling that their statements will become public knowledge, it is equally important to remember the difference between breaking confidentiality and seeking the benefit of appropriate consultation.

DO NOT share confidential information with friends, other students, etc. You must always be able to share problem situations and/or seek assistance from the OME staff. Your first resource is always the OME staff - when in doubt, check with them - they operate under similar confidentiality guidelines and may be able to help you put your information into a larger context.

*Are there cases when confidentiality can be broken?*
Yes. Mentors are obligated to share information regarding their protégé with the OME MAP staff when

- The mentor believes the protégé is in danger
- The safety of another person is in jeopardy

Mentors are considered MIT “responsible employees.” As a result, mentors should keep conversations as confidential as possible, but information about incidents of sexual misconduct must be shared with the Title IX Office so that the Institute can take the proper actions to ensure safety. Please note that the wishes of the person providing the information are given full consideration.
What are the program expectations and commitments?

As a Mentor, it is expected that you:

- Make a year-long commitment to one protégé
- Meet with your protégé (either in-person or virtually) at least three (3) times each semester
- Initiate communication with your protégés using the agreed methods of communication
- Attend MAP events for training, support, and celebration (2-3 each semester)
- Submit documentation (Monthly Check-in Form, End of Year Surveys, etc.) - emails will be sent reminding you to submit this documentation
- Immediately address any concerns with MAP staff

To assist mentors in achieving these goals MAP holds several group events each semester, not including required kick-off trainings. These include three events of about an hour each, plus the end-of-semester celebration, and additional time for email check-ins or phone conversations. We have also provided a list of “Things to Do” (see page 14).

A stipend of $50 per protégé is made available to mentors. Stipends are reimbursed at the end of the program. Mentor must submit receipt and brief description of funds’ usage in order to be reimbursed.

As a Protégé, it is expected that you:

- Make a year-long commitment to the program
- Meet 1:1 (either in person or virtually) with your mentor at least three (3) times each semester
- Communicate with your mentor as desired using the agreed methods of communication
- Attend MAP events for training, support, and celebration (2-3 each semester)
- Submit documentation (Monthly Check-in Form, End of Year Surveys, etc.) - emails will be sent reminding you to submit this documentation
- Immediately address any concerns regarding your mentor or the program with MAP staff
MAJOR EVENTS TIMELINE

September 21
NEXUS

October 5
Meet Your Match Event

November 16
Fall Activity

February 22
Mentor Appreciation Lunch

March 15
Pi(e) Day Celebration

April 28
End-of-Year Celebration
1. Demonstrate interest, helpful intent, and involvement. When you talk with your protégé, clear your mind of unnecessary thoughts and distractions, so you can give her or him your undivided attention.

2. Establish rapport by learning and remembering personal information about protégés.

3. Begin by focusing on strengths and potentials rather than limitations.

4. Keep frequent contact—short emails/phone calls can make a big difference.

5. Be available and keep appointments.

6. Follow up on protégé commitments and goals.

7. Don’t be critical of other faculty or staff to protégés.

8. Consistently self-evaluate the effectiveness of how you mentor and adjust accordingly. Use your fellow mentors and OME staff as sources of support and advice.

9. Be yourself and give your protégé the room to be his/herself.

10. Remember that active listening is one of the most important skills of a good mentor.

11. Understand that your advice is just that...advice. Should your protégé choose to disregard your advice (however sound it may be), do not be discouraged or refrain from sharing in the future.

12. Remember that relationships are two-way avenues. Learning occurs in both directions!

### Student Support Services, (S^3)
[https://studentlife.mit.edu/s3](https://studentlife.mit.edu/s3)
Bldg. 5-104. Appointments or Questions: 617-253-4861

S3 is a friendly and easily accessible hub of support for MIT students. Whether you are struggling with a PSET due to personal hardship, you feel too ill to take an exam, you are considering taking time away from the Institute, or you just aren’t sure who to talk to, we can help.

### MIT Mental Health
[https://medical.mit.edu/services/mental-health-counseling](https://medical.mit.edu/services/mental-health-counseling)
Bldg. E23, 3rd floor
Weekdays: 617-253-2916
Nights/Weekends: 617-253-4481

Works with students to identify, understand, and solve problems, and to help transform that understanding into positive action. They see nearly 21 percent of the student body each year, and about 29 percent of students in a given class by the time they graduate.

Hours: Mon-Thurs, 8:30 am-7 pm; Fri 8:30 am-5 pm;
Walk-in hours for urgent concerns: Mon-Fri, 2-4 pm

### Dean on Call
[https://studentlife.mit.edu/dean-call-system](https://studentlife.mit.edu/dean-call-system)

The Division of Student Life offers a number of integrated programs and services to support student wellness. In the event of student emergencies, DSL staff and others from across MIT volunteer for the Dean On-Call system, which is just a phone call away.

Call 617-253-1212 and ask to speak with the Dean on Call. Hours: Weekdays, 5pm-9am; Weekends, 24 hours

### Disability and Access Services
[https://studentlife.mit.edu/sds](https://studentlife.mit.edu/sds)
Bldg. 5-104
617-253-1674
sds-all@mit.edu

Do you have a disability? Many MIT students do - visible and invisible, permanent and temporary. Not sure if you have a disability? Many students do not get diagnosed until college. Come and talk to us.

### Urgent Care
[https://medical.mit.edu/services/urgent-care](https://medical.mit.edu/services/urgent-care)
Bldg. E23, 1st floor
617-253-4481 (24 hrs/day)
Hours: 8am-8pm, 7 days/week

MIT Medical’s walk-in Urgent Care Service is open from 8 a.m.–8 p.m. every day (last patient check-in, 7:30 p.m.) for urgent, but non-life-threatening emergencies.

### Violence Prevention & Response
[https://studentlife.mit.edu/vpr](https://studentlife.mit.edu/vpr)
Bldg. E23, 4th Floor
Phone: 617-253-2300 (hotline 24 hours/day)
Email: vpradvocate@mit.edu

MIT’s primary on-campus resource for preventing and responding to interpersonal violence including sexual assault, dating and domestic violence, stalking, and sexual harassment. Our hotline is available 24 hours a day to support survivors in deciding what to do next.
| **Office of the First Year**  
http://web.mit.edu/firstyear/ | Serves as the first-year headquarters as well as a resource during students’ undergraduates years. Staff members connect students to their academic advisor, associate advisor, and general academic information. In addition, staff can assist students in developing skills and learning strategies and can provide individual advising on academic issues. The office oversees first year Orientation, pre-Orientation programs, the First Generation Program (FGP), staffs the Committee on Academic Performance and IAP. |
| **Student Financial Services**  
http://sfs.mit.edu/  
Bldg. 11-120  
617-258-8600 | Our combined office provides financial aid, collects payments, coordinates jobs, and advises on financial literacy. If you have a question about money while you’re here, come to us first.  
Email: sfs@mit.edu |
| **Career Advising and Professional Development**  
https://capd.mit.edu/career-advising-professional-development | Helps MIT students, recent alumni, and postdocs find jobs and internships, explore career options, and apply to graduate and professional schools. The office is located in E17-294 and can be reached by phone at 617-715-5329 or by email (capd@mit.edu). |
| **Office of Minority Education**  
https://ome.mit.edu/  
Bldg. 4-107  
617-253-5010 | Offers programs that encourage the promotion of excellence among under-represented minority students, celebrate academic achievement, and provide opportunities for mentorship and academic enrichment.  
MAP Email: map-ome@mit.edu |
| **OME Talented Scholars Resource Room (TSR^2)**  
https://ome.mit.edu/programs-services/talented-scholars-resource-room-tsr2 | Provides free academic support to all MIT undergraduates in virtually any subject requested (with a focus on STEM GIR’s). Services include: weekly P-set nights, one-on-one appointments, exam reviews and biweekly facilitated study groups. |
| **Religious Life**  
https://studentlife.mit.edu/orsei  
Bldg. W11  
617-253-7707 | There are about forty active student religious organizations on campus, many of which are supported by one of twenty five ORSEL affiliated professionals. Affiliates support on-campus programming, provide confidential one-on-one counseling, and advise student religious organizations. |
| **Institute Discrimination and Harassment Response Office**  
http://idhr.mit.edu/  
Bldg. W31-223  
617-715-4080 | Preventing and addressing gender-based discrimination and bias and discrimination. May report incidents to this office. |
SUGGESTIONS for a SUCCESSFUL RELATIONSHIP
(for the protégés)

1. Discuss honestly and clearly with your mentor the expectations that you both have for the mentoring relationship. It is important that you both understand each other’s goals and expectations so that you avoid confusion. Also recognize that the goals of mentoring may change during the course of your time in MAP; continuous dialogue is important.

2. Establish a comfortable schedule of contact with your mentor. Even if specific questions do not arise, you should stay in regular contact with your mentor; try for at least once every month.

3. Seek advice and be proactive: Do not assume that advice will be offered if not solicited or that your mentor is aware of all your needs.

4. Plan ahead for your meetings, phone calls, and email conversations with your mentor.

5. Share concerns, problems, and celebrations with your mentor.

6. Seriously consider the advice given by your mentor. And, share your own experience, intuition, and values to increase your mentor’s understanding of your position and perspective. Be an active—not a passive—partner in this relationship.

7. Show appreciation for the time and assistance given by your mentor.

8. Remember that relationships are two-way avenues. Learning occurs in both directions!

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<tr>
<th><strong>Learning Strategies</strong></th>
<th><a href="http://web.mit.edu/uaap/learning/">http://web.mit.edu/uaap/learning/</a></th>
<th>This site offers online self-assessments and modules on time management, test taking, finals preparation, and academic integrity. It also lists study sessions for first year Science Core subjects, sources of tutoring, and occasional workshops on particular study skills.</th>
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<td><strong>Talented Scholars Resource Room (TSR^2)</strong></td>
<td><a href="https://ome.mit.edu/programs-services/ome-talented-scholars-resource-room-tsr2">https://ome.mit.edu/programs-services/ome-talented-scholars-resource-room-tsr2</a></td>
<td>Provides free academic support to all MIT undergraduates in virtually any subject requested (with a focus on STEM GIR’s). Services include: weekly P-set nights, one-on-one appointments, exam reviews and biweekly facilitated study groups.</td>
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<td><strong>MIT Libraries</strong></td>
<td><a href="http://libraries.mit.edu/index.html">http://libraries.mit.edu/index.html</a></td>
<td>The Libraries may not be the first place you think of for student support, but they offer a vast array of tools for learning, research, relaxation, and even personal growth. Their online resource is a good place to start. The Ask Us service provides individual answers, sometimes in real time.</td>
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<td><strong>The Writing Center</strong></td>
<td><a href="http://web.mit.edu/writing/">http://web.mit.edu/writing/</a></td>
<td>Online help for many writing difficulties, from questions about grammar to matters of style. Includes concise strategies for the process of writing or public speaking, guides to proper citation and avoiding plagiarism, and links to online dictionaries and The Mayfield Handbook of Technical and Scientific Writing.</td>
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<td><strong>Undergraduate Academic Administrators</strong></td>
<td><a href="http://web.mit.edu/acadinfo/deptcontacts/undergrad_administrators.html">http://web.mit.edu/acadinfo/deptcontacts/undergrad_administrators.html</a></td>
<td>A listing of staff contacts for each department – undergraduate academic administrators are valuable sources of information and help in particular academic departments.</td>
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<td><strong>Office of the First Year</strong></td>
<td><a href="http://web.mit.edu/firstyear/">http://web.mit.edu/firstyear/</a></td>
<td>Serves as the first-year headquarters as well as a resource during students’ undergraduates years. Staff members connect students to their academic advisor, associate advisor, and general academic information. In addition, staff can assist students in developing skills and learning strategies and can provide individual advising on academic issues. The office oversees first year Orientation, pre-Orientation programs, the First Generation Program (FGP), staffs the Committee on Academic Performance and IAP.</td>
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<td><strong>STUDENT SUPPORT OFFICES and DEPARTMENTS</strong></td>
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<td><strong>Student Support Services (S^3)</strong></td>
<td>Free confidential counseling for all issues, support for special groups, and consultation for mentors. Room 5-104. Appointments or Questions: 617-253-4861</td>
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<td><a href="https://studentlife.mit.edu/s3">https://studentlife.mit.edu/s3</a></td>
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<td><strong>MIT Medical Department</strong></td>
<td>Offers a single, centralized source for all student health care needs, including comprehensive health insurance, care and treatment at the on-campus medical center, referral to outside specialists and facilities, and an extensive roster of health promotion programs.</td>
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<td><a href="https://medical.mit.edu/">https://medical.mit.edu/</a></td>
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<td><strong>Office of Minority Education</strong></td>
<td>Offers programs that encourage the promotion of excellence among under-represented minority students, celebrate academic achievement, and provide opportunities for mentorship and academic enrichment. Sponsors the Talented Scholars Room that is open to all students.</td>
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<td><a href="https://ome.mit.edu/">https://ome.mit.edu/</a></td>
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<td><strong>International Students Office</strong></td>
<td>Advice on travel and other immigration issues, processing of required forms, and a host program. The ISO encourages international students to see one of their counselors by appointment.</td>
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<td><strong>Disabilities Services Office</strong></td>
<td>The DSO seeks to ensure that students with disabilities receive equal access to all Institute programs and services. Some students may be reluctant to contact the DSO, especially about &quot;invisible&quot; conditions like learning disabilities.</td>
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<td><a href="https://studentlife.mit.edu/sds">https://studentlife.mit.edu/sds</a></td>
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<td><strong>MIT Police</strong></td>
<td>In an emergency dial 100 from any campus phone or call 617-253-1212. The Campus Police maintain the official Lost &amp; Found, register laptops, patrol the campus, help with medical transportation, and safety education.</td>
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<td><a href="https://police.mit.edu/">https://police.mit.edu/</a></td>
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<td><strong>Information Services &amp; Technology</strong></td>
<td>Both you and your protégé may need to use this site, which provides a wide range of information on hardware and software used at MIT. IS&amp;T also includes telecommunications.</td>
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<td><strong>Social Justice Programming &amp; Cross Cultural Engagement (SPXCE) Intercultural Center</strong></td>
<td>With a student-centered approach, the SPXCE works to foster a more inclusive, equitable, and affirming MIT campus climate. As a collaborative initiative between the Office of Multicultural Programs and LBGTQ@MIT, the SPXCE provides intersectional social justice education, support, community-building, and leadership development.</td>
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<td><strong>STUDENT SERVICE OFFICES</strong></td>
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<td><strong><a href="http://web.mit.edu/firstyear/advisors/resources/studentservice.html">http://web.mit.edu/firstyear/advisors/resources/studentservice.html</a></strong></td>
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<tr>
<td><strong>Student Financial Services</strong></td>
<td>This office, located within the Student Services Center, is responsible for all tuition, fees, and financial aid. The website has extensive detail about financial aid, billing and payment, and student employment.</td>
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<td><strong><a href="http://sfs.mit.edu/">http://sfs.mit.edu/</a></strong></td>
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<tr>
<td><strong>Housing</strong></td>
<td>Specifics on each of the residence halls; housing application procedures, forms and deadlines; details on the special housing programs; and answers to commonly asked questions.</td>
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<td><strong><a href="http://housing.mit.edu/">http://housing.mit.edu/</a></strong></td>
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<td><strong>Athletics and Physical Education</strong></td>
<td>Directory of coaches (useful if your protégé is a student-athlete). Details of the Physical Education requirement; listings and schedules for PE classes; information on club, intramural, and varsity sports.</td>
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<td><strong><a href="http://mitpe.mit.edu/">http://mitpe.mit.edu/</a></strong></td>
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<td><strong>Career Advising and Professional Development</strong></td>
<td>Helps MIT students, recent alumni, and postdocs find jobs and internships, explore career options, and apply to graduate and professional schools. The office is located in E17-294 and can be reached by phone at 617-715-5329 or by email (<a href="mailto:capd@mit.edu">capd@mit.edu</a>).</td>
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<td><strong><a href="https://capd.mit.edu/career-advising-professional-development">https://capd.mit.edu/career-advising-professional-development</a></strong></td>
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<td><strong>Study Abroad</strong></td>
<td>The Global Education Office can help you find exciting study abroad opportunities almost anywhere in the world.</td>
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<td><strong><a href="https://studyabroad.mit.edu/">https://studyabroad.mit.edu/</a></strong></td>
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<td><strong>Division of Student Life</strong></td>
<td>Describes the many offices supervised by the DSL. Includes a handy online list of resources, from Alcohol to T Passes, with Dining, Fraternities/Sororities/ILGs, and Religious Life in between.</td>
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<td><strong><a href="http://studentlife.mit.edu/">http://studentlife.mit.edu/</a></strong></td>
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<td><strong>Student Resources</strong></td>
<td>A comprehensive guide to resources available at MIT.</td>
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<td><strong><a href="http://resources.mit.edu/">http://resources.mit.edu/</a></strong></td>
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<tr>
<td><strong>CARE Team</strong></td>
<td>A team of staff who support all students through challenges they may experience during their time at MIT.</td>
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<td><strong><a href="http://studentlife.mit.edu/careteam">http://studentlife.mit.edu/careteam</a></strong></td>
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THINGS TO DO VIRTUALLY

- **Watch2gether** - Watch YouTube and Vimeo videos, listen to Soundcloud, and browse Pinterest (among other things!) together in real time.
- **Netflix Party** is a browser plugin (for Google Chrome only) that allows you to watch Netflix content with a friend, complete with a chat window to allow for discussion in real time.
- Watch hundreds of TV shows and movies together from **PlutoTV**. Combine this with a Zoom call and screen share to watch the same show/movie in real time.
- See what’s happening around the world with **EarthCam**. Combine this with a Zoom call and screen share to watch the same city cam together in real time.
- E-book club - pick a book to read together. Places to find e-books include the MIT Library site, **OverDrive** or **Hoopla** (use your local library card) and **Project Gutenberg**. If you aren’t sure what to read, we suggest **Bad Blood: Secrets and Lies in a Silicon Valley Startup**.
- If you are not into a big reading project right now, a podcast might be the way to go! Some classics are **This American Life**, **99% Invisible**, and **Stuff You Missed In History Class**. There is also **The Dropout**, which is the podcast form of **Bad Blood** (mentioned above). You can also look for audiobooks from the library!
- Try a meditation: **Headspace** has plenty of free options for a guided meditation, as does **YouTube**.
- If you enjoy opera, the **Metropolitan Opera** is offering free streaming of a variety of past performances and is adding new performances in the coming days.
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