

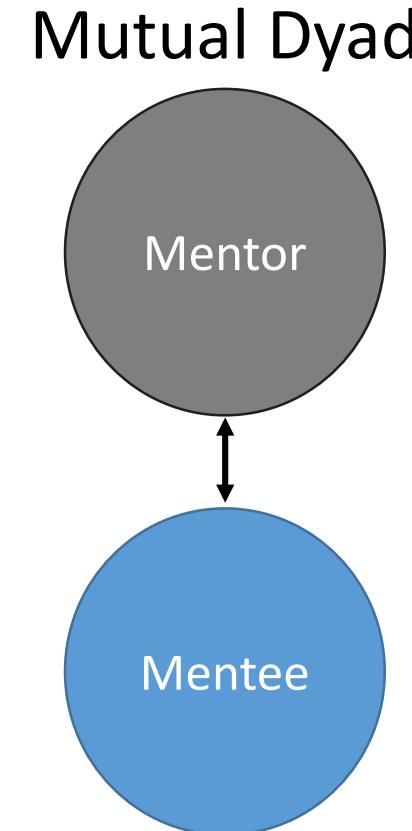
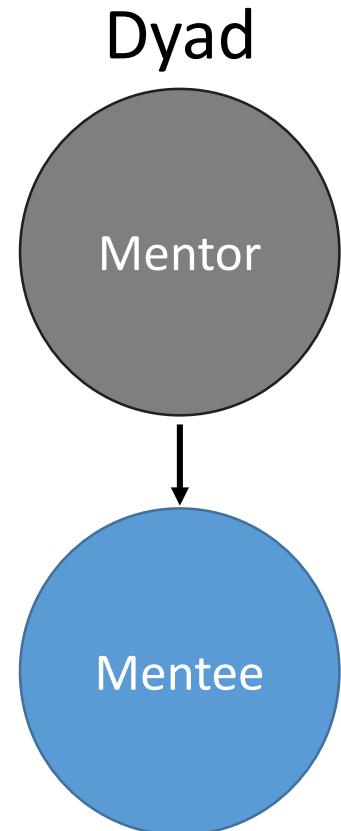
Non-Dyadic Models of Mentorship

Beronda L. Montgomery, Michigan State University

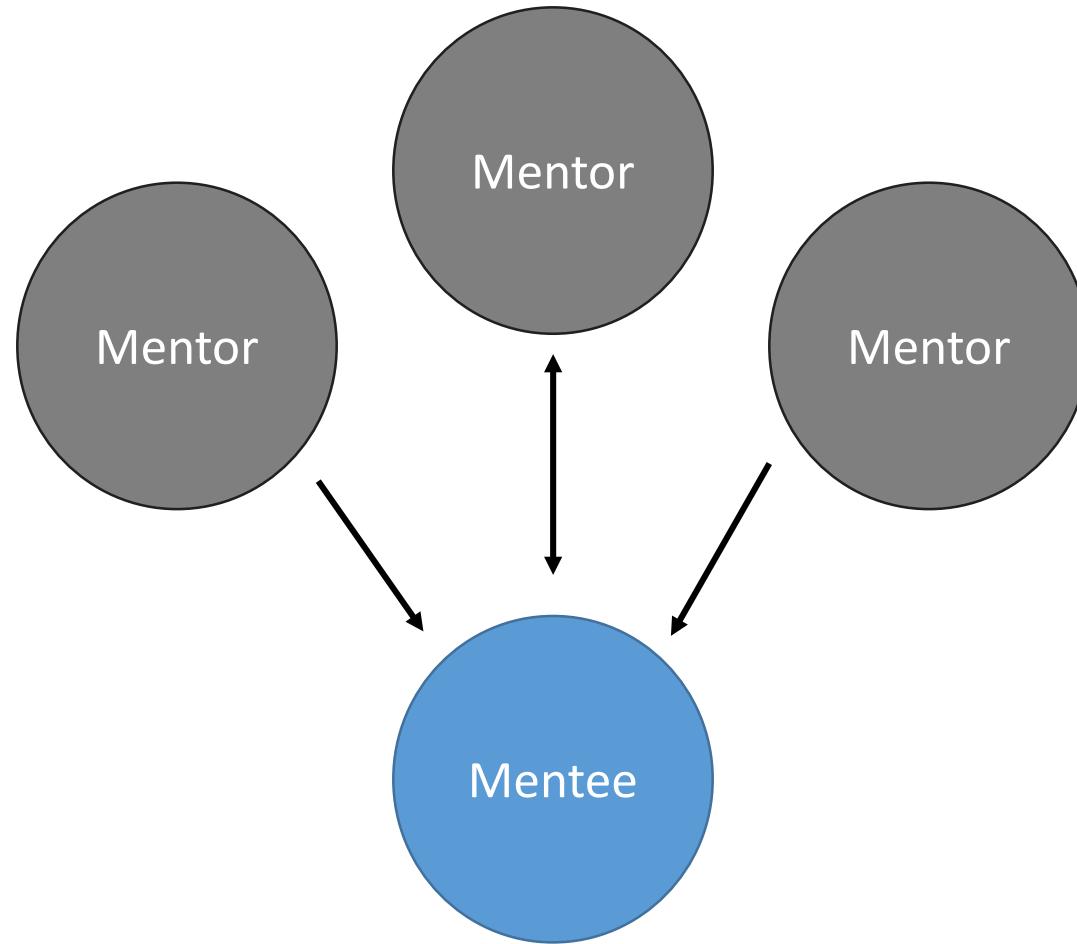
Stephani Page, Duke University

Dyadic Mentoring

- Often hierarchical flow of information from *mentor* to *mentee*
(sometimes evolves to mutual or bilateral)

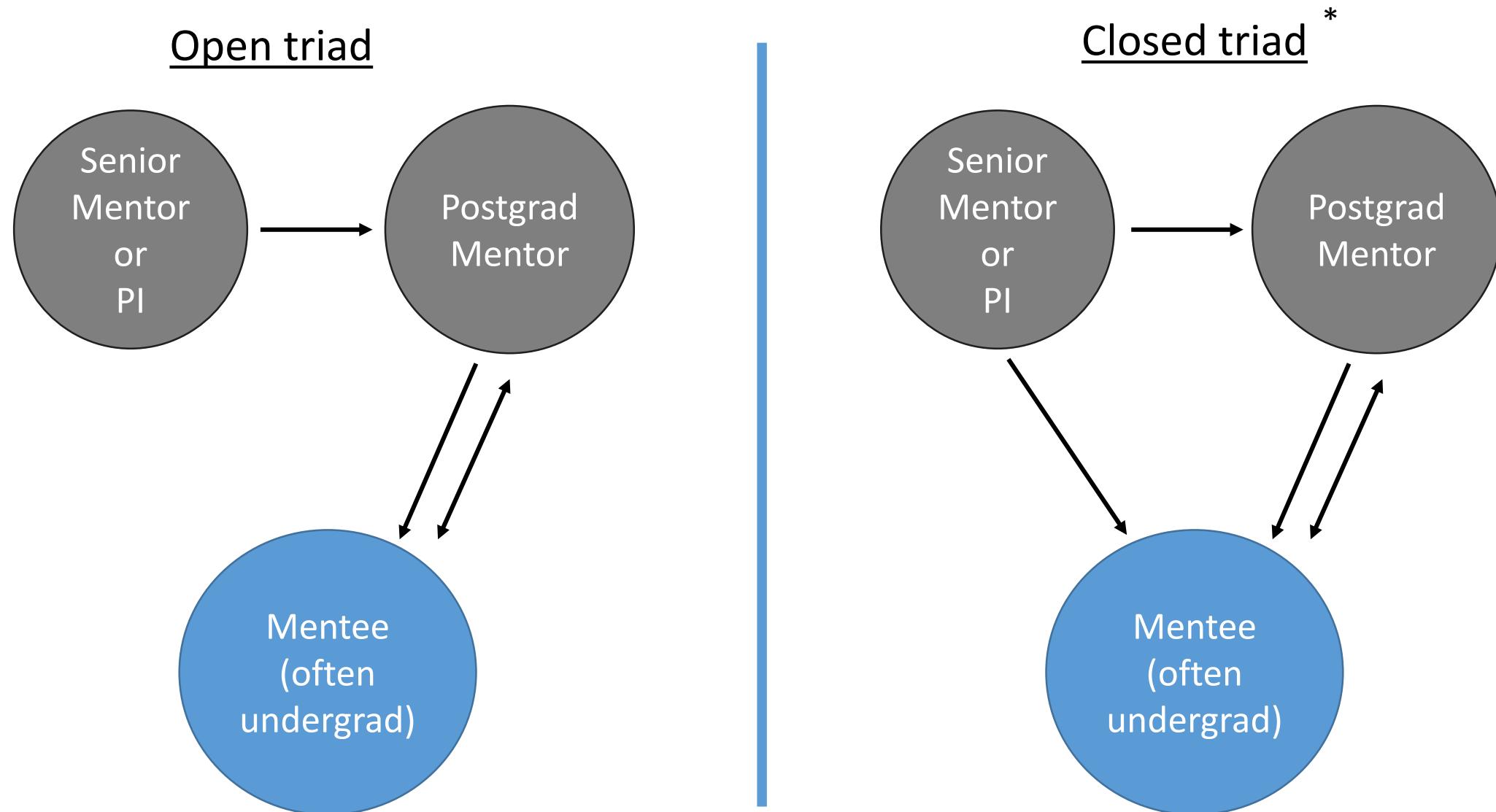


Multiple Mentors



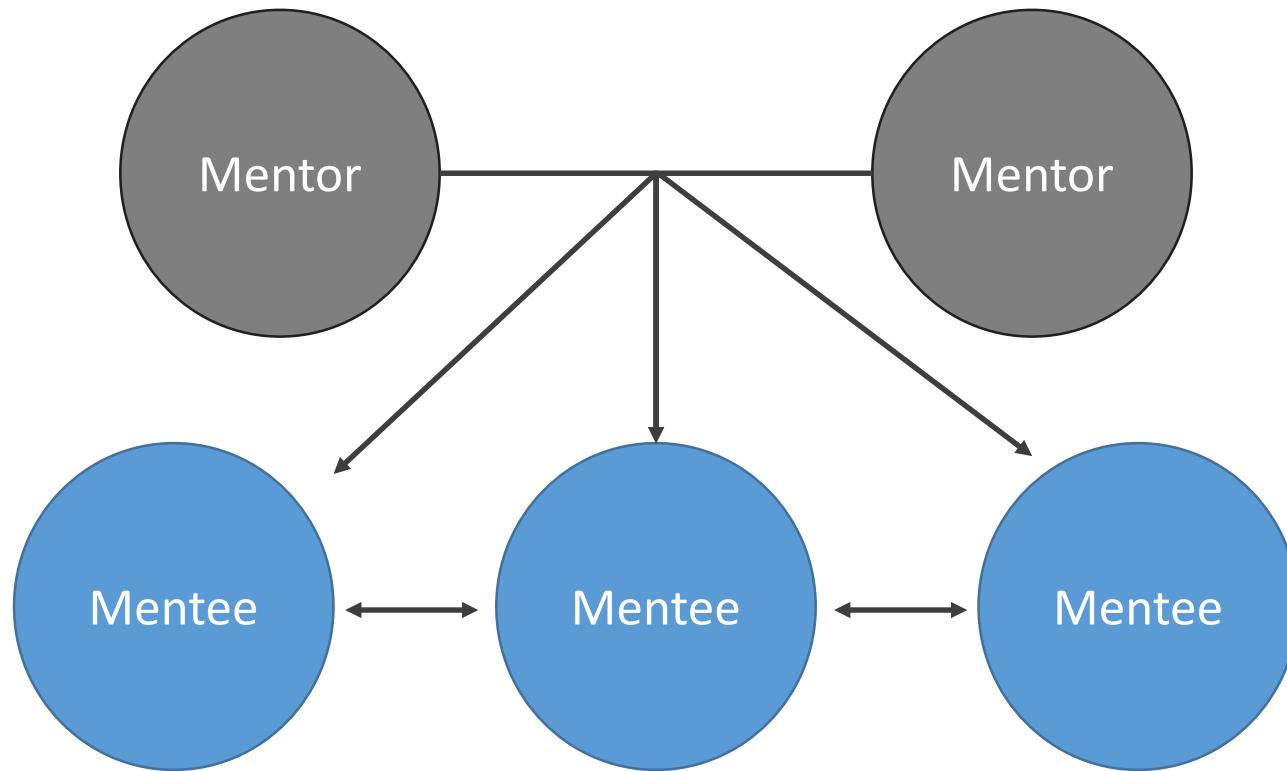
Multiple mentors associated with improved outcomes and supporting success in STEM as compared to dyadic models

Mentoring Triads



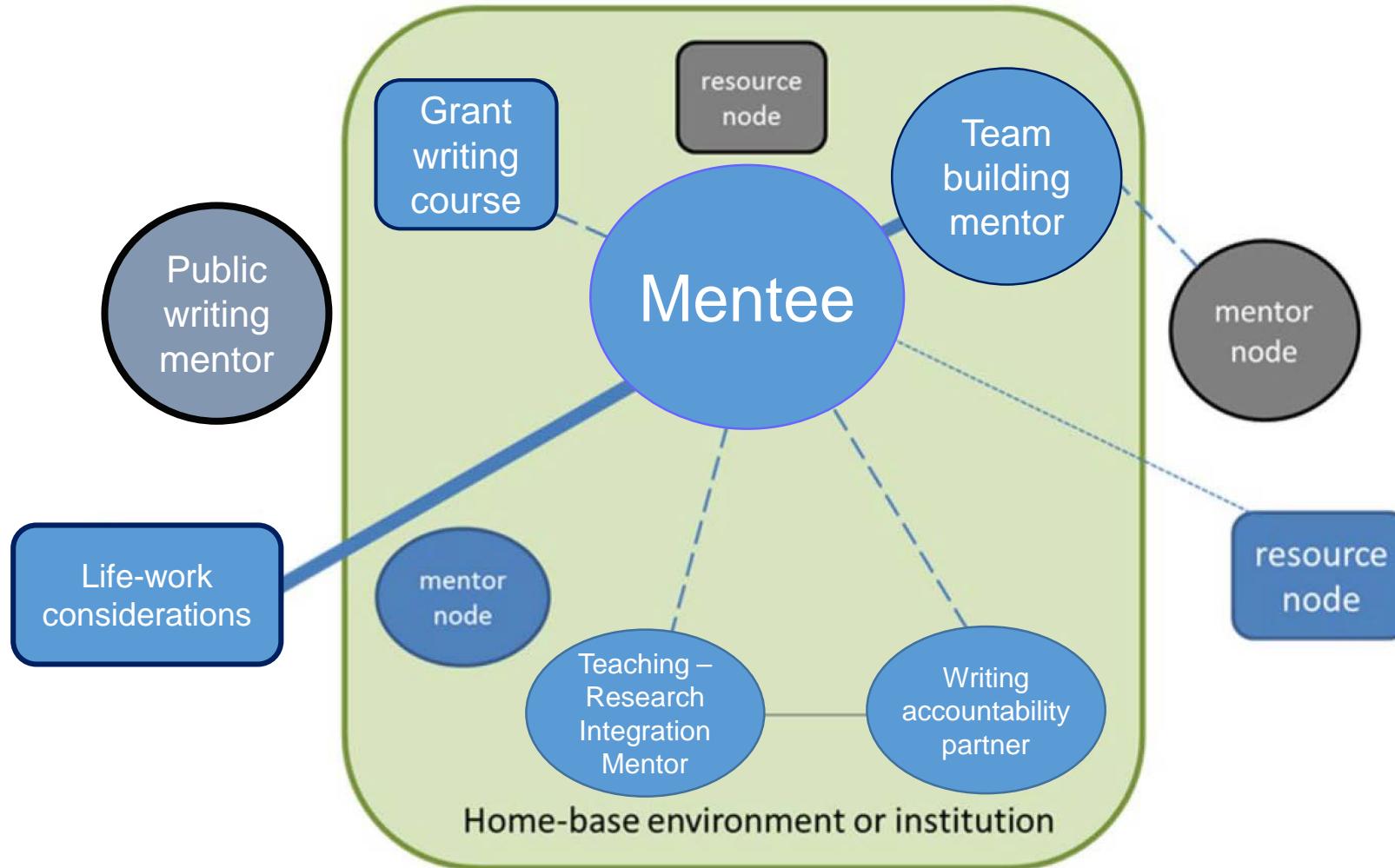
*greater growth in terms of critical thinking and science identity

Collective or group-based mentoring



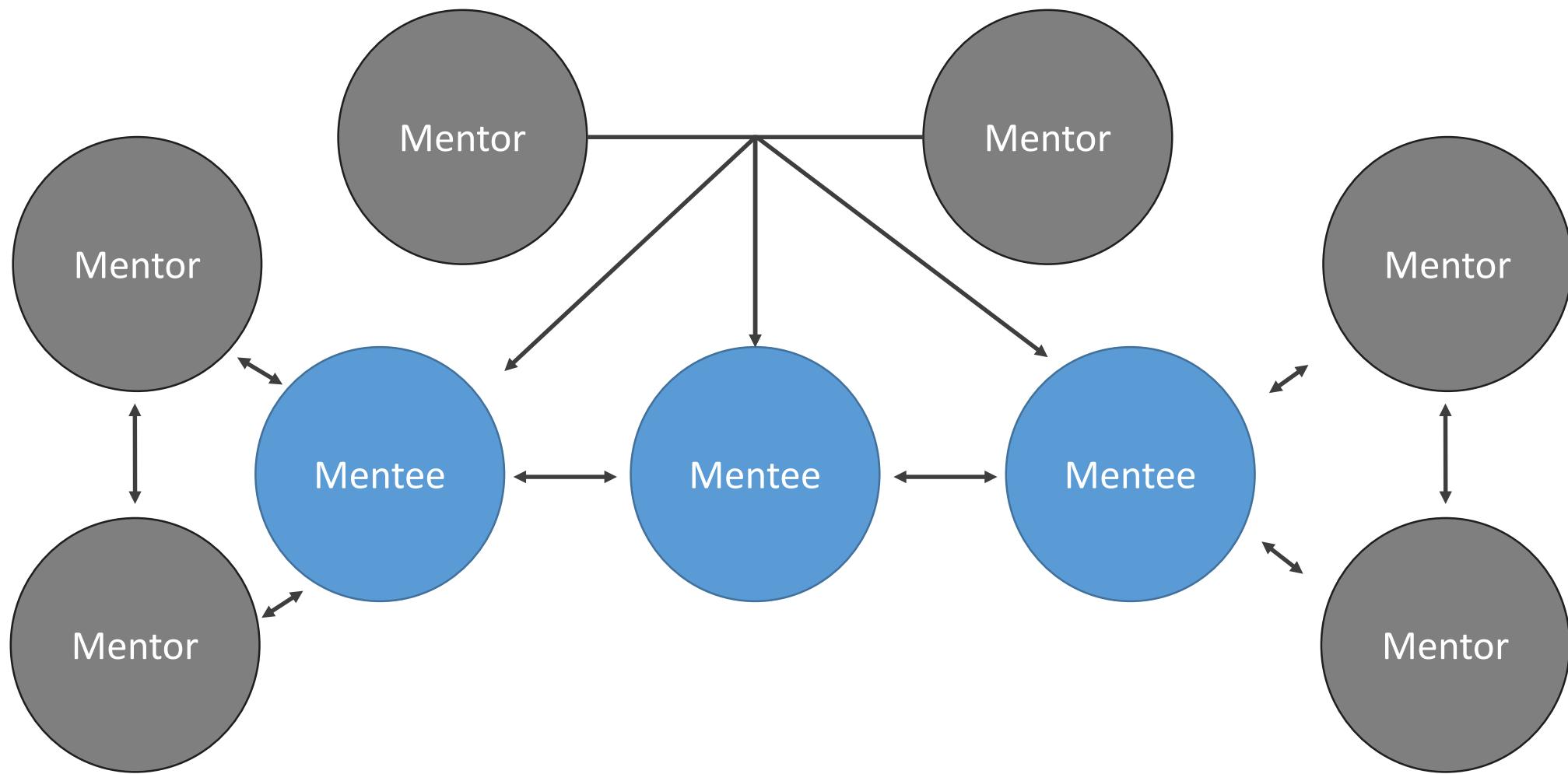
Group-based mentoring can result in the production of microclimates (e.g., identity- or affinity-based groups) and can be accomplished in-person or online (e.g. social-media based mentoring groups)

Network Mentoring Models



Adapted from Montgomery, 2017, SAGE Open

Nested Mentoring Models



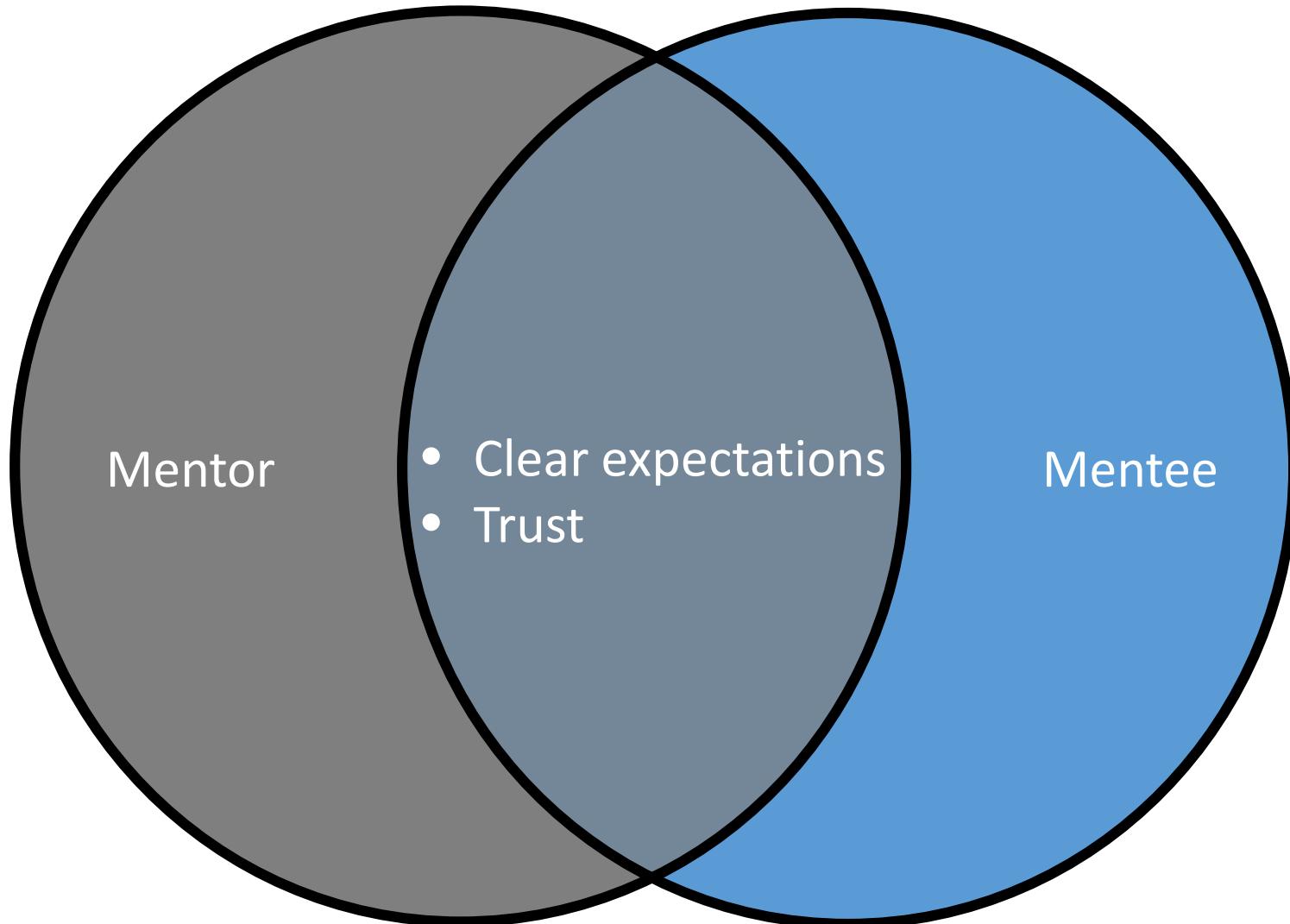
Consideration Beyond Specific Models

- Culturally-relevant mentoring
 - mentors must maintain a dual perspective, seeing the mentee as an individual, as well as part of a larger social context" (Crutcher, 2014)
 - “mentoring researchers and practitioners...to better understand that problems facing marginalized and minoritized [mentees] are rooted in pervasive, systemic, and institutional inequity” and offers these mentors opportunities to “align those understandings with key components of mentoring processes” (Weiston-Serdan, 2017, p. 14)

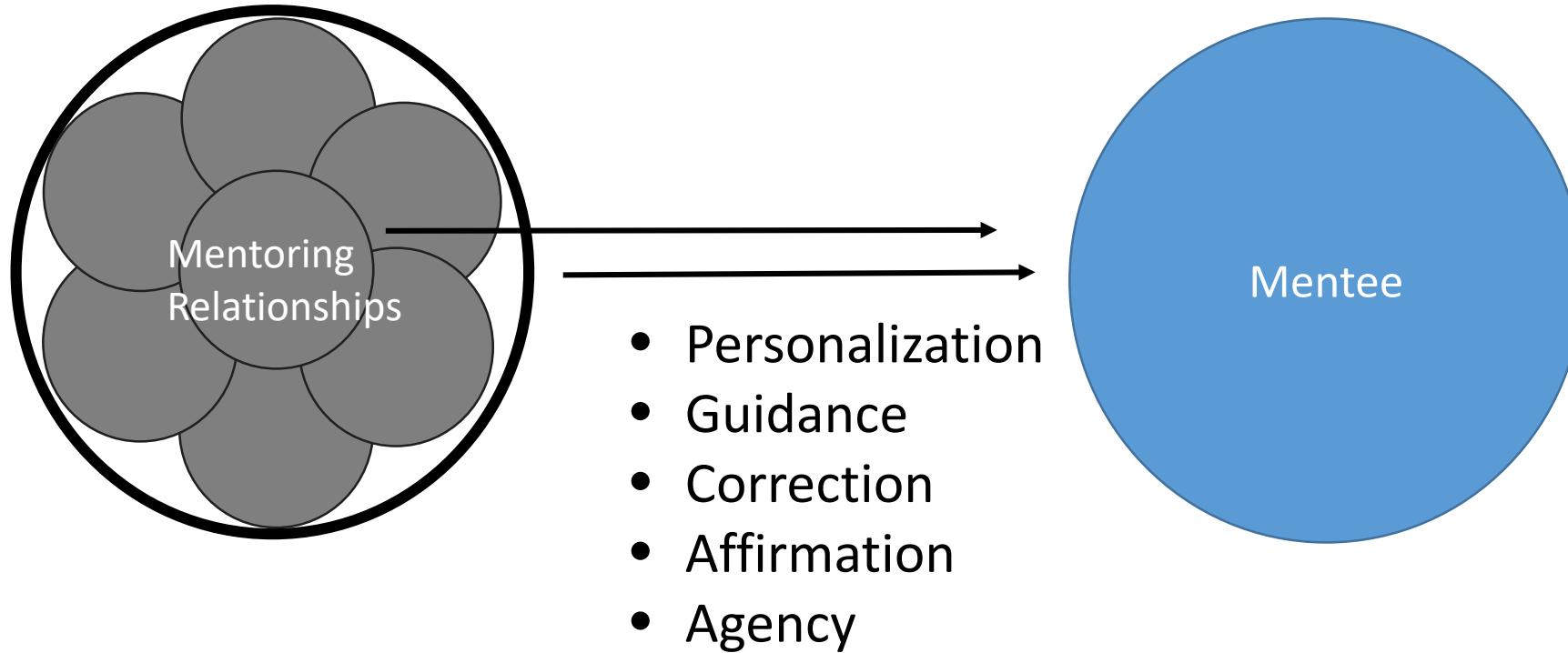
Consideration Beyond Specific Models

- Context-based mentoring
 - Takes into consideration environmental contexts, representation (or lack thereof) within contexts, and uses this information to inform mentoring practices or interventions

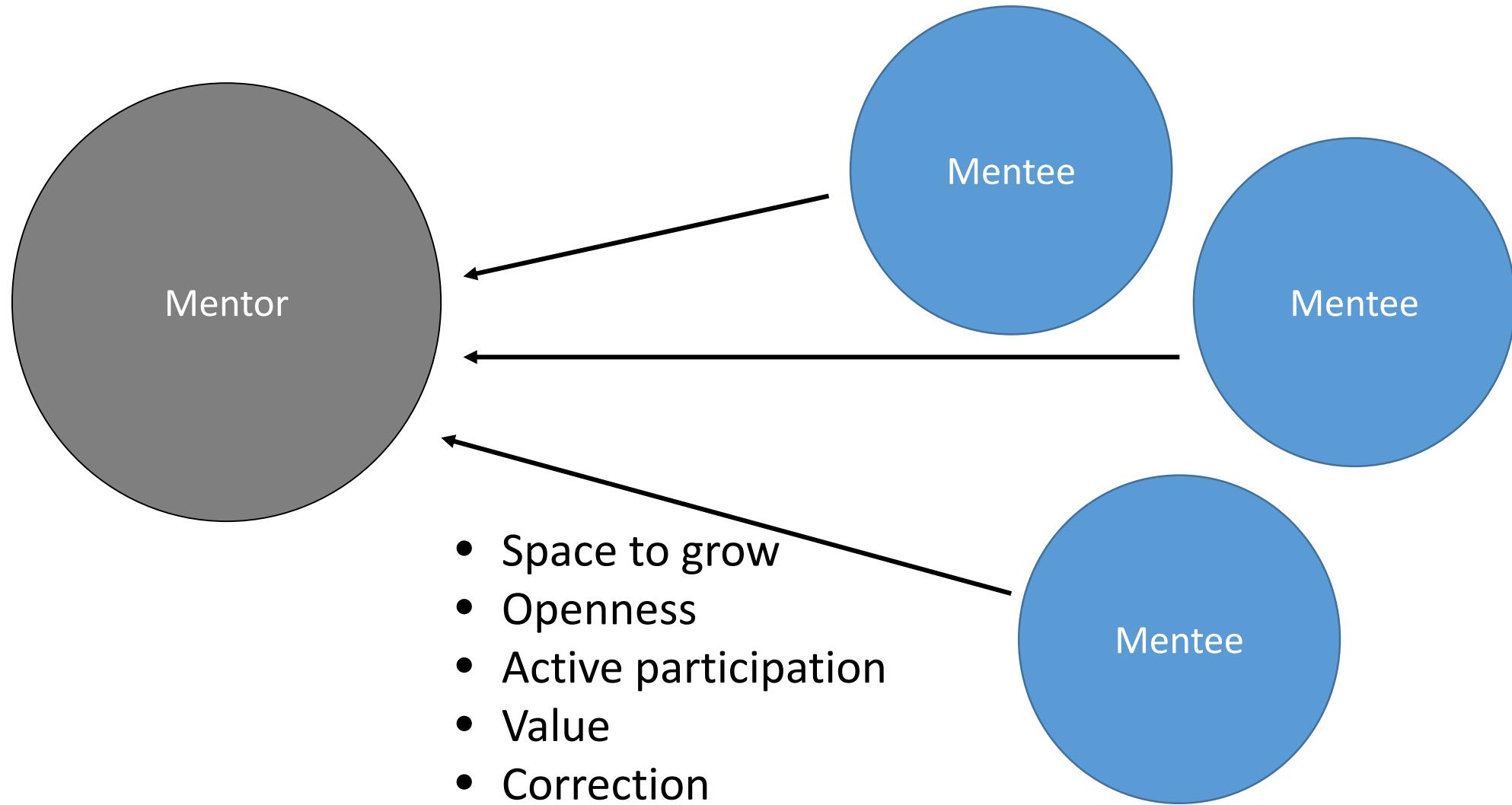
Shared Needs of Mentees and Mentors



Core Needs of Mentees



Core Needs of Mentors



How do non-hierarchical/non-traditional models distinctly facilitate needs being met?

How do non-dyadic models distinctly facilitate needs being met?

Affinity group topics

- Measuring success of non-dyadic mentoring models
- Approaches to integrating non-dyadic mentoring models into conference/meeting programming (develop a list of best practices)
- Where do non-dyadic mentoring models best support inclusivity at institutional level
- What does institutional/agency support for non-dyadic mentoring models look like
- Accountability in distributed mentoring models (i.e., when mentoring is distributed who is accountable for ensuring success)
- Benefits of non-traditional, non-hierarchical mentoring models (or deconstructing hierarchies in mentoring)