

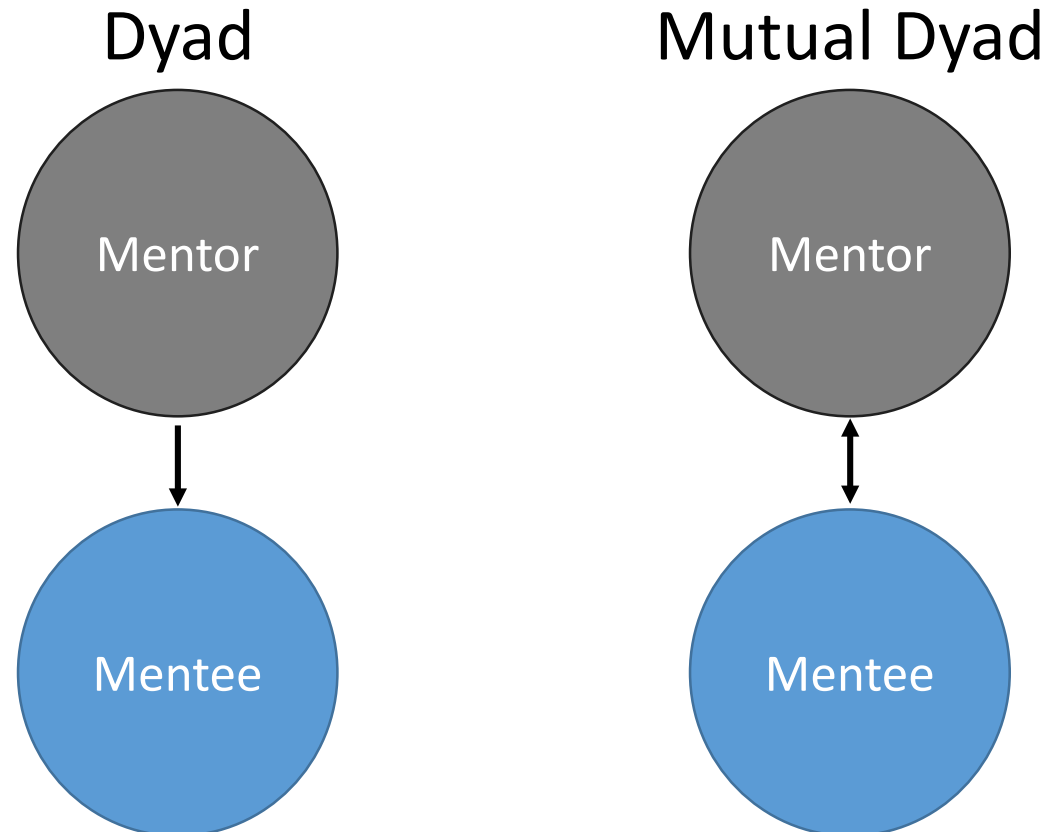
# Non-Dyadic Models of Mentorship

Beronda L. Montgomery, Michigan State University

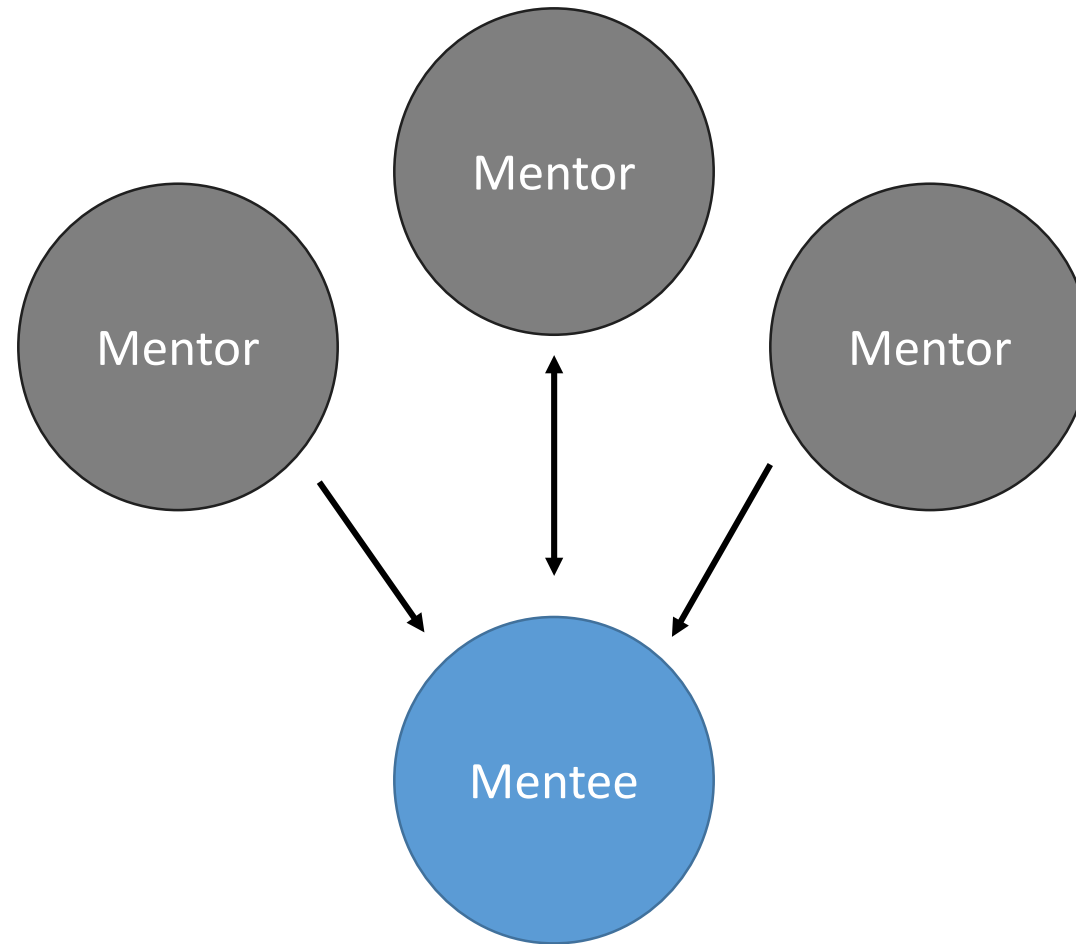
Stephani Page, Duke University

# Dyadic Mentoring

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



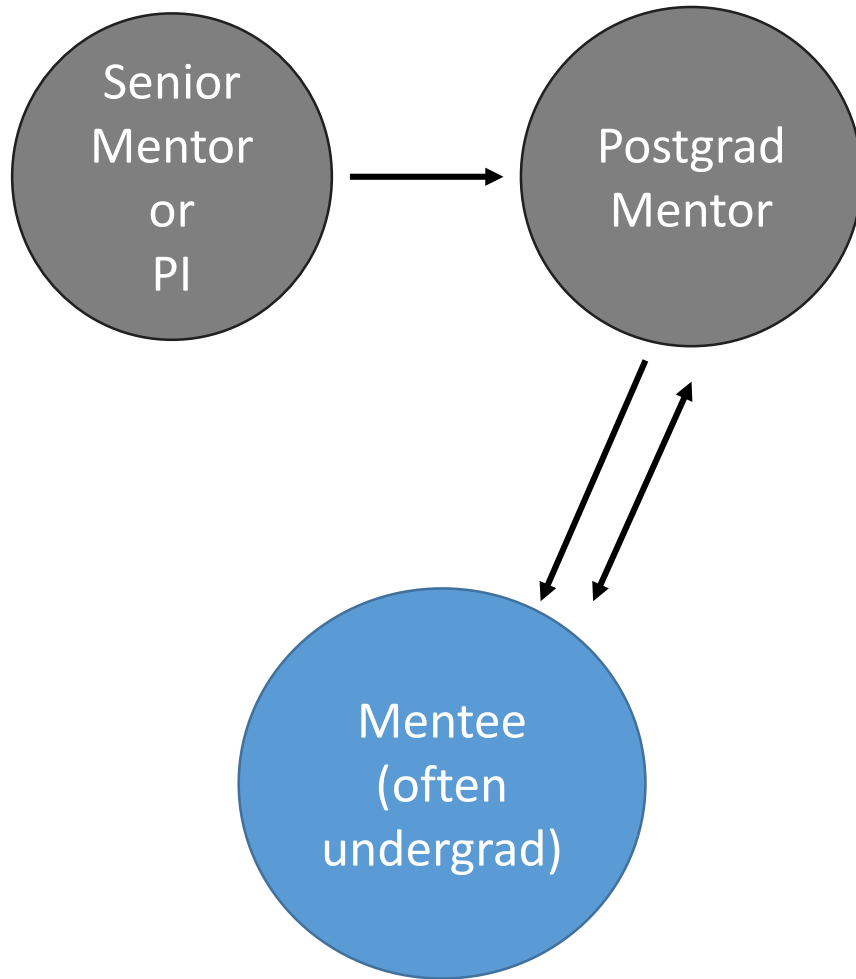
# Multiple Mentors



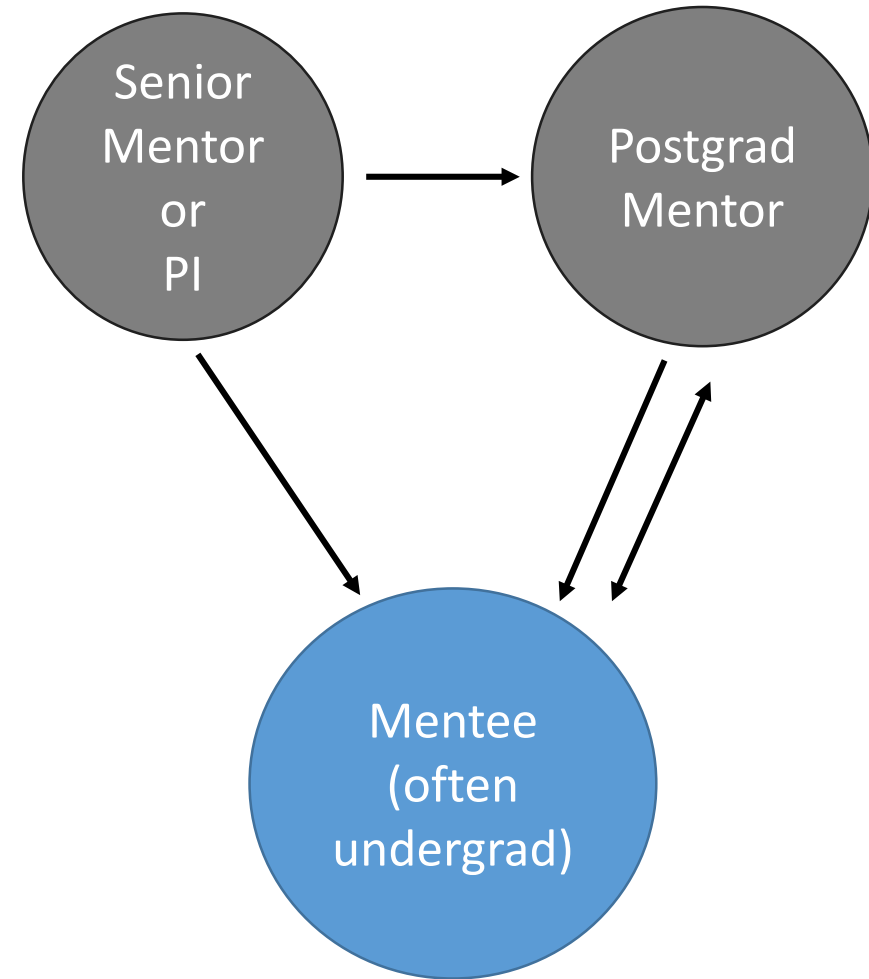
Multiple mentors associated with improved outcomes and supporting success in STEM as compared to dyadic models

# Mentoring Triads

Open triad

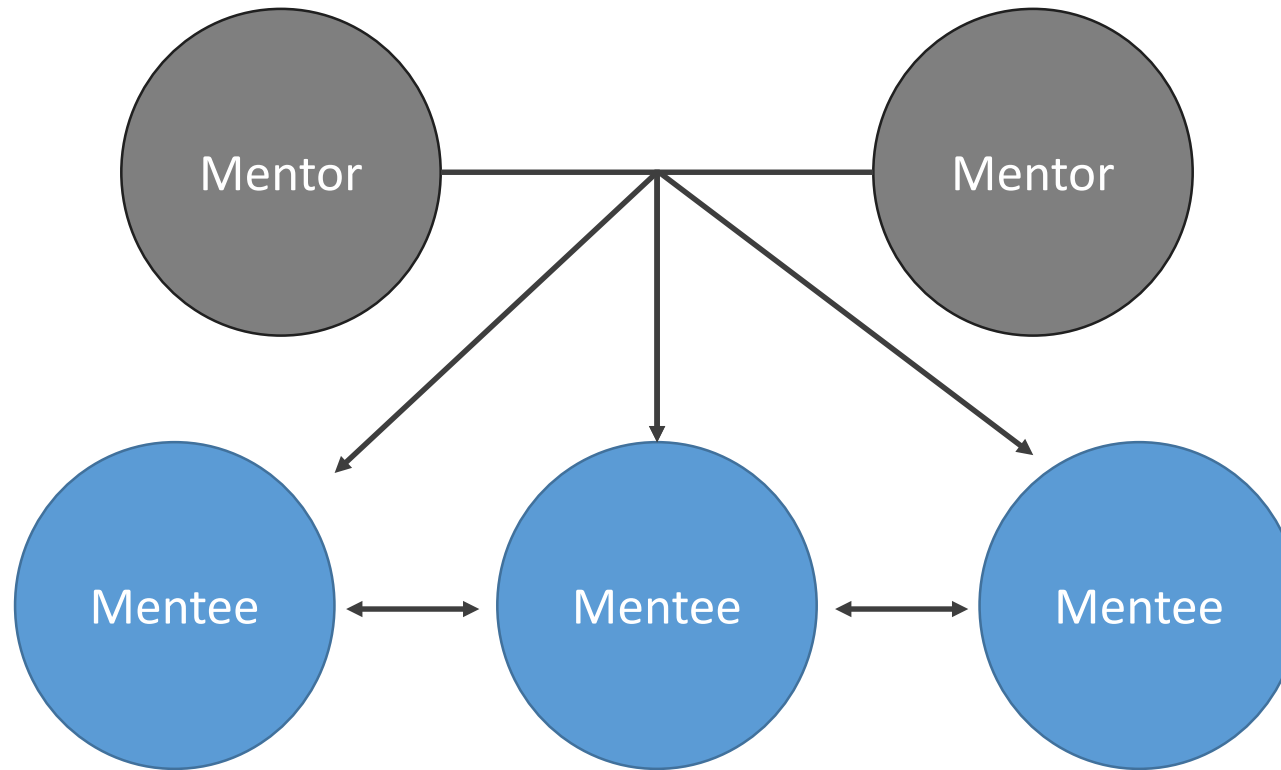


Closed triad \*



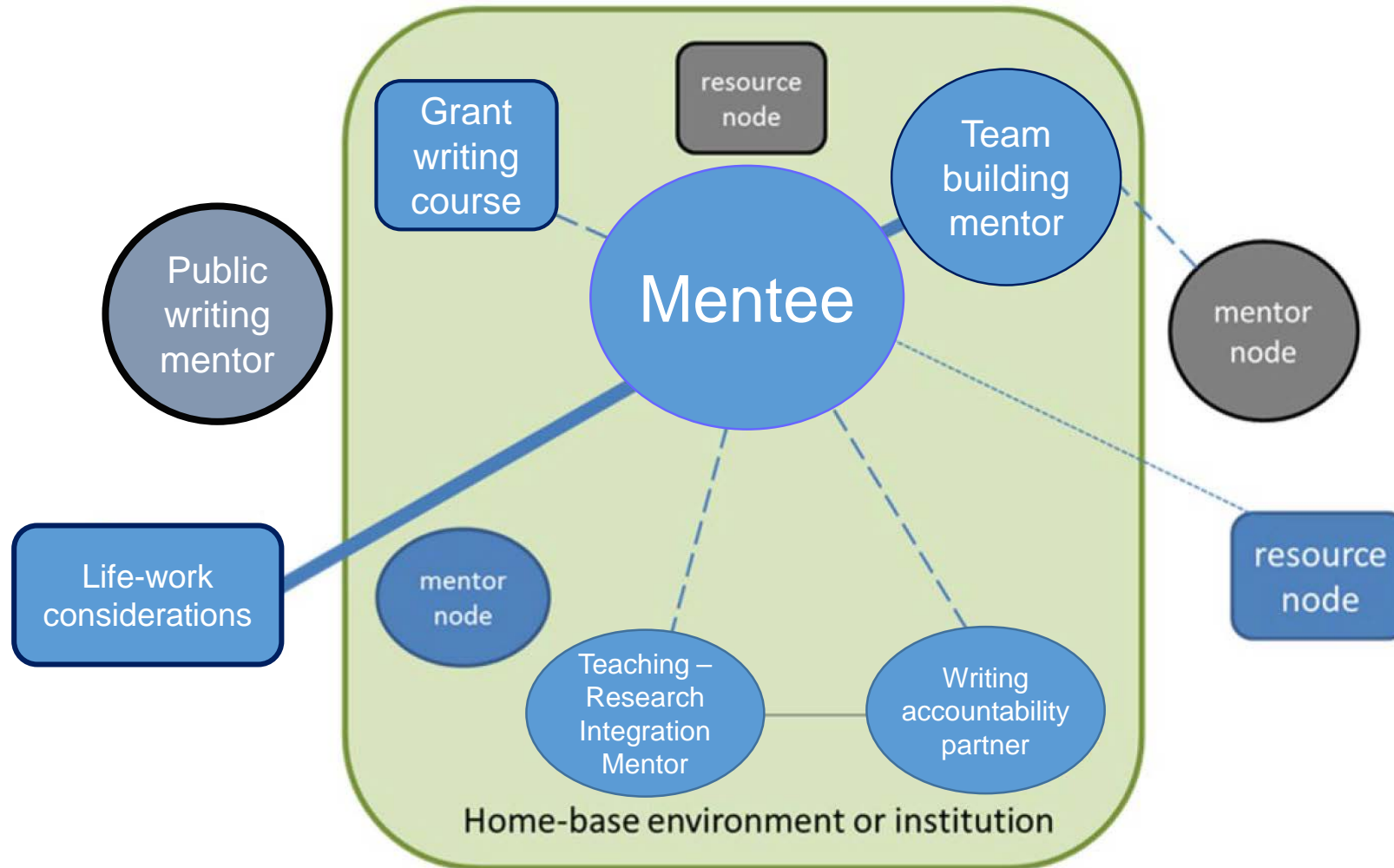
\*greater growth in terms of critical thinking and science identity

# Collective or group-based mentoring

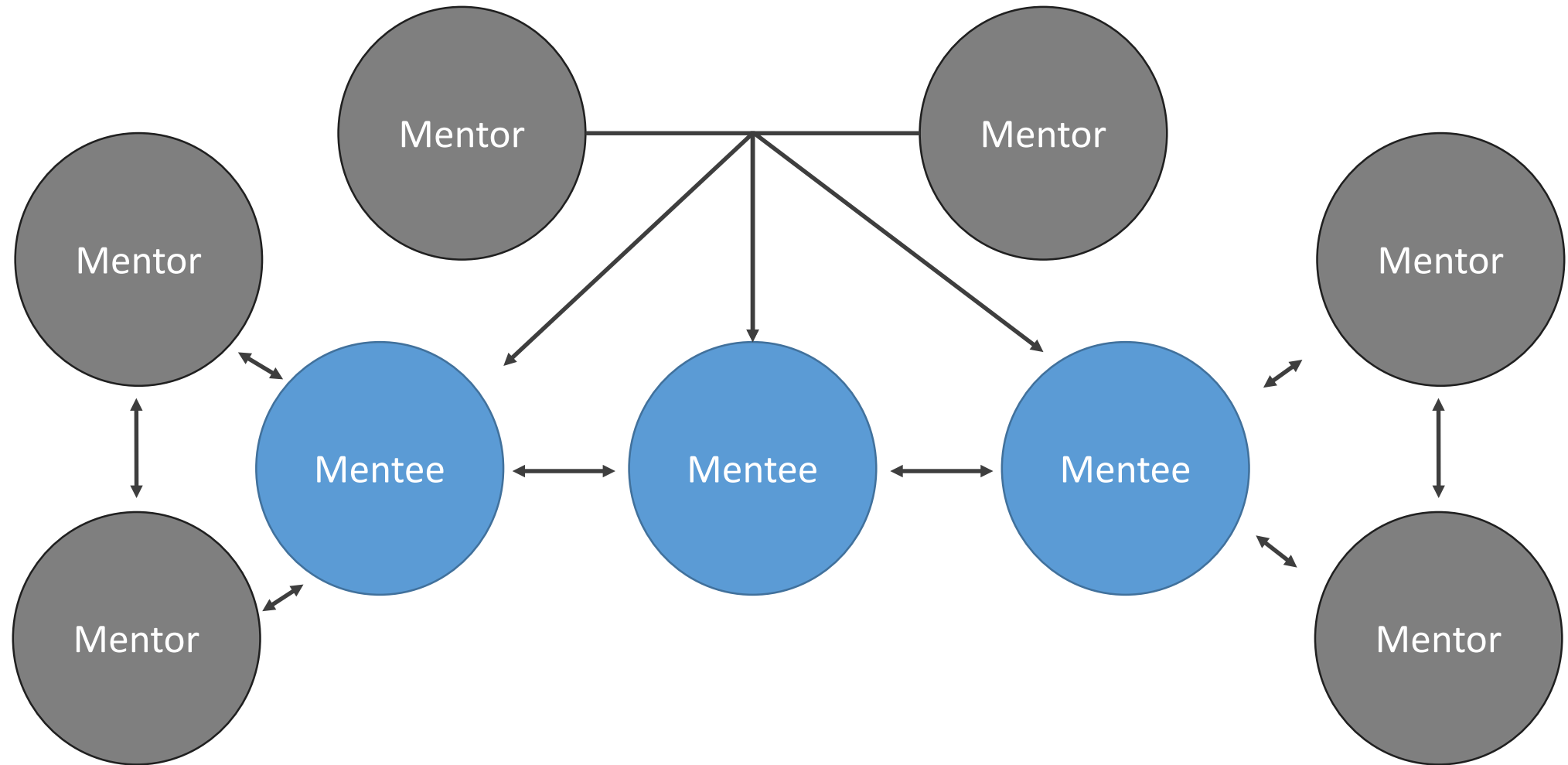


Group-based mentoring can result in the production of microclimates (e.g., identity- or affinity-based groups) and can be accomplished in-person or online (e.g. social-media based mentoring groups)

# Network Mentoring Models



# Nested Mentoring Models



# Consideration Beyond Specific Models

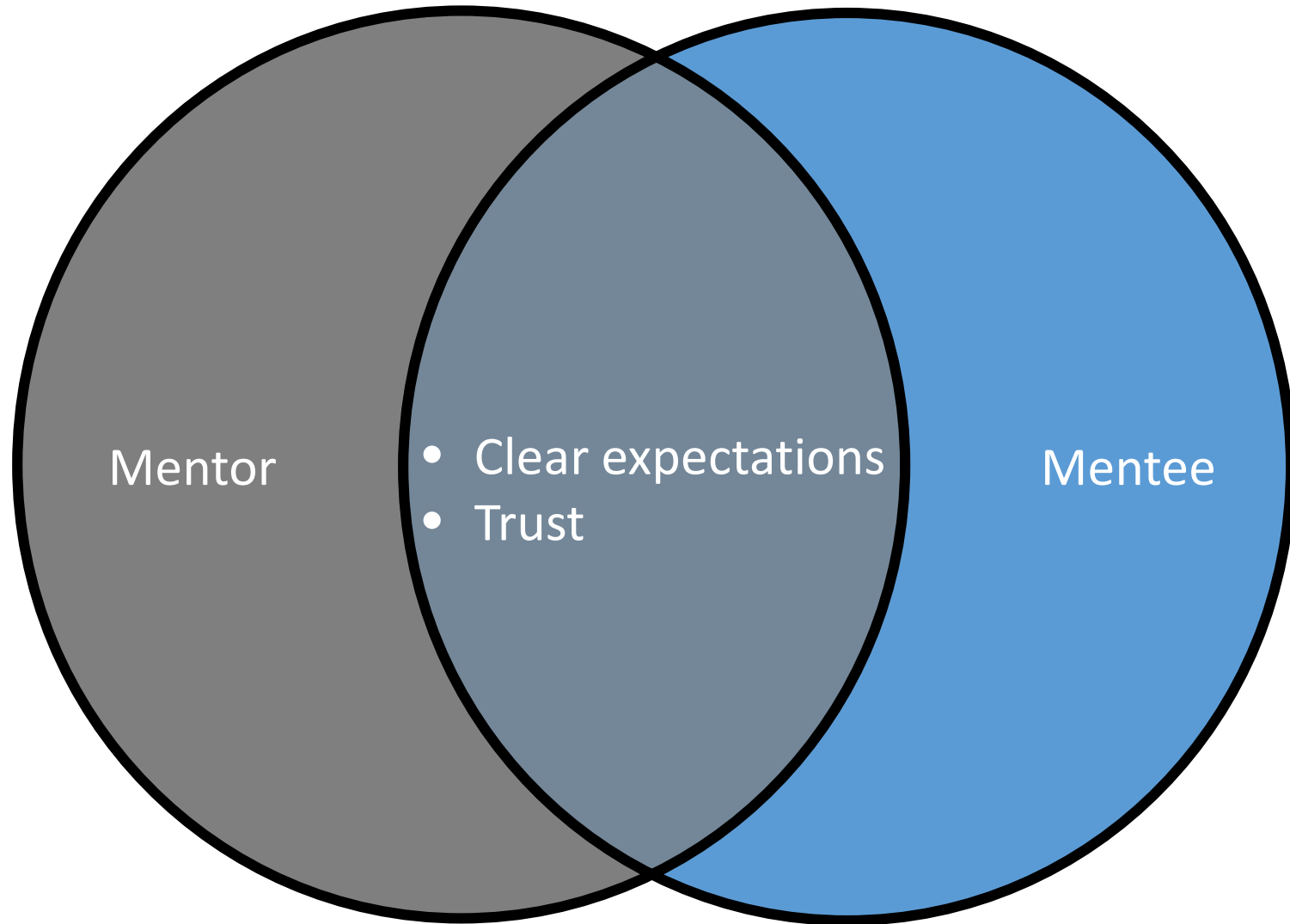
- Culturally-relevant mentoring
  - mentors must maintain a dual perspective, seeing the mentee as an individual, as well as part of a larger social context” (Crutcher, 2014)
  - “mentoring researchers and practitioners...to better understand that problems facing marginalized and minoritized [mentees] 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)



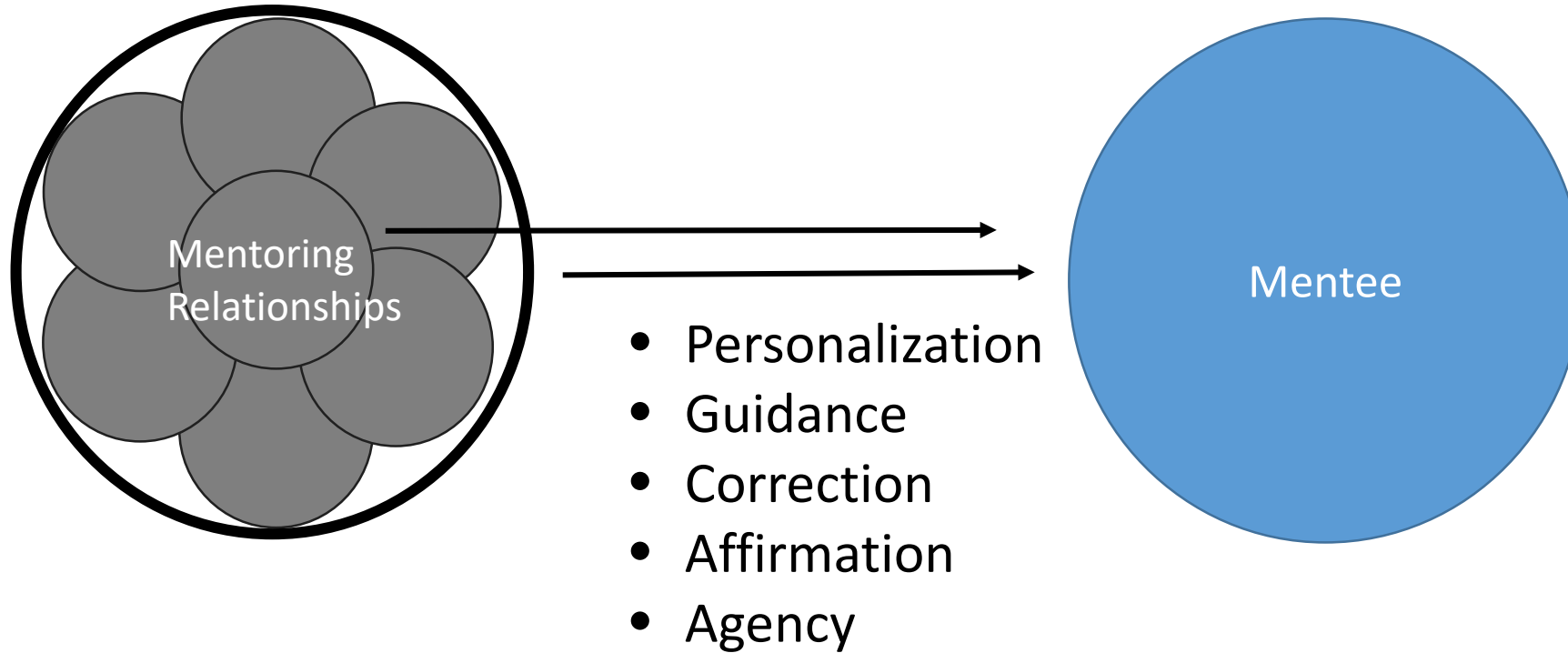
# Consideration Beyond Specific Models

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

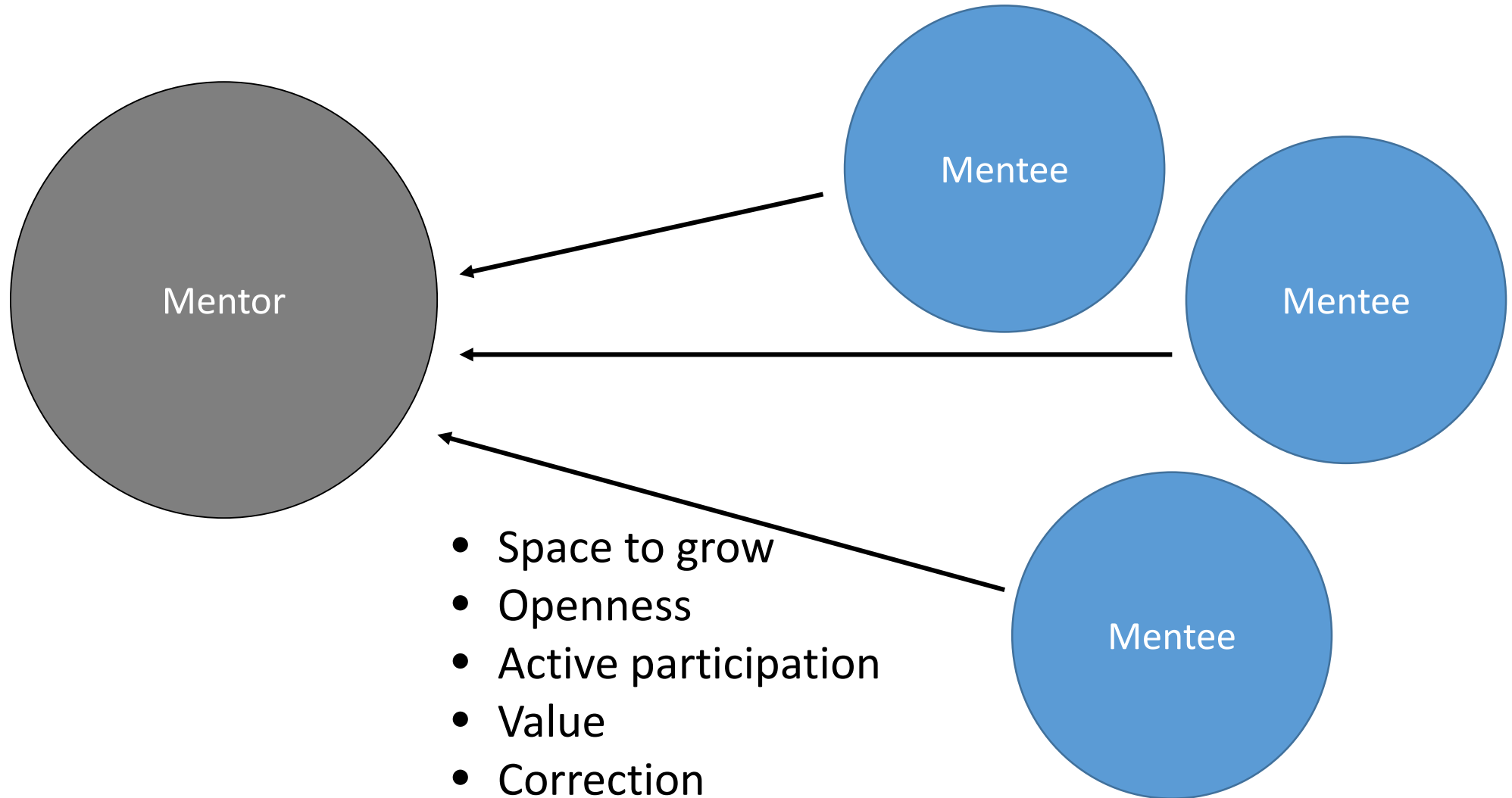
# Shared Needs of Mentees and Mentors



# 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)