

Focus on Mentorship

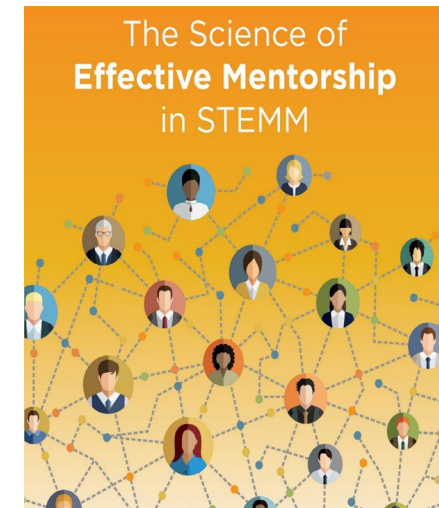
Dr. Christine Pfund

Director, Center for the Improvement of Mentored Experiences in Research
PI, National Research Mentoring Network Coordination Center
University of Wisconsin-Madison
April 30, 2024

Defining Mentorship

Mentorship is a professional, **working alliance** in which individuals work together over time to support the personal and professional growth, development, and success of the relational **partners** through the provision of career and psychosocial support.

Mentorship includes high quality, evidence-based mentoring support across multiple dimensions for mentees that is provided by individuals, groups and organizations.



National Academies of Sciences, Engineering, and Medicine. 2019. The Science of Effective Mentorship in STEMM. Washington, DC: The National Academies Press.

Areas for Change to Advance a Culture of Mentorship

Access – Mentees have access to multiple mentors

Quality – Mentorship and training program supports are effective and use evidence-based approaches and tools

Continuous Improvement – Programs regularly assess access to and the quality of training and mentorship... and then address areas for growth and improvement

Value and Visibility – Institutions and organizations demonstrate their commitment to inclusive excellence through mentorship

ENHANCE YOUR MENTORSHIP PRACTICE: NATIONAL RESOURCES

1. Seek out foundational mentorship training



- Take the free virtual Entering Mentoring course ([link](#))
- Activate your institutional membership with the National Center for Faculty Development and Diversity ([link](#))
- Register for the NRMN and take a free training ([link](#))

2. Tap into established networks

- Mentorship educators ([link](#))
- Inter-institutional network of mentors and mentees ([link](#))



3. Address bias and develop cultural humility

- Take the Unconscious Bias course from NRMN ([link](#))
- Review the Interactive National Academies Anti-Racism Report ([link](#))
- Explore the Equity-Minded Mentoring Toolkit ([link](#))



4. Learn more on your own

- See the National Academies podcast ([link](#)) and accompanying written report ([link](#)) on "The Science of Mentorship in STEMM"
- Find journal articles on mentorship at the CIMER website ([link](#))
- Watch Fatima Sancheznieto's TED talk on mentorship ([link](#))

ENHANCE YOUR MENTORSHIP PRACTICE: HOW TO FIND RESOURCES AT YOUR INSTITUTION

1. Seek out individualized mentorship training



- Look for mentorship courses led by CIMER trained facilitators at your institution ([link](#))
- Investigate your faculty and graduate school professional development resources, often housed in the Dean's office
- Consider reaching out to departments other than your own to participate in trainings and strengthen cross-departmental relationships

2. Tap into established networks on campus



- Connect with your peers and mentors to inquire about the trainings they have taken or plan to take in the future
- Discuss mentorship training at a departmental, research, or other large and small group meetings

3. Address personal bias and develop cultural humility



- Look for courses by centers or departments in your institution such as:
 - The Disability Resource Center on campus
 - Cultural Centers, such as an Indigenous Cultural Center or other groups that bring together cultural groups and engage in educational experiences

4. Utilize personal knowledge and resources

- Use institutional power to advocate for trainings that would be impactful for you and your mentees
- Ask your mentees for feedback and engage in continuous evaluation about best practices