

# ADVANCING INCLUSIVE MENTORSHIP WITHIN GRADUATE EDUCATION & THE PROFESSORiate

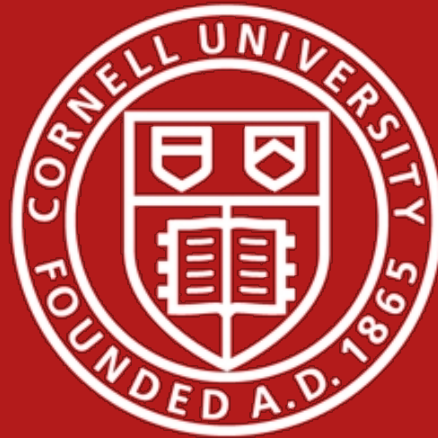
## INSTITUTIONALIZATION OF THE CORNELL FAIM RESOURCE CENTER

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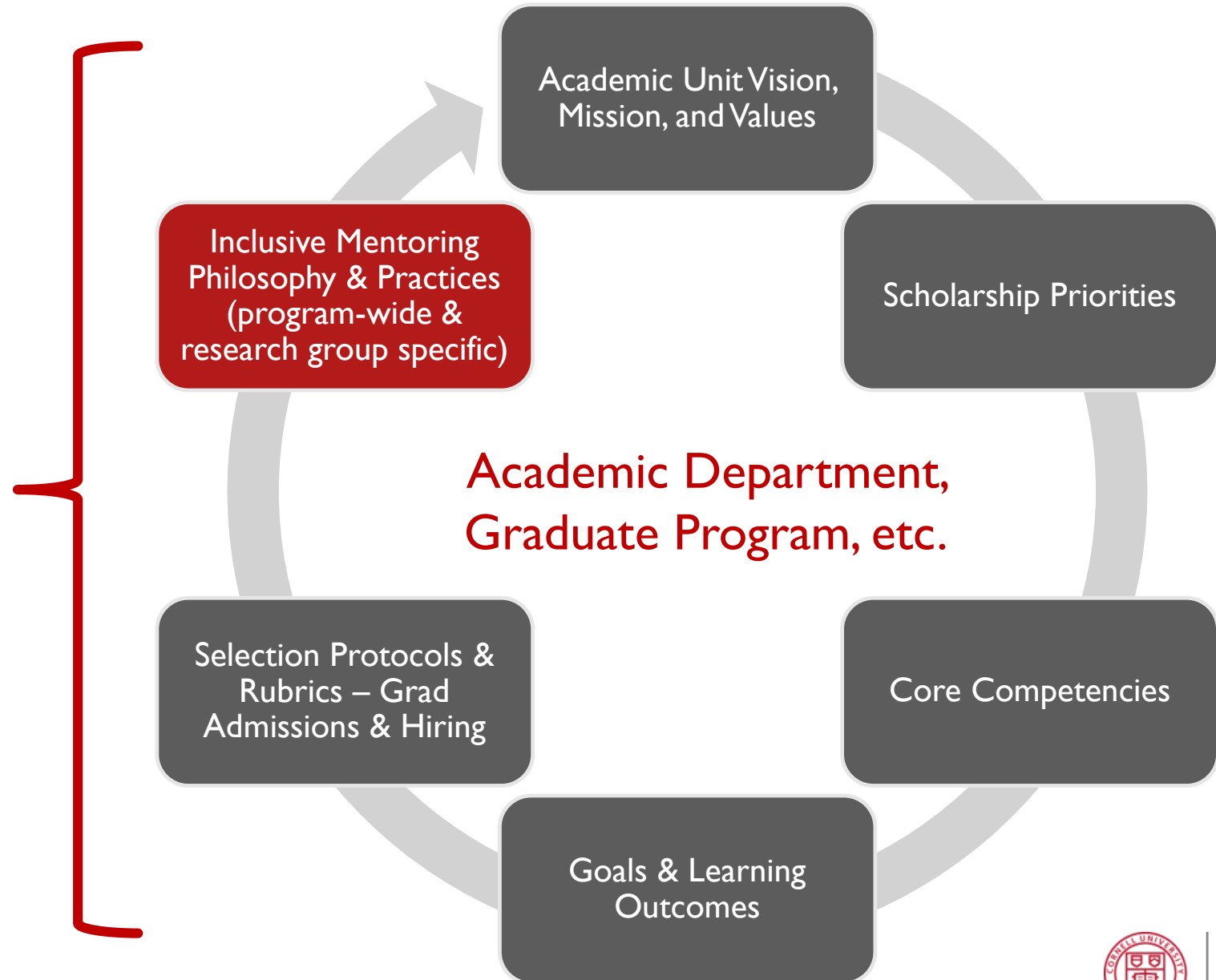
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DR. GABRIELA E. VARGAS, ASSISTANT DIRECTOR, PROVOST'S OFFICE OF FACULTY DEVELOPMENT & DIVERSITY



## Be Mission & Values Driven

Using **synergistic language** and **structure**, everything within this system should **intentionally** and **transparently connect**. This helps to substantiate **what** you “**care about**” and **why** and should be made apparent in your **practices, policies, and procedures**.



Alfred P. Sloan Foundation Grant:  
Improving Admissions & Mentoring  
Practices for Graduate Students (2020)

## Establishing the Foundation

Faculty/Graduate Student Working  
Group: Mutual Expectations within  
Mentoring Relationships (2021)

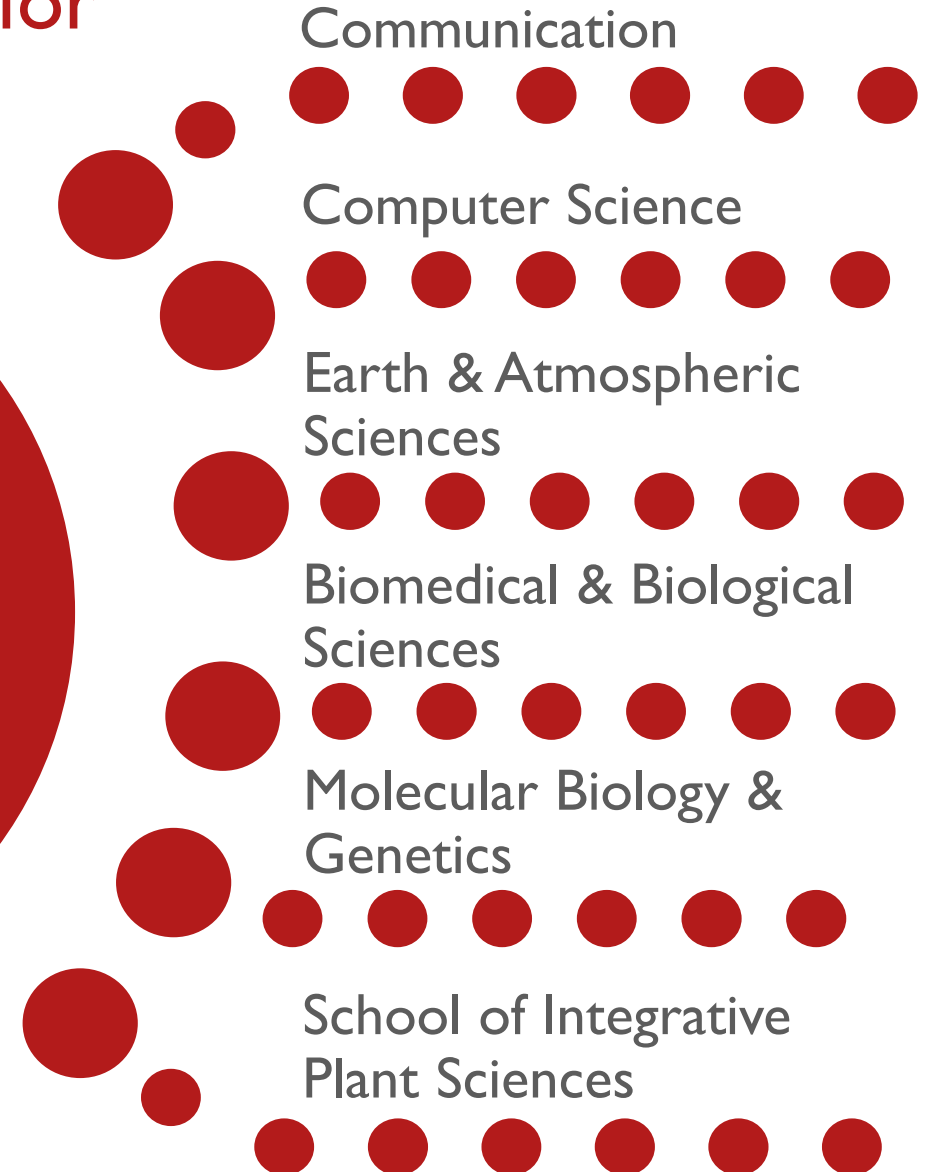
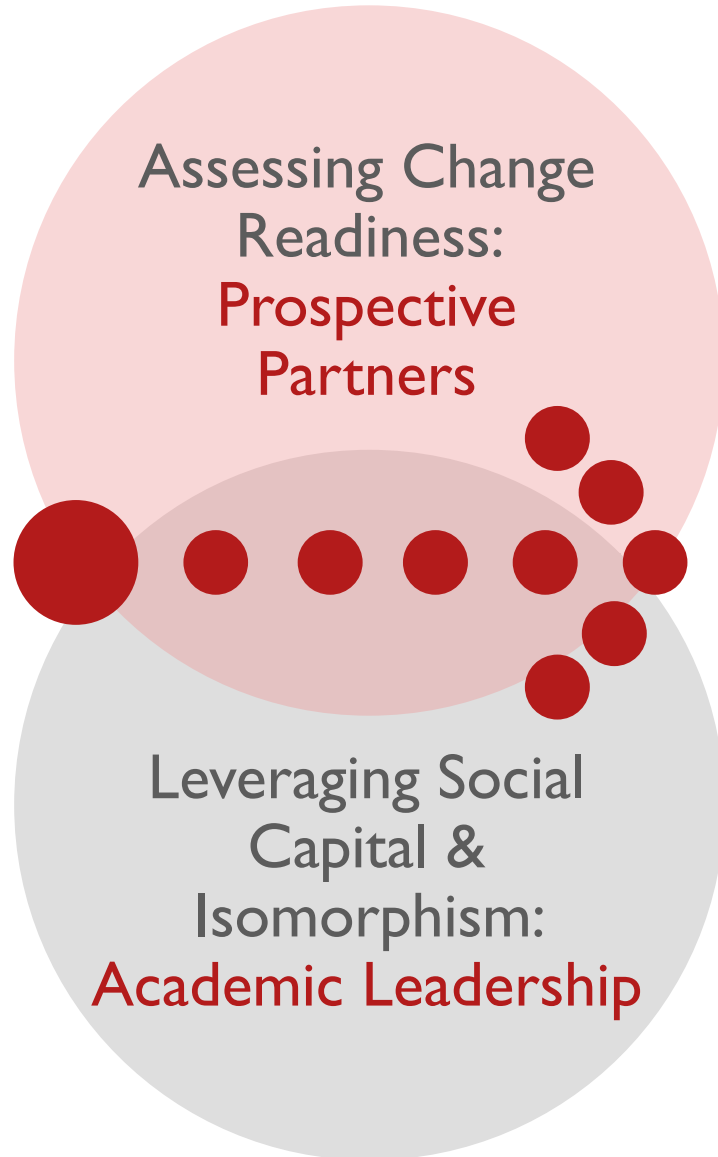
*\*Responsive to 2020 Mental Health Review Report\**

Provost's Office of Faculty  
Development & Diversity NIH Grant:  
Cornell FIRST – Enhancing and  
Diversifying Faculty in the  
Biomedical Sciences (2021)

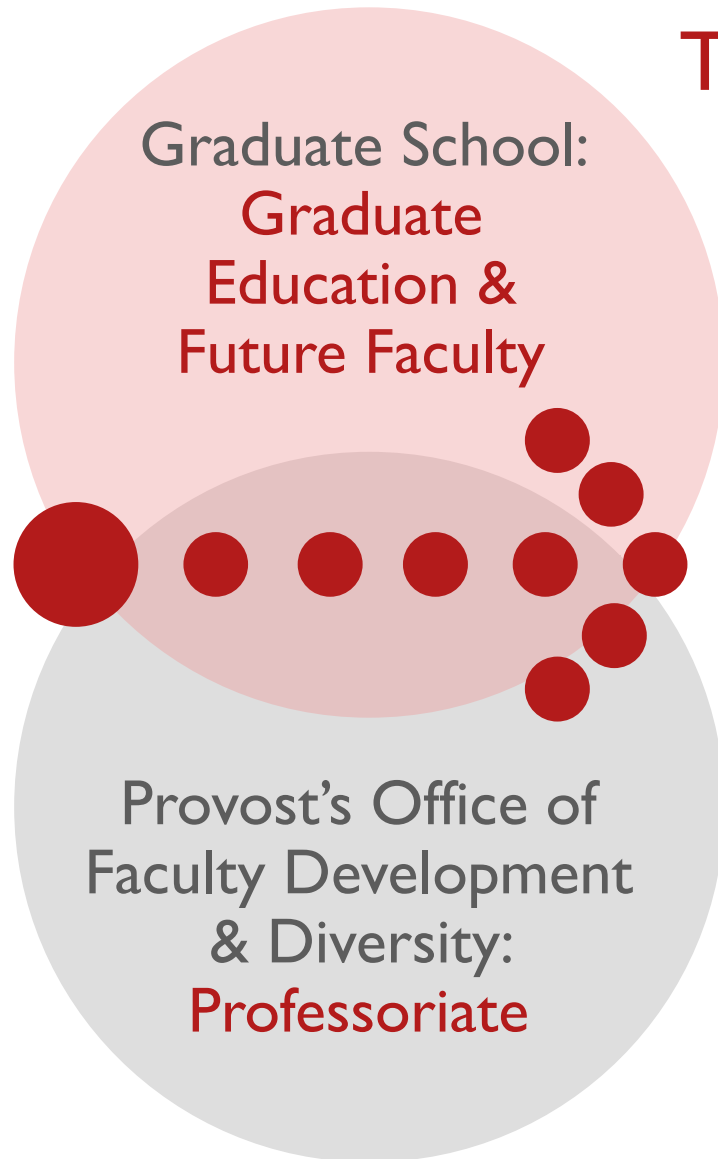
# Cornell Inclusive Mentoring Framework

National Equity in Graduate  
Education (EGE) Consortium: Equity  
Minded Mentoring Track (2022)

# Initiating & Preparing for Systemic Change



# Progressing Toward Systemic Change

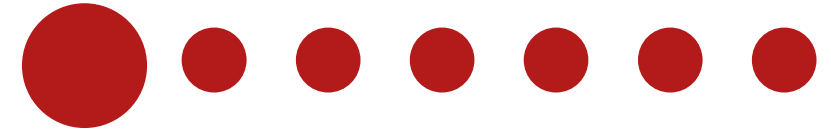


Faculty Advancing  
Inclusive Mentoring:  
**FAIM Resource  
Center**

Philosophy & Key Principles  
for Inclusive Mentoring



Core Mutual Expectations  
for Mentors & Mentees



Mentor & Mentee  
Development: Workshops  
& Learning Opportunities



Practical Tools & Resources  
for Mentors & Mentees



<https://faculty-inclusive-mentoring.cornell.edu/>



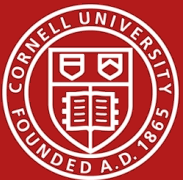
# FAIM FRAMEWORK GOALS

Provide a foundation for fulfilling mentoring relationships by:

1. Supporting mentors and mentees as they seek to develop an understanding of one another's expectations, cultures, values, and sources of motivation.
2. Helping mentors and mentees develop a mentorship plan customized to their preferences and aligned to a mentor's and mentee's strengths, needs, and goals.
3. Providing practical resources and tools that can be adapted and adopted by mentors and mentees to be contextually relevant.

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# QUESTIONS?



# CORNELL FAIM PARTNERS

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# EXTERNAL FAIM PARTNERS

Equity in Graduate Education Resource Center and  
National EGE Consortium led by faculty directors at:

**USC Rossier**  
School of Education  
*Pullias Center for  
Higher Education*

**RIT** | College of  
**Science**

Learn more at <https://equitygraded.org/project-team/>

# ADDITIONAL CORNELL RESOURCES

- Cornell Practical Steps for Addressing Inequities & Supporting Belonging: <https://gradschool.cornell.edu/practical-steps/>
- Cornell Resources for Faculty Supporting Graduate Student Diversity, Inclusion, and Well-being: <https://gradschool.cornell.edu/faculty-resources>
- Cornell Building Allyship Series: <https://gradschool.cornell.edu/building-allyship>
- Graduate School Advising Guides for Faculty and Students: <https://gradschool.cornell.edu/academic-progress/>
- Cornell Provost Office of Faculty Development and Diversity – Resources: <https://facultydevelopment.cornell.edu/faculty-resources/>



# EXTERNAL RESOURCES

- National Academies of Sciences, Engineering, and Medicine. The Science of Effective Mentoring in STEMM – Report, Guide, Podcast and Resources: <https://www.nationalacademies.org/our-work/the-science-of-effective-mentoring-in-stemm>
- Equity in Graduate Education Resource Center – Ongoing research, workshop offerings, virtual journal club, and mentoring resources: <https://equitygraded.org/>
- Montana State University, Indigenous Mentoring Program – Research workshops and mentoring models that have significantly informed the development of the FAIM Framework: <https://www.montana.edu/facultyexcellence/programscert/indigenousmentoring.html>
- Center for the Improvement of Mentored Experiences in Research (CIMER): <https://cimerproject.org/>



# EXTERNAL RESOURCES

- University of Wisconsin Institute for Clinical and Translational Research – Research Mentor Training Resources: <https://mentoringresources.ictr.wisc.edu/>
- University of Minnesota – Online Mentor Development Courses: <https://ctsi.umn.edu/training/mentors/mentor-training>
  - Optimizing the Practice of Mentoring 101: For Research Mentors of Graduate Students, Fellows, and Early-Career Faculty
  - Optimizing the Practice of Mentoring 102: For Research Mentors of Undergraduate Students
  - Enhancing Motivation Using the CARES Mentoring Model
- National Research Mentoring Network (NRMN) – Biomedical-focused mentor training programs, resources, and opportunities to mentor or be mentored: <https://nrmnet.net/>
- NCFDD Mentor Map Resources: <https://www.ncfdd.org/ncfddmentormap>



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