

# Mentoring and Launching Your Team: Faculty Panel

Faculty Bag Lunch

November 15, 2022

## Flow for today

- Introductions
- Who is in the room?
- Submitted/prepared questions
- Brief overview of Graduate Studies Mentorship Resources
- Open Q&A
  - Chat or Raise Hand
- Close/Evaluations



## Introductions

**Tonya Kuhl** – Professor and Chair, Department of Chemical Engineering

**Archana Venkatesan** – Professor, Department of Religious Studies and Comparative Literature

**Andrew Whitehead** – Professor Department of Environmental Toxicology



# Who is in the Room?

**Poll**



## Question

**Please describe your mentorship style, approach, or philosophy.**



## Question

**How do you advise/mentor students new to your group/team? How does this differ from advising students or postdocs who are more progressed?**

## Question

**Knowing what you know now, how would you differ your mentoring approach when you first started working with students?**



## Question

**What specific resources have you found helpful you in mentoring students? These could be resources offered through UC Davis or another organization, or those you created on your own.**



## Question

**How do you create or facilitate an inclusive environment for your students and/or team?**



## Question

**What was the best advice/guidance you received regarding mentorship?**



## Mentorship Resources at UC Davis

**Elizabeth Sturdy** – Director of Mentoring and Academic Success Initiatives in the Office of Graduate Studies,

Elizabeth will share a brief overview of the mentorship support Graduate Studies provides faculty....





# Supporting Graduate Mentoring

Elizabeth Sturdy

Director of Mentoring and Academic Success Initiatives

# Mentoring Definition

Mentoring is defined as a close relationship between a graduate student and a faculty member who provides guidance, support, and research advice in an individualized manner.

Basic mentoring practices include guiding students through program expectations, protocols of academic conduct, degree requirements, research and teaching, capstone work (such as thesis or dissertation research), and professional development.

[Graduate Council Mentoring Guidelines](#)

# Mentoring Roles

Mentee	Mentor
Articulate to mentors their mentoring needs	Serve as a role model and student advocate
Communicate with mentor regularly	Help students identify and achieve their individual short and long-term educational goals
Participate in program/lab/community activities	Provide ongoing feedback and guidance
Seek feedback	Assist students to build support networks
Explore career options and goals	Modify mentoring style to the needs of the graduate student
Build a mentor network	Empower and help students prepare for their chosen career path

# Inclusive Mentoring

Incorporates:	Such as:
Psychosocial Support	Emotional support, kindness, trust, empathy, well-being
Knowledge Sharing	Research support, training, skill development, curriculum
Cultural Awareness	Representation, acknowledgement, inclusion, affirmation of authentic selves
Value Sharing	Common experiences, shared goals, commitment to a larger purpose

Based on Attributes of an Inclusively Excellent Institution by Mica Estrada

# Culturally Responsive Mentorship

Culturally responsive mentoring understands power dynamics and oppression and acknowledges the unique identities, experiences, and values of the mentees.



Increases connection to field of study and research



Validates student identities and increases self-efficacy



Increases student commitment and success





# Benefits

Positive mentorship experiences result in more mentee:

- Less anxiety and depression
- Confidence, less imposter feelings
- Productivity and satisfaction
- Academic persistence
- Enhanced skill and professional development
- Diversity; increased of recruitment of underrepresented mentees
- Publications of research

# Graduate Mentoring Initiative

Six-part series on approaches in graduate mentoring

- Aligning Expectations
- Maintaining Effective Communication
- Addressing Equity and Inclusion
- Supporting Mentor and Mentee Well-Being
- Promoting Research Self-Efficacy
- Articulating a Mentoring Philosophy

# Provides faculty with...

- A community of fellow faculty mentors outside your department and discipline
- Tools to better set expectations with mentees
- Communication styles and difficult conversations guidance
- Support and inclusion strategies for students from marginalized communities
- Strategies to model well-being and create boundaries in mentoring relationships
- Different approaches to increase mentee self-efficacy
- A mentoring philosophy: participants will reflect on and articulate their unique mentoring style and values



**Mentees can proactively manage their mentoring relationship.**

# Mentoring Up

Mentoring up is “the mentee’s proactive engagement in the mentor-mentee relationship, so that both parties mutually benefit from the relationship and move forwards towards an agreed-upon purpose or vision.” (Lee, S., McGee, R., Pfund, C., and Branchaw, J. 2015.)

# Mentoring Up Program

[Six-part series for mentees](#) to complement the faculty program

- Mentoring Up
- Aligning Expectations
- Maintaining Effective Communication
- Addressing Equity and Inclusion
- Developing Research Self-Efficacy and Independence
- Building a Mentor Network

**Coming Winter Quarter 2023!**

# Mentoring Consultations

- A 1:1 consultation on any mentoring relationship issue, challenge, or need
- Email [ejsturdy@ucdavis.edu](mailto:ejsturdy@ucdavis.edu)
- For both mentors and mentees
- Example topics:
  - Communication style/issues
  - Expectations
  - Authenticity/inclusion
  - Difficult conversations
  - Boundaries



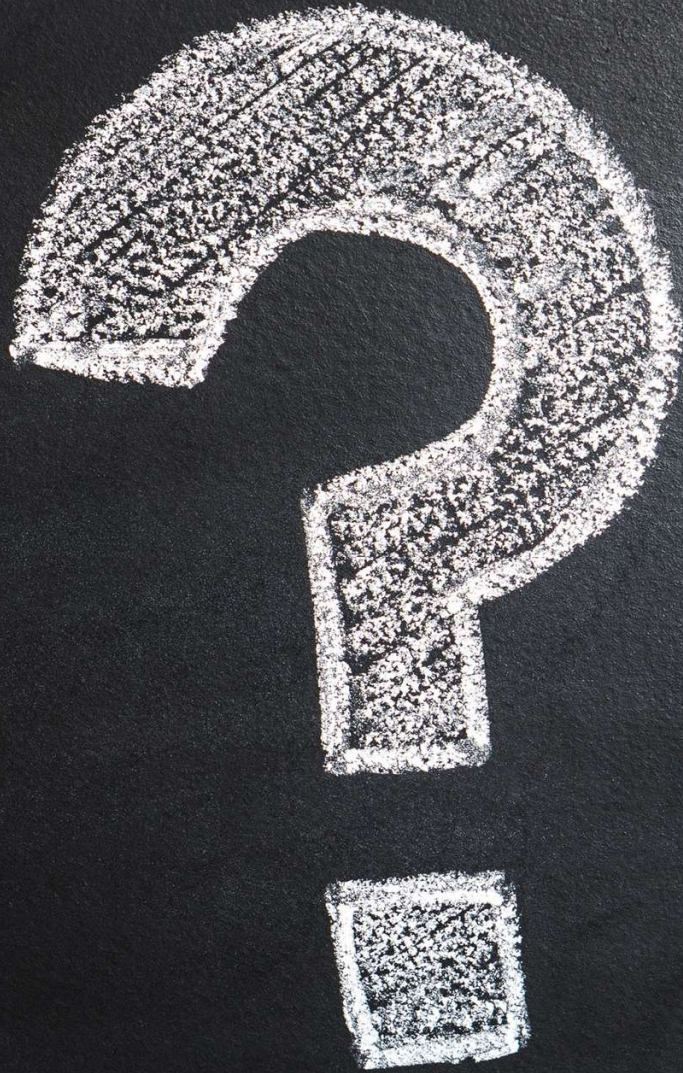
# Additional Initiatives

- [Graduate Program Collective](#)
  - Graduate programs develop new graduate advising and mentoring resources within their programs
- [Faculty Academy of Graduate Student Well-Being](#)
  - Faculty learn to teach well-being seminars within their graduate programs to help graduate students navigate the stressors of graduate school.

# Resources

- [Mentor Resources](#)
- [Mentee Resources](#)
- [Graduate Council Mentoring Guidelines](#)
- [Graduate Program Resources](#)
- Mentoring Consultations (email [ejsturdy@ucdavis.edu](mailto:ejsturdy@ucdavis.edu))
- [Faculty Mentor Email List](#)





# Questions / Discussion

## Open Q&A

### Open Question and Answer

**Please feel free to raise your hand or submit your questions via chat to our faculty panel.**

**Thank you!**

**Thank you for joining us!**

**Please take 2-5 minutes to complete an evaluation  
for today's bag lunch**

