Mentoring Graduate Students

Developed by Stacey Bevan, MA, RN

Originally facilitated with Nancy Hodgson, PhD, RN

Learning objectives:

1. Discuss philosophies on mentorship
2. Developing a mentorship team, including a dissertation committee
3. Considerations for regular or lab-based meetings

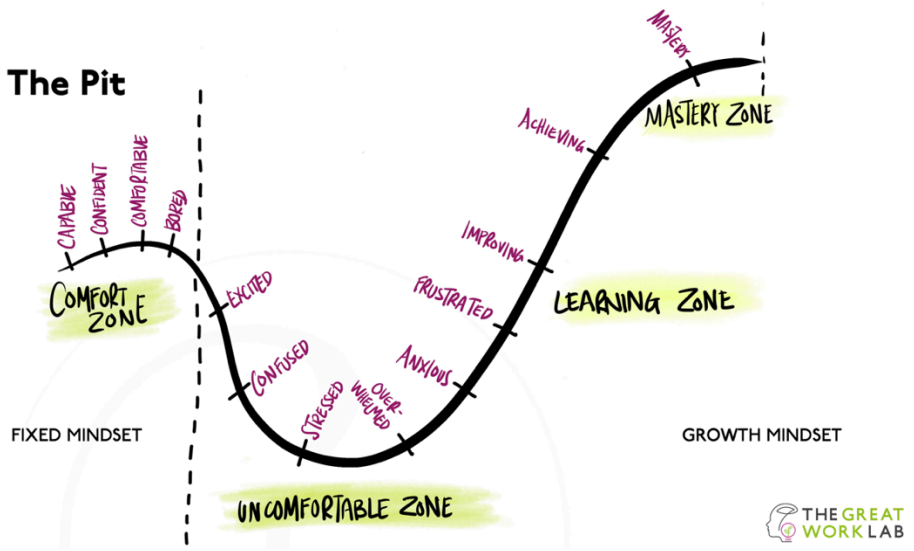
Agenda

Time	Purpose	Content
12:30-12:35	SLB: Overview	Slow start Learning objectives, schedule for the workshop
12:35-12:40	SLB: Group introductions	Name, course taught/supported, unexpected place you met a mentor?? one thing you hope to learn today
12:40-12:42	SLB: intro	Struggle vs. grapple
12:42-12:50	NH: mentorship experience	Emphasis on ● Meeting mentors ● Stratifying a team ● Interdisciplinary ● Identifying and communicating needs ● Building a dissertation committee
12:50-1:00	GRP: Build a team activity	4 minutes to read/think 4 minutes with neighbor 2 minutes to group share
1:00-1:15	NH: Collaboratives	Best practices: ● Consistent ● Avoids an achievement circle ● Agendas ● To-do and communication ● Allocate time fairly ● Exposure ● Critique End with mentorship philosophy
1:15-1:20	GRP: Mentorship philosophy	3 minutes in pairs 2 minutes group share
1:20-1:27	NP: Ending reflections	Another time to ask Nancy questions Building a culture of learning as a dept chair
1:27-1:30	SLB: Wrap up	Restate learning objectives and CTL resources

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Learning by grappling



Building a Team

Think about your current mentorship team or who you would like to invite in. What is your specific ask for them in your current stage as a grad student? Ideally you will have at least one person who:

- Studies topics related to the kind of research you want to do
- Uses methods you are interested in using
- Gives thoughtful advice and can help you with strategic planning
- Writes well
- Gives constructive feedback
- Is well connected and respected in the field
- Has time to listen and listens supportively, especially when you are feeling blue

My people	My ask
Content/method expert	
Career advice	
Writing/editing	
Critical/constructive feedback	
Nurturer/listener	

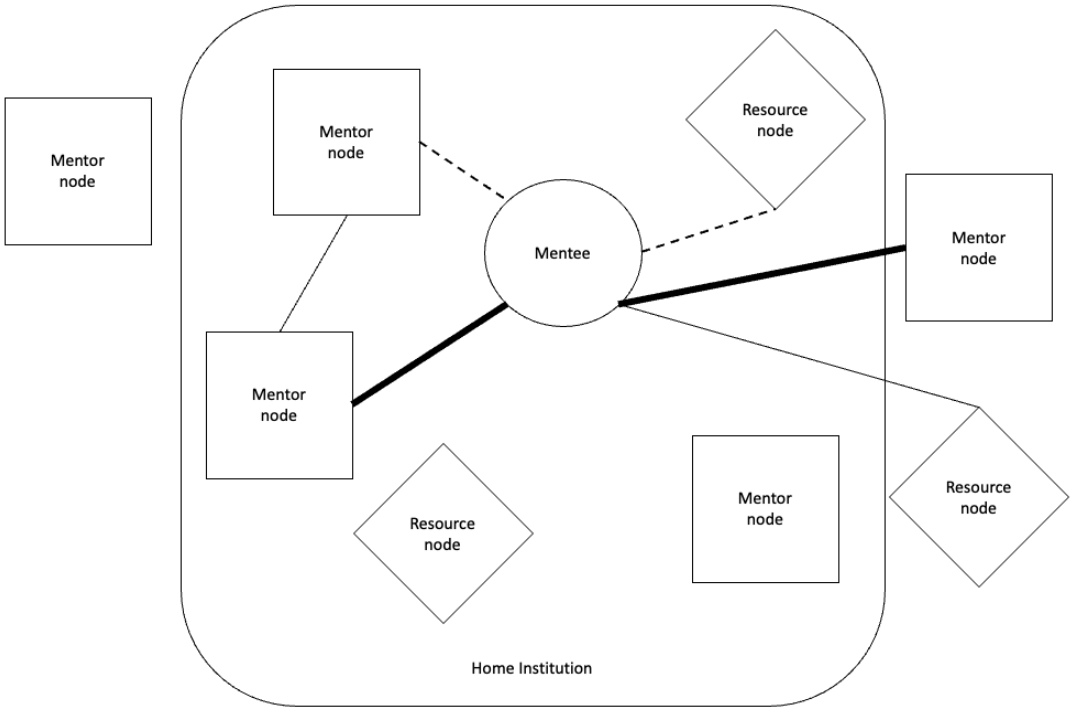
Assembling your team: academic departments, university centers, courses, national organizations, professional organizations, fellowships, pipeline programs, summer opportunities, online platforms, conferences, colloquia

Adapted from Dr. Jessica McCrory Calarco, A Field Guide to Grad School, 2020

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Mentorship Maps

One-on-one mentorship is not the only form of mentorship! Consider peers, groups, other materials, and their relationships to each other. Try mapping this out:



Montgomery BL. Mapping a Mentoring Roadmap and Developing a Supportive Network for Strategic Career Advancement. *SAGE open*. 2017;7:215824401771028.

Mentoring Philosophy

You are now a mentor! Start with a few words that explain or justify the way that you approach personal and professional relationships with mentees. This may develop into a statement. You can consider the following:

Mentor roles: intellectual feedback, community, sponsorship, access to opportunities, accountability, role models, professional development, emotional support, safe space, financial support

Mentor behavior: align expectations, assess understanding, communicate effectively, address equity and inclusion, foster independence, promote career goals

Adapted from NASEM 2019, The Science of Effective Mentorship in STEMM

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