

You've been matched as part of the long-term mentorship program! Now what?

Preparing

All: Before talking to your mentor or mentees, please familiarize yourself with the [Code of Conduct](#).

Mentees: If you are comfortable doing so, and if applicable, we recommend reaching out to your advisor to let them know about your external mentor.

Reaching Out

Mentors: Once you have reviewed the code of conduct, reach out individually to each of your mentees and introduce yourself. Be sure to say you are their mentor, and to include your name, (optionally) pronouns, affiliation, role (grad student, professor, industrial researcher, and so on), technical interests, and any non-technical topics you can provide support with. Non-technical topics might include things like mental health, applying for graduate schools, being LGBT, being an international student, applying for jobs, writing, and so on. Suggest a time and a medium (e.g., Zoom) for the first meeting.

Mentees: Watch your inbox for an email from your mentor, and respond when you hear from them. Introduce yourself in return and help pick a time and medium (e.g., Zoom) for the first meeting. **If you do not hear from your mentor**, please let the SIGPLAN-M team know, so that we can follow up.

All: If your mentor or mentee is a no-show a week after the time you hear that you have been matched with a mentor, please contact me (chong@seas.harvard.edu).

First Meeting: Defining the Relationship

All: During the first meeting, you should get to know each other a bit. But you should also make sure to define the mentorship relationship, since this will be at least a year-long relationship. I recommend discussing questions like:

- Would you like this mentorship to be confidential?
- What medium would you prefer to use to stay in touch?
- Would you prefer to stay in touch regularly, or only as-needed?
- If you would prefer to meet regularly, how often would you prefer to meet?
- Are there any specific things that would you like help with?
- Are there any urgent problems that you need help with immediately?

The goal is to set expectations explicitly.

Keeping in Touch

All: After that, just follow through!

Renewing the Relationship

All: If you are happy with your mentorship relationship, you may choose to renew it in a year. We will reach out about this after a year has passed.

Exiting the Relationship

All: Matching is not perfect, and life changes. If you are overwhelmed or not happy with your mentorship relationship, you may choose to leave it at any point, or you may choose not to renew it after a year. If you would like to end the mentoring relationship early, please let me know (npolikarpova@eng.ucsd.edu). If you would like a new mentor or mentee early, please let me know how I can find a better match for you.

Managing Conflict

All: You will be held to the [Code of Conduct](#), *especially* as a mentor but also as a mentee. If you encounter any situation that is inappropriate or harmful, I recommend reaching out to someone from [SIGPLAN CARES](#) for advice. We also run check-ins every two months; if you need help with more minor conflicts (like norms of communication), it is appropriate to bring them up to us during the check-in process and ask for help.

Resources for Mentors and Mentees

This list is always growing. Please send us any resources you think may be useful! This is not official by any means; it is crowdsourced.

- General mentoring guidelines
 - [There is no Guru](#)
 - [Mentoring Standard resource list](#)
- Resources for dealing with discrimination, harassment, & abuse
 - Recognizing and responding to [bullying from advisors](#)
 - [More academic bullying resources](#)
 - [SIGPLAN CARES](#) (confidential advocates through SIGPLAN)
 - [ACM COPE](#) (reporting Code of Conduct violations)
 - [Computing Connections Fellowship](#) (transitional funding)
- Research opportunities
 - For undergraduates
 - [List of REU sites](#)

- [DREU](#)
 - CMU [REUSE](#)
 - [REU @ Penn](#)
 - For software engineers and other working professionals
 - [CSGrad4US](#) (US only)
- Funding opportunities
 - [SIGPLAN PAC | Funding](#)
- Learning about PL and the community
 - Conferences and workshops
 - [Programming Languages Mentoring Workshop \(PLMW\)](#)
 - [POPL](#)
 - [PLDI](#)
 - [ICFP](#)
 - [OOPSLA @ SPLASH](#)
 - More [SIGPLAN Conferences](#)
 - Online courses
 - Dan Grossman's free three-part introductory [coursera PL course](#)
 - Books
 - [TAPL](#)
 - [PFPL](#)
 - [PLFA](#)
 - [EOPL](#)
 - [PLAI](#)
 - Socializing with the PL community
 - [PLTea](#)
- Summer schools
 - [OPLSS](#)
 - [PL+HCI "Swimmer" School](#)
 - [Spring School on Homotopy Type Theory](#)
 - [PLISS](#)
 - [CMMRS](#)
 - [Marktoberdorf](#)
 - [Midlands Graduate School in the Foundations of Computing Science](#)
- Communication Skills
 - Three posts with resources by Philip Wadler: [\[1\]](#) [\[2\]](#) [\[3\]](#)
 - [Bird by Bird: Instructions on Writing and Life](#) by Anne Lamott
 - Norman Ramsey's [technical writing course](#)
 - [How to give talks that people can follow](#) by Derek Dreyer
 - [How to write papers so people can read them](#) by Derek Dreyer
 - [Charisma vs Stage Fright](#), by Deborah Frances-White (TeD talk)
- Applying to Grad School
 - [Demystifying PhD Admissions in Computer Science](#) by ThanhVu Nguyen
 - [Dartmouth Dept of CS Grad School Application Advice](#)

- [Advice to Graduate School Recommendation Letter Writers](#) by Shriram Krishnamurthi
 - [HOWTO: Get into grad school for science, engineering, math and computer science](#) by Matt Might
 - [Awesome PhD Advice](#) collection of links to advice, by Paul Liang
- Succeeding in Grad School
 - [So long, and thanks for the Ph.D.!](#) by Ronald T. Azuma
 - [Awesome PhD Advice](#) collection of links to advice, by Paul Liang
- Faculty job search
 - Advice posts for getting academic jobs: [\[1\]](#) [\[2\]](#) [\[3\]](#)
 - [Computer Science Graduate Job and Interview Guide](#)
 - [CRA job postings](#)
 - [Getting an Academic Position \(GAP\) interview series](#)
 - [Awesome PhD Advice](#) collection of links to advice, by Paul Liang
- Books about Black American experiences (a list from [Joy Melody Woods](#))
 - Real Life by Brandon Taylor
 - Things That Make White People Uncomfortable by Michael Bennett
 - Invisible Man, Got the Whole World Watching by Mychal Denzel Smith
 - No Ashes in the Fire by Darnell Moore
 - Eloquent Rage by Brittney Cooper
- Books about womens' experiences
 - [Stop Fixing Women: Why Building Fairer Workplaces Is Everybody's Business](#) by Catherine Fox
 - [Lab Girl](#) by Hope Jahren
- Books, miscellaneous
 - [Complaint!](#) by Sara Ahmed
 - [Unmasking Autism: Discovering the New Faces of Neurodiversity](#) by Devon Price
 - [Whistling Vivaldi](#) by Claude M Steele