

Entering Mentoring & Entering Research Newsletter

Cultivating a community of practice for facilitators of research mentor & mentee training

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From the Editors

You know us as the editors of this newsletter, but we do a lot of other things too! We are committed to this facilitator community, just as you are committed to effective mentorship. We work behind the scenes to advocate for funding and develop resources to support this community. Most recently we collaborated with our colleagues at CIMER to develop a web page on the CIMER website dedicated to the [Facilitator Community](#). This new web page includes community resources like MyNRMN online groups, our newsletter archive, the Trained Facilitator Directory, and information about the CIMER Facilitator Recognition Program.

We're currently developing a brief survey that we'll launch this spring to learn about what members expect and need from this community. With limited funding and time, we want to make sure that we prioritize the needs of the community and strategically leverage available resources.

- Kim Spencer & Emily Utzerath

Implementation Spotlight: University of California, Los Angeles

Each newsletter we showcase Trained or Certified Facilitators who are implementing Entering Mentoring or Entering Research-based trainings at their institution or organization. Today we're shining the spotlight on Diana Azurdia (pictured below), Trained Facilitator of Entering Mentoring and Entering Research from the University of California, Los Angeles.

Overview of your institution, organization, or professional society.

[Graduate Programs in Bioscience](#) is a consortium of seven PhD programs with over 800 students and faculty at the University of California Los Angeles.

Your role at your institution, organization, or professional society.



I am the Director for Recruitment and Inclusion to the Graduate Programs in Bioscience. I lead the development and implementation of a strategic plan to enhance diversity in the biomedical graduate student populations. Major areas of focus include recruitment, promoting equitable admissions practices, examining student outcomes, creating retention programming, and building institutional partnerships and student pipelines. I am also interested in cultivating a strong inclusive training culture through program development in the areas of science, social well-being, professional development, mentoring and leadership. I use my platform as an NRMN Master Facilitator to promote inclusive mentoring practices in all STEM-related fields at UCLA. I am also the Director of

the UCLA Research Mentor Training Program which provides mentor and mentee training to scientists across all career stages. In this capacity, I also act as a campus-wide consultant for UCLA colleges, professional schools, and departments that aim to increase the impact of mentoring in their programs. Additionally, I serve on the Board of Directors for the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS) as the current Secretary.

Overview of your mentorship program.

Established in 2014, the aim of the [UCLA Entering Mentoring Training Program](#) is to promote inclusive mentoring practices by providing mentor and mentee training to researchers at all career stages. More specifically, the program aims to guide mentors to 1) understand “scientific teaching” and apply it in mentoring, 2) build relationships based on trust and respect with a mentee, 3) understand issues related to mentoring diverse students, and 4) build community with other mentors. The following competencies are covered: Aligning Expectations, Maintaining Effective Communication, Assessing Understanding, Fostering Independence, Promoting Professional Development, Addressing Equity and Inclusion, Fostering Self-Efficacy, and Cultivating Ethical Behavior.

To date we have provided research mentor training to 150 faculty, 91 graduate students, 67 post-docs and trained 25 [certified UCLA facilitators](#). It is our view that excellence in mentoring leads to a virtuous cycle of enhancing mentoring over time as generations of trainees learn best practices.

There are five offerings that researchers can participate in:

- [EMT](#)
This 10-week seminar is designed for graduate students and postdoctoral scholars in the sciences that uses a student-centered, integrative approach to learning about best practices for mentoring at the research bench. Each week we take a deep dive into one of the major competencies. This seminar course is offered every spring and graduate students can enroll in the seminar for 1 unit (MOL BIO 300).
- [Postdoc Mentoring Workshop](#)
A day-long research mentor training for post-docs and staff scientists. This workshop is offered in the Fall and Spring.
- [Advancing Faculty Mentoring Practices Workshop](#)
A day-long research mentor training workshop for faculty and administrators. This is offered once annually.
- [UCLA Facilitator Training](#)
This is a Train-the-Trainer session, where faculty and administrators gain the knowledge and facilitation skills needed to design and deliver mentor training within their own departments. This is offered once annually in tandem with the faculty research mentor training.
- [Graduate Student Hacks](#)
Utilizing the *Entering Research* (version 2) curriculum, "Grad School Hacks" is a series of workshops designed to provide strategies for effective acclimation and integration into all facets of a Ph.D. program. It offers a forum for students to share experiences with peers and build community. Additionally, a few of the workshops center around the major competencies from *Entering Mentoring*, thereby offering strategies for "mentoring up" and fostering self-efficacy. This seminar series is offered all year-long.

What is your favorite activity to implement from the *Entering Mentoring* curricula? Why?

My favorite activity to implement is the Aligning Expectations module. I have found that no matter what career stage a researcher is at, the same aha moment always happens. Most participants realize that compacts are a tangible way to get on the same page in their mentoring relationships.

In what ways have you applied what you learned at the *Facilitating Entering Mentoring* workshop in your program? If applicable, how and where have you applied what you learned beyond your program?

Every time I implement *Entering Mentoring* at UCLA, I learn something new from the dialogue that evolves. As someone who thinks about promoting an inclusive environment in the biomedical sciences, it gives me great insight into the plight of our trainees and faculty. This insight can sometimes have the powerful ability to inform how we create programming, work to shift culture, and on a few occasions even policy in the biomedical sciences at UCLA. As a Master Facilitator, I also deliver training nationally and learn about challenges at other institutions. This shapes how I think about challenges nationally and informs my work with the various national committees I sit on.

What have been your biggest (2-3) challenges around facilitation, implementation, and/or assessment/evaluation of the *Entering Mentoring* curricular activities? What strategies have you devised to address these challenges?

- Getting started with very little support was one of the biggest challenges. My first cohort of participants was composed of nine participants that I convinced to let me “experiment” on. Getting IRB approval and collecting data in the early days had a big impact when I started to seek buy in to evolve the program.
- There are no centralized funds or centers for examining graduate education initiatives at UCLA, so collecting data was another big challenge. Thankfully, the Undergraduate Research Center-Sciences at UCLA funded the early years of studying the impact of the training. NRMN and CIMER have been a great resource in helping to collect data in the most recent years.

What additional resources, tips, or information would you like to share with the facilitator community?

Facilitating your first workshop is always challenging; it gets easier as time goes on. If you have local colleagues who are also certified, I suggest organizing a local training with them as it will lower the activation barrier! Lastly, every chance I get, I try to find other facilitators to learn from. I would say this has been the largest contributor to the evolution of both my craft and the program we have at UCLA.

For more information, you may reach Diana Azurdia at dazurdia@mednet.ucla.edu.

Do you have an implementation story you would like us to spotlight in an upcoming newsletter? Let us know by completing [this newsletter survey](#).

News for Trained Facilitators

Sciencia Article: Improving Mentoring Relationships in Science: Mentors Need Mentors

A recent article in Scienza, “[Dr Christine Pfund – Improving Mentoring Relationships in Science: Mentors Need Mentors](#),” features Dr. Christine Pfund’s work to develop, implement, document, and study interventions to optimise research mentoring relationships across science, technology, engineering, mathematics, and medicine. This work includes leading a team at UW-Madison to serve as a National Mentor Training Hub during NRMN Phase 1 and being actively involved with other training programs, both at UW and at other institutions, including the Institute for Clinical and Translational Research and the Center for Improvement of Mentored Experiences in Research. Congratulations, Chris and team!

WISCIENCE & CIMER Welcome Newest Cohort of Entering Research Trained Facilitators

WISCIENCE and CIMER hosted a *Facilitating Entering Research* Workshop at the University of Wisconsin - Madison February 13-14, 2020. Twenty-three facilitators representing 16 different institutions attended the workshop to learn more about the Entering Research mentee training curriculum, gain facilitation skills, and design an implementation, evaluation, and assessment plan. This is the 7th cohort of Trained Facilitators of *Entering Research*.



Free Evaluation for Entering Research Implementations Available

Anyone who has attended a *Facilitating Entering Research* workshop and is a trained Facilitator of Entering Research can have their implementation evaluated by the Entering Research Team, located in WISCIENCE. Facilitators using [these evaluation services](#) have access to the paired Entering Research Learning Assessment (ERLA), Implementation Evaluation and Research Experience Assessment questions. An aggregate report of all data is provided to facilitators, and options to access your raw data are also available. To request evaluation, complete the [Evaluation Request and Implementation Tracking Form](#). For more information, please contact the Entering Research Team at enteringresearch@education.wisc.edu.

Opportunities

Register for Facilitating Entering Research Workshop: June 4-5, 2020

Registration for the June 4-5, 2020 *Facilitating Entering Research* workshops is now available online: <https://sites.google.com/wisc.edu/facilitatingenteringresearch/registration>

Please share this announcement with any colleagues in your network running research training programs.

Participants will learn about *Entering Research*, a training curriculum designed for undergraduates and graduate research trainees. Program directors, administrators, faculty, instructors, and staff of undergraduate and graduate research training programs are encouraged to apply.

Participants will:

- Learn evidence-based approaches to researcher training

- Gain facilitation skills needed to design and implement training at their institutions
- Build their own custom curriculum based on the individual needs of their trainees
- Select from nearly 100 activities that address a variety of areas of trainee development

For more information, contact Julia Vander Meer, CIMER Program Manager at: julia.vandermeer@wisc.edu.

Register for Facilitating Entering Mentoring Workshop: November 9-10, 2020

Registration is now open for the [Center for the Improvement of Mentored Experiences in Research \(CIMER\) Facilitating Entering Mentoring](#) workshop on November 9-10, 2020.

During this workshop, participants are introduced to [Entering Mentoring](#), a mentor training curriculum series that addresses the following themes: aligning expectations, addressing equity and inclusion, articulating your mentoring philosophy and plan, assessing understanding, cultivating ethical behavior, enhancing work-life integration, fostering independence, maintaining effective communication, promoting mentee research self-efficacy, and promoting professional development. Workshop participants become familiar with the curricula, practice facilitating training components, and develop a plan for implementing the training at their institution or organization.

For more information, visit the [Facilitating Entering Mentoring Website](#) or contact Julia Vander Meer, CIMER Program Manager (Julia.vandermeer@wisc.edu). Don't miss this opportunity to enhance your mentoring skills! The new National Academies report [The Science of Effective Mentorship in STEMM](#) recommends *Entering Mentoring* as one form of mentorship education that can help improve mentoring relationships.

Resources

Trained Facilitator Directory

Have you ever wondered who is a Trained Facilitator at your institution or in your region? Maybe you'd like to collaborate with them? We have two shiny [new directories](#) for Entering Mentoring Trained Facilitators and Entering Research Trained Facilitators. These directories are searchable by institution and state.

If you participated in a train-the-trainer workshop (either "Facilitating Entering Mentoring" or "Facilitating Entering Research") sponsored by the National Research Mentoring Network (NRMN) or the Center for the Improvement of Mentored Experiences in Research (CIMER) and would like to give permission to have your name shared as a Trained Facilitator at your institution or organization, please [complete this Google Form](#).

If at any time you wish to be removed from the national directory, you may contact Kim Spencer (kcspencer2@wisc.edu) or Emily Utzerath (emily.utzerath@wisc.edu).

Let us help you!

- Can we help you promote something? Maybe you've developed a new activity or training and you're seeking people to beta test?
- Are you looking for a collaborator to develop a new activity or training or a co-facilitator to lead a workshop?
- Do you have a resource you'd like to share with the community?
- Would you like to be featured in an upcoming Implementation Spotlight?

Connect with us by completing this [survey](#).

Entering Mentoring Implementations

We're highlighting the following individuals who have implemented mentorship training based on *Entering Mentoring* and used our centralized evaluation services! If you would like to use our centralized evaluation for your upcoming mentor training, submit this [Google Form](#) at least 3 weeks before your training end date.

January 2020

1. **Diana Azurdia, Greg Payne, and Beth Lazazzera** led an 8-hour Mentor Training at the **University of California, Los Angeles** on 1/3
2. **Johnna Frierson** led a 6-hour Mentor Training at **Furman University** from 1/7 to 1/8
3. **Janet Cross** led a 2-hour Mentor Training at the **University of Virginia** on 1/8
4. **Laura Montier** led a 2-hour Mentor Training at **Baylor College of Medicine** on 1/9
5. **Christine Pfund** and **Bruce Birren** led a 6 hour Mentor Training at **Harvard University** on 1/15
6. **Christine Sorkness** led a 4-hour Mentor Training at the **Medical College of Wisconsin** on 1/23
7. **Christine Sorkness** led a 4-hour Mentoring Up Training at the **Medical College of Wisconsin** on 1/23

February 2020

1. **Leslie Coward** and **Robert Tillman** led a 2.5 hour Mentor Training at the **University of Houston** on 2/7
2. **Janet Branchaw** and **Brian Popp** led a 16-hour Facilitating Entering Research at the **University of Wisconsin-Madison** from 2/13 to 2/14
3. **Emma Meagher** led an 8-hour Mentor Training at the **University of Pennsylvania** from 1/28 to 2/18
4. **Amber Smith** led an 8-hour Mentor Training at the **University of Wisconsin-Madison** on 2/21

Entering Research Implementations

Want to tell us about your implementation and/or use the *Entering Research* evaluation and assessment tools for your upcoming mentee training? Complete the [Entering Research Evaluation Request & Implementation Tracking form](#) or contact the Entering Research team (enteringresearch@education.wisc.edu) for more information.

About the Newsletter

We distribute this newsletter to subscribers every quarter. The purpose of this newsletter is to advance efforts that prepare faculty, staff, and administrators as effective facilitators of *Entering Mentoring* and *Entering Research* curricula for mentor training and mentee training respectively. We gather news, research, and events that are of interest to our readers. This newsletter is supported by the Center for the Improvement of Mentored Experiences in Research (CIMER) at the University of Wisconsin-Madison.

To subscribe, complete this online form: <https://goo.gl/forms/3qA7mxog5Omr2Hd13>. To unsubscribe, email Kim Spencer (kenspencer2@wisc.edu).

For questions, comments, or suggestions, please contact the Co-Editors: Kim Spencer (kenspencer2@wisc.edu) and Emily Utzerath (emily.utzerath@wisc.edu).