

Building a Culture of Mentoring at Texas A&M University

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Excellence



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Building a Culture of Mentoring at Texas A&M University

Learning Outcomes:

1. Define mentorship and the importance of mentoring
2. Describe research surrounding mentoring
3. Explore opportunities through Mentoring Academies at Texas A&M University
4. Discuss how we can all work to build a culture of mentoring at Texas A&M University

Definition of Mentorship

Mentorship is a professional, working alliance in which individuals work together over time to support the personal and professional growth, development, and success of the relational partners through the provision of career and psychosocial support.

The Science of Effective Mentorship in STEMM, National Academies of Sciences, Engineering, and Medicine 2019. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25568>




Why is Mentoring Important?

- Impact on Mentees?
- Impact on Mentors?



Potential for TRANSFORMATION!



- The National Academies of
SCIENCES • ENGINEERING • MEDICINE
- CONSENSUS STUDY REPORT**
- The Science of
Effective Mentorship
in STEMM
- 

Center for the Improvement of Mentored Experiences in Research (CIMER)

CIMER Mission - Improve the research mentoring relationships for mentees and mentors at all career stages and disciplines through the development, implementation, and study of evidence-based and culturally-responsive interventions.

CIMER History - A UW-Madison team led by Dr. Christine Pfund established CIMER in 2015 with support from the Wisconsin Center for Educational Research to begin the work of expanding efforts to implement and investigate ways to improve research mentoring relationships in higher education settings.



TAMU | GEM

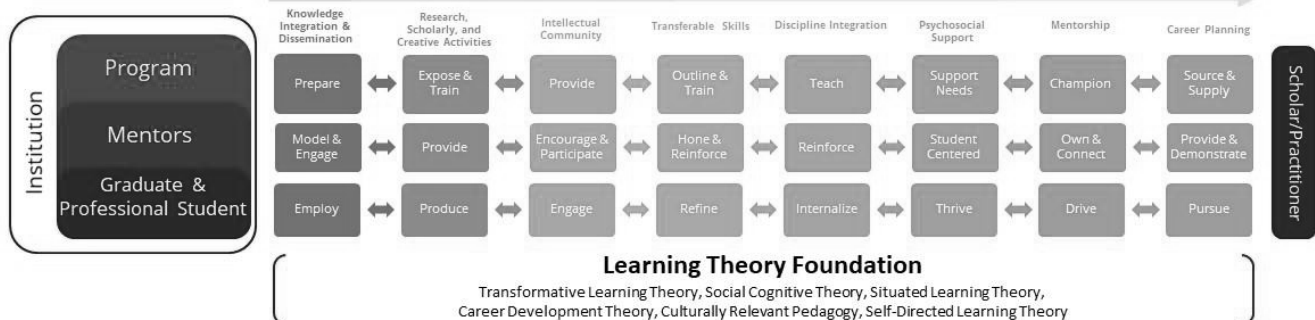
TEXAS A&M UNIVERSITY Graduate Education Model



Global and Societal Influence
(Need for Change that Motivates the Graduate Education Environment)



Transformation Through Student-Centered Learning, Community, and Mentorship



Revision of the Transformative Doctoral Education Model (TDEM) from Patterson, C.A., Chang, C.N., Lavadia, C.N., Pardo, M.L., Fowler, D.A., and Butler-Purry, K. (2019). Transforming doctoral education: Preparing multidimensional and adaptive scholars. *Studies in Graduate and Postdoctoral Education*. <https://doi.org/10.1108/SGPE-03-2019-0029>

A Culture of Mentoring at Texas A&M University

- **Center for Teaching Excellence**

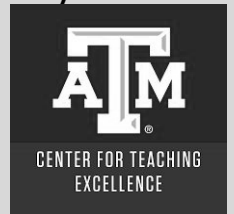
- Faculty Mentoring Academy
- Departmental Mentoring Plans
- Department Head Trainings

- **Graduate and Professional School**

- Graduate Mentoring Academy

- **Vice President for Research**

- RCR Core Training includes mentoring competency



TAMU Mentoring Academy Competencies

Seven **evidenced-based** competencies

- Maintaining Effective Communication
- Aligning Expectations
- Assessing Understanding
- Fostering Independence
- Promoting Professional Development
- Addressing Equity and Inclusion
- Articulating Your Mentoring Plan and Philosophy

TAMU Mentoring Academy Opportunities

Faculty Mentoring Academy

- **Goal:** Improve Faculty Mentoring Experiences
- **Target Audience:** Faculty
- **Format:** Virtual Sessions

Both efforts work to "improve research mentoring relationships for mentees and mentors..."
(CIMER)

Graduate Mentoring Academy

- **Goal:** Improve Graduate Mentoring Experiences
- **Target Audiences:** Graduate and Professional Students, Faculty, and Staff
- **Format:** Virtual and Face-to-Face Sessions

TAMU Mentoring Academy Engagement

As of today, 100 completed!

- 37 Faculty
- 40 Doctoral
- 13 Masters
- 10 Staff

Engagement

- ~300 in Faculty Mentoring Academy
- ~200 in Graduate Mentoring Academy
- 18/28 facilitators with experience



BECOME A TAMU MENTORING ACADEMY FELLOW!

- Complete all seven competencies and earn a certificate and a door placard
 - Faculty also receive letter of completion
- Attend the Train the Trainer workshop and become a TAMU Mentoring Academy Facilitator

Register for GMA: <http://tx.ag/TAMUGMAregister>

Register for FMA: <http://tx.ag/TAMUFMAregister>

Building a Culture of Mentoring

- Consider using these opportunities to **support Federal Training grants** (NIH, NSF, USDA, Dept. Ed, etc.)
- Research shows a distinct **disconnect** between how well faculty mentors **perceive** they are mentoring and how mentees **believe** they are mentoring
- Even the **best mentors improve** when they **invest** in mentor development
- **Together**, we can all work to **build a culture of mentoring** that supports our students, post-docs, and faculty colleagues

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Thank you!



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