

#SWDSS



NIH Scientific Workforce Diversity Seminar Series
How Does Mentoring Impact Diversity in the Biomedical and Behavioral Research Workforce?

diversity.nih.gov

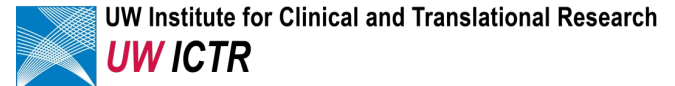
REGISTER TODAY

Wednesday, June 14, 2023
10:30 a.m.–12:00 p.m. ET

 National Institutes of Health
Office of the Director
Chief Officer for Scientific Workforce Diversity

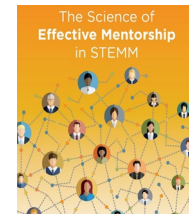
Mentorship as a Mechanism to Advance Inclusive Environments

Christine Pfund
University of Wisconsin - Madison
June 14, 2023



Institutional transformation in support of effective mentorship involves mentees, mentors, training program directors, departmental chairs, deans, provosts, college presidents, and external partners—

all of whom can use mentorship as one intervention to increase retention in STEMM disciplines and help move a more diverse group of students along STEMM career pathways.



(NASEM, 2019)

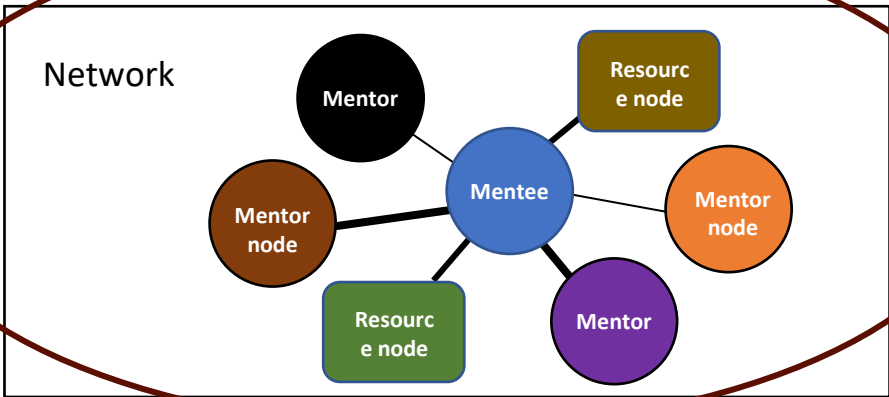
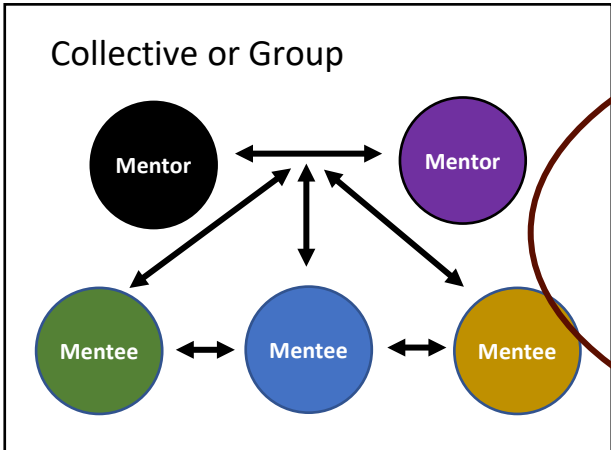
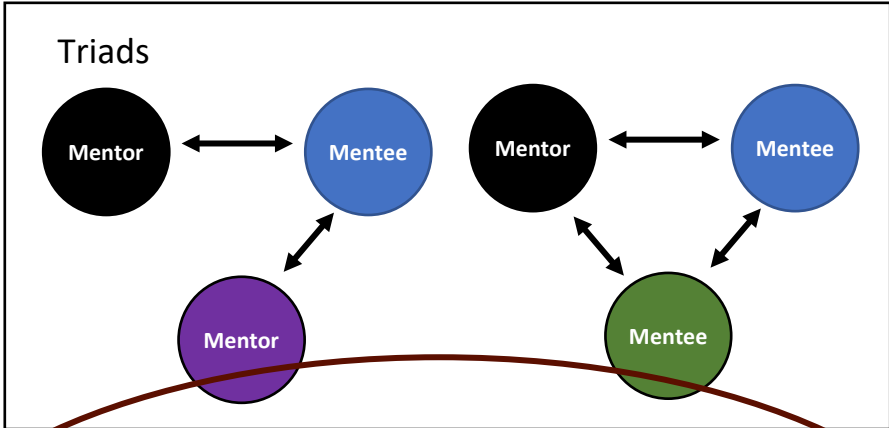
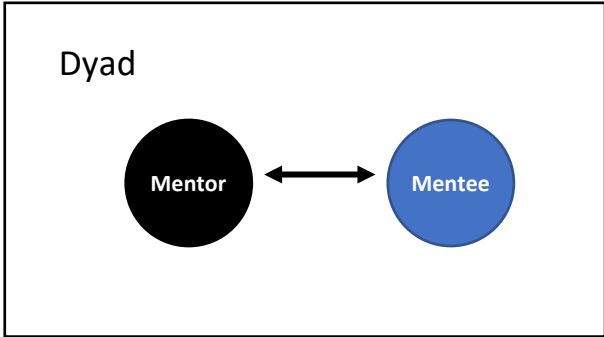
Institutions and organizations can support more effective mentorship by:

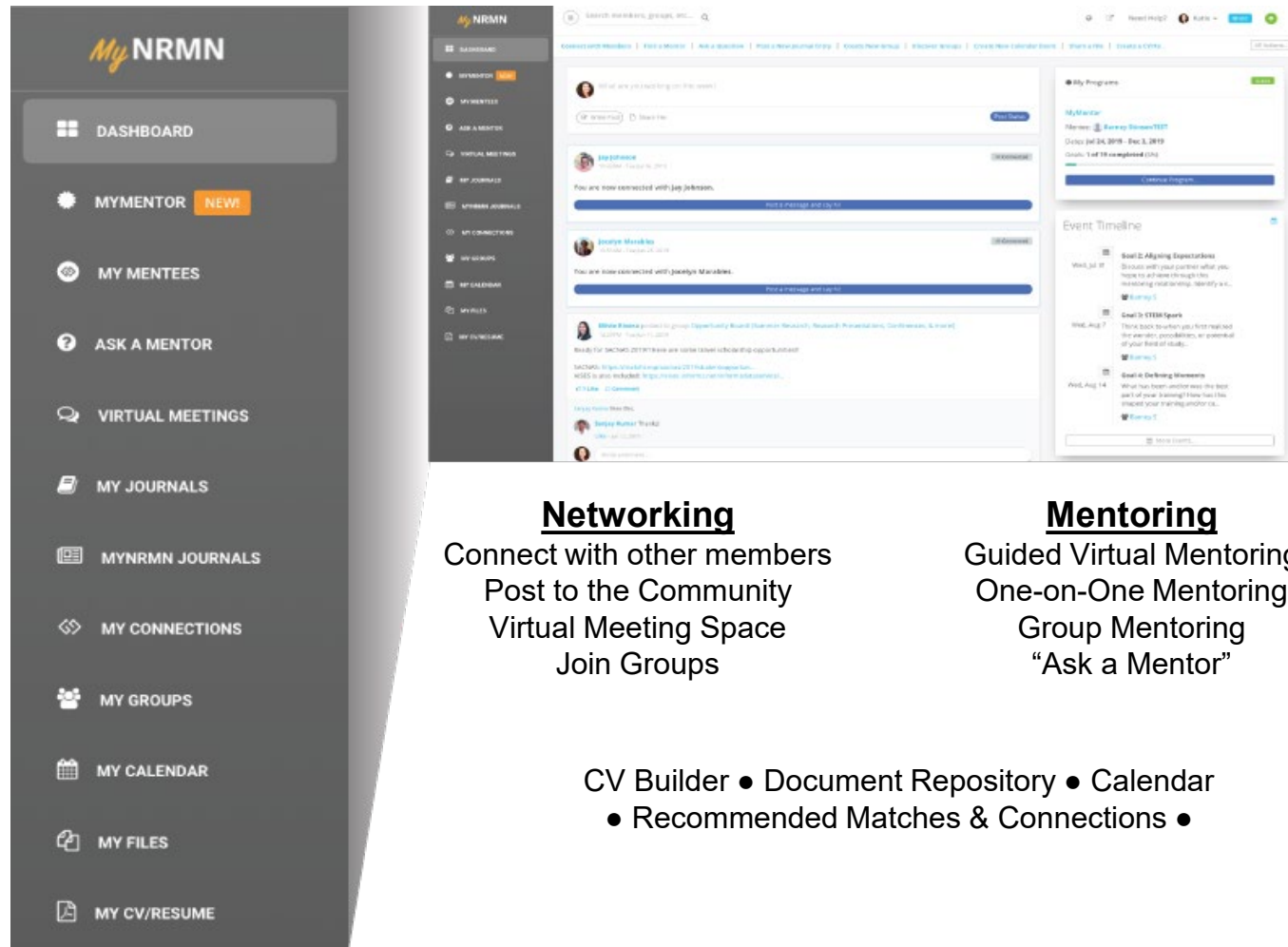
Access - Individuals have access to multiple mentors

Quality - Mentoring relationships and training program supports are effective and use evidence-based approaches and tools

Continuous Improvement - Programs regularly assess access to and the quality of training and mentorship... and then address areas for growth and improvement

Value and Visibility - Institutions and organizations demonstrate their commitment to inclusive excellence through mentorship





ACCESS

Networking

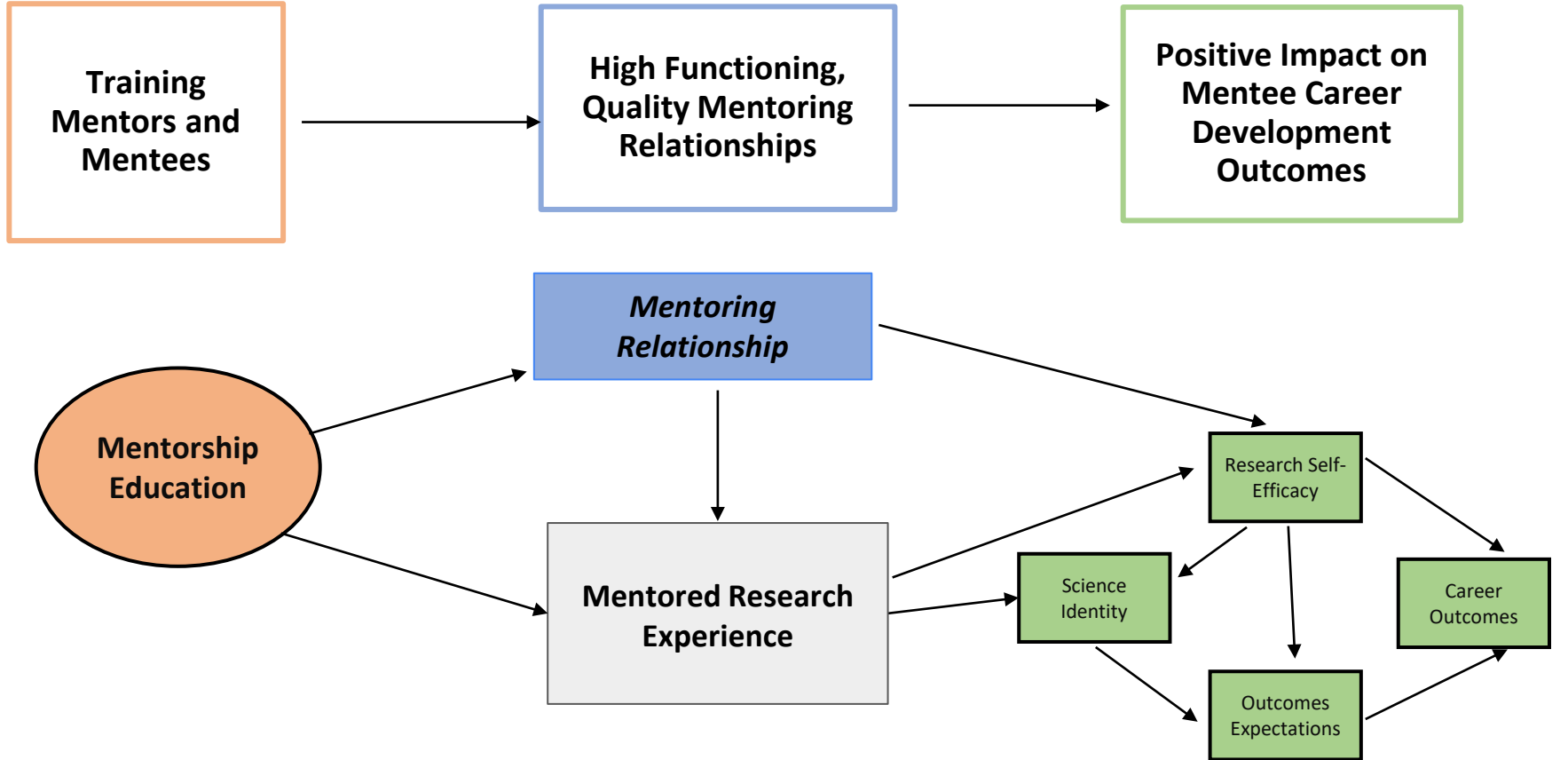
- Connect with other members
- Post to the Community
- Virtual Meeting Space
- Join Groups

Mentoring

- Guided Virtual Mentoring
- One-on-One Mentoring
- Group Mentoring
- “Ask a Mentor”

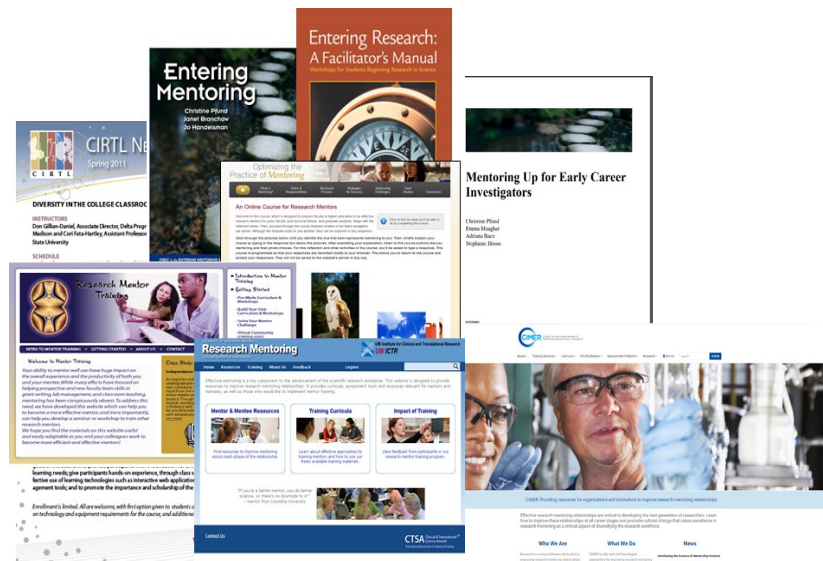
- CV Builder • Document Repository • Calendar
- Recommended Matches & Connections •

QUALITY



CIMER Serves as a National Training Hub for Mentorship Education

Mentor training
 Mentee training
 Train-the-trainer workshops
 Implementation workshops



Training Curricula

Please visit the CIMER website for more information about [Entering Mentoring](#), [Entering Research](#), or [Mentoring Up](#).

Entering Mentoring

The Entering Mentoring curricula is designed for those who wish to implement process based, professional development workshops for research mentors. You may choose one of our complete, pre-assembled packages or build your own customized curriculum.



Complete
Curricula



Custom
Curricula

Entering Research

The Entering Research curricula is designed for those who wish to implement process-based, professional development workshops, courses, or programs for undergraduate and graduate research trainees. You may choose one of our complete, pre-assembled packages or build your own customized curriculum.



Complete
Curricula



Custom
Curricula

Mentoring Up

The Mentoring Up curricula is designed for those who wish to implement process-based, professional development workshops for postdoctoral trainees and junior faculty.



Complete
Curricula

Mentorship Ecosystem Assessment & Evaluation Items

**CONTINUOUS
IMPROVEMENT**

Demographics

Race and Ethnicity
Gender
Career Stage
SES
First Generation
Ability

Context/Background

Previous Research Experience
Previous Mentoring Experience
Motivation
Discipline/ Area of Study
Department/ Program
Institutional Context

Mentor Learning Assessments

Mentoring Competency Assessment (MCA)
Cultural Diversity Awareness (CDA)

Trainee Learning Assessment (ERLA)

Research Comprehension & Communication Skills
Practical Research Skills
Research Ethics
Researcher Identity
Researcher Confidence & Independence
Equity & Inclusion Awareness & Skills
Professional & Career Development Skills

Additional psychosocial factors known to influence persistence

Outcome Expectations
Sense of Belonging
Science Identity
Research or mentoring self-efficacy

Quality of Mentoring Relationships

Relational duration
Interaction frequency
Mentor effectiveness across roles
Relational quality
Alignment of needs and supports

Performance

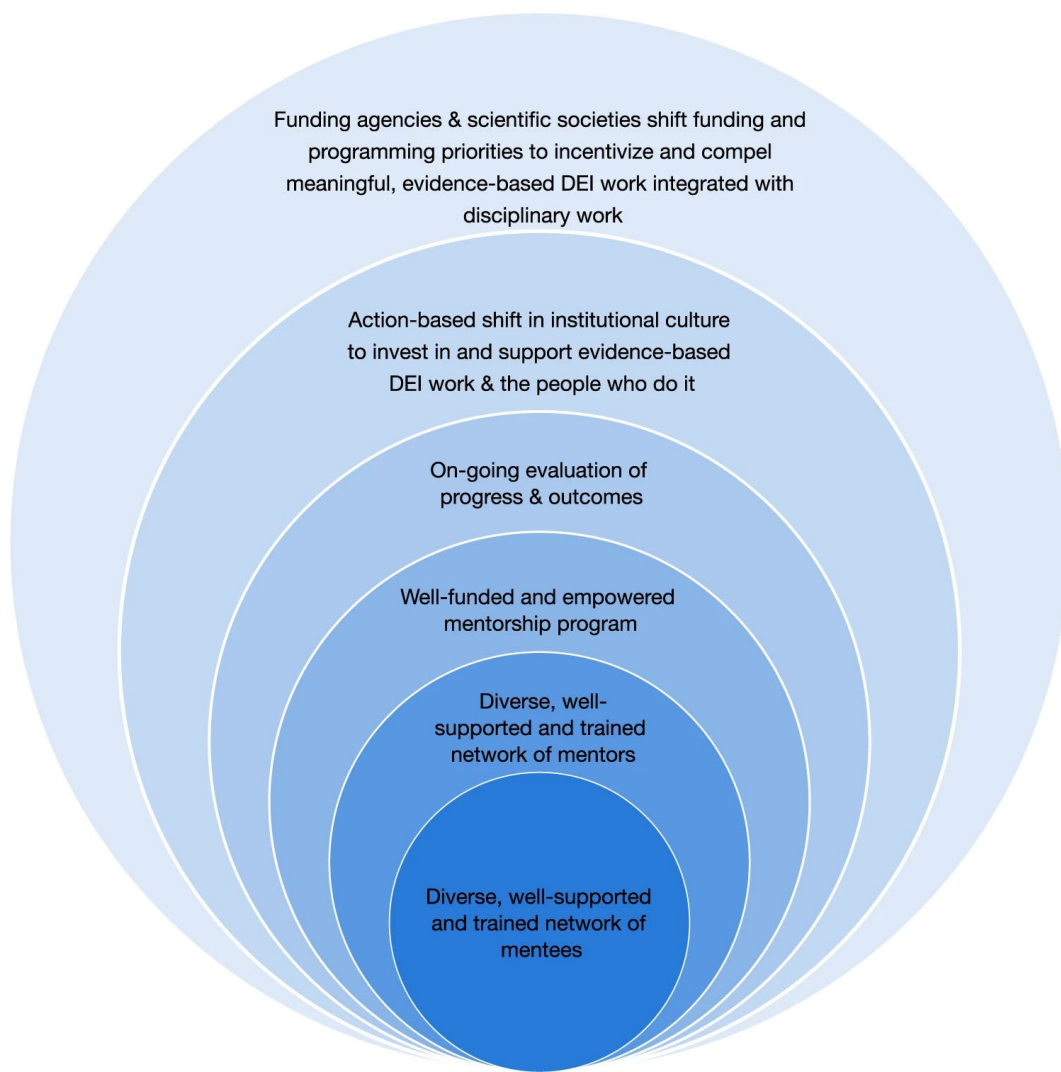
Coursework Outcomes
Prelim
Presentations
Publications

Trainee Intent / Plans for Future

Career Interests
Career Plans

Recognizing and Valuing Mentorship

- Add valuation of mentorship and mentorship program development/support into mission statements and strategic plans
- Build mentorship into workload—not overload/pay supplement
- Rewrite tenure, promotion, and other review documents to clearly value mentorship efforts
- Honor mentorship efforts and initiatives with internal, targeted research funds.
- Provide reassigned time for mentorship efforts
- Establish prominent awards/chairs to honor mentorship
- Institutionalize best practices in workforce development and mentorship



Value and Visibility
Continuous Improvement
Quality
Access

Deanna, R., Merkle, B.G., Chun, K.P. *et al.* Community voices: the importance of diverse networks in academic mentoring. *Nat Commun* 13, 1681 (2022).