

University of South Dakota

USD RED

Inclusive Science Initiative Program

3-2022

Entering Mentoring: Inclusive Faculty to Student Mentoring

Jamie Turgeon-Drake

University of South Dakota

Follow this and additional works at: <https://red.library.usd.edu/isi>

Recommended Citation

Turgeon-Drake, Jamie, "Entering Mentoring: Inclusive Faculty to Student Mentoring" (2022). *Inclusive Science Initiative Program*. 26.

<https://red.library.usd.edu/isi/26>

This Publication is brought to you for free and open access by USD RED. It has been accepted for inclusion in Inclusive Science Initiative Program by an authorized administrator of USD RED. For more information, please contact dloftus@usd.edu.



Entering Mentoring: Inclusive Faculty to Student Mentoring

Background

Success in college is strongly influenced by the quality of faculty mentoring that students receive, and this is especially true for students from under-represented groups. The purpose of this programs is to Help create a more inclusive environment for faculty and staff, between researcher and mentee as well as in the classroom and advising setting. With continued support in the area of mentoring USD is hoping to Ultimately improve the institutional culture as it relates to diversity. Institutional culture includes “the attitudes, dispositions, beliefs, and values of campus stakeholders and their influence on institutional practices and policies.” (Progress towards Inclusive Excellent through reflection Document, USD)

At USD

Entering Mentoring at USD is a facilitator-guided workshop that teaches the principles and best practices of being a mentor. The curriculum is based on the training received from CIMER with support from NRNM. The workshop at USD is comprised of a series of 10 classes (modified to fit our university's needs) offered face to face Spring 2017, Spring 2018, Spring 2019, Spring 2020 and via zoom in spring of 2021 and 2022. The workshop is open to faculty, staff, and graduate students.

The workshop is facilitated by Jamie Turgeon-Drake and Dr. Brian Burrell, both of whom received training from the National Research Mentoring Network. The University of South Dakota-HHMI Inclusive Science Initiative grant is the funding for the Entering Mentoring program once an academic year for faculty, research faculty, graduate student research faculty and staff to promote inclusive ideas and foster positive mentoring experiences inside the lab, classroom settings and beyond on the university's campus. In sharing our curriculum and modifications we hope to encourage other universities to adapt a similar program that will fit their universities needs. Participants who attended 7 or more workshops will get a certificate and a “student advocate” sticker.

<https://nrnmnet.net/>
<https://cimerproject.org/training-fem/>

USD-Howard Hughes Medical Institute (HHMI)
 Inclusive Science Initiative
<https://www.usd.edu/research/inclusive-science-initiative>

Curriculum

- Week 1: *Introduction to Mentor Training Program*
- Week 2: *Aligning Expectations*
- Week 3: *Promoting Professional Development*
- Week 4: *Maintaining Effective Communication*
- Week 5: *Addressing Equity and Inclusion*
- Week 6: *Addressing Inclusion at USD/Multi-Culturalism vs. Color-Blind Approaches*
- Week 7: *Assessing Understanding*
- Week 8: *Fostering Independence*
- Week 9: *Cultivating Ethical Behavior*
- Week 10: *Articulating Your Mentoring Philosophy and Plan*

		Very low (1)	(2)	Average (3)	(4)	High (5)	Mean Response
Currently, how would you rate overall quality of your mentoring?	Pre-workshop	3.1%	18.2%	63.6%	9.1%	3.0%	2.85
	Post-workshop	0%	0%	14.3%	81.0%	0%	3.85

Outcomes 2021

Participation (traditionally come from a science background, but we are seeing participants from all schools across all disapplies at USD) in the training series appears to have resulted in substantial improvements. These tables provide a comparison of pre-workshop and post-workshop responses relating to how skilled the participant felt in several areas.(33 of 58 filled out pre and post survey in 2021) In each case the participant was asked to rate their skill from 1-5 with 1 indicating “Not skilled at all” and 5 indicating “Extremely Skilled.” The table also includes a mean response for each to more easily compare changes in direction. For every skill the mean responses in the post-survey responses were higher than the analogous pre-survey means.

The goal of our mentor training is to accelerate the process of becoming an effective research mentor by providing mentors with an intellectual framework, an opportunity to experiment with various methods, and a forum in which to solve mentoring dilemmas with the help of their peers. The data collected shows the attendees are seeing a level of improvement across several areas of their mentoring.

		Not skilled at all (1)	(2)	Moderately Skilled (3)	(4)	Extremely Skilled (5)	NA	Mean Response
Helping your mentees network effectively	Pre-workshop	9.1%	24.2%	30.3%	24.2%	3.0%	9.1%	2.87
	Post-workshop	4.8%	4.8%	33.3%	38.1%	4.8%	14.3%	3.39
Helping your mentees set career goals	Pre-workshop	12.1%	9.1%	30.3%	24.2%	15.2%	9.1%	3.23
	Post-workshop	0%	0%	4.8%	66.7%	9.5%	19.1%	4.06
Helping your mentees balance work with their personal life	Pre-workshop	12.1%	12.1%	48.5%	15.2%	6.1%	6.1%	2.90
	Post-workshop	0%	4.8%	23.8%	57.1%	9.5%	4.8%	3.75
Understanding your impact as a role model	Pre-workshop	6.1%	15.2%	39.4%	15.2%	18.2%	6.1%	3.25
	Post-workshop	0%	14.3%	4.8%	61.9%	19.1%	0%	3.86
Helping your mentees acquire resources (e.g. grants, etc.)	Pre-workshop	6.1%	33.3%	30.3%	3.0%	9.1%	18.2%	2.70
	Post-workshop	4.8%	0%	19.1%	42.9%	19.1%	14.3%	3.83

		Not skilled at all (1)	(2)	Moderately Skilled (3)	(4)	Extremely Skilled (5)	Mean Response
To what extent do you feel that you are currently meeting your mentees' needs	Pre-workshop	9.1%	15.2%	51.5%	24.2%	0%	2.91
	Post-workshop	0%	0%	14.3%	71.4%	0%	3.83

		Pre-workshop	3.0%	15.2%	42.4%	24.2%	9.1%	6.1%	3.23
Taking into account the biases and prejudices you bring to the	Pre-workshop	0%	4.8%	19.1%	66.7%	9.5%	0%	3.81	
	Post-workshop	0%	4.8%	19.1%	61.9%	14.3%	0%	3.86	
Working effectively with mentees whose personal background is different from your own (age, race, religion, gender, class, region, culture, family composition, etc.)	Pre-workshop	3.00%	12.1%	39.4%	24.2%	15.2%	6.1%	3.39	
	Post-workshop	0%	4.8%	19.1%	61.9%	14.3%	0%	3.86	