

Mentorship Training in the College of Engineering

Slides from a presentation at the Graduate School Mentorship Workshop Oct. 24, 2024

Slide 1: Title slide:

Mentorship Training in the College of Engineering

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Graduate School Mentorship Workshop Fall 2024 Agenda

Date: October 24

Slide 2: Purpose of Presentation

Engage in a mentorship activity

Overview of the mentorship training activities in the College of Engineering

Slide 3: What does mentorship look like from your perspective, Part 1

1. Introduction (1 minute)

Explain that participants will select a picture that resonates with their idea of mentoring and reflect on the theme of mentorship through the image

2. Selecting a picture (1 minute)

Instruct participants to take 1 minute to find the picture that speaks to them in the context of mentorship

3. Reflection questions (2 minutes)

Participants will individually answer the following questions before sharing with the group:

How does this picture represent mentoring from your perspective?

How does the picture highlight both the successes and challenges of mentoring relationships?

Slide 4: What does mentorship look like from your perspective, Part 2

Part 2

4. Group sharing and discussion (5 minutes)

At their tables, participants will take turns sharing their selected pictures and responses to the reflection questions.

5. Debrief (5 minutes)

What were some of the recurring themes, commonalities, and differences in perspectives shared by each group?

Slide 5: What does mentorship look like from your perspective, Part 2
(copy of slide 4)

Same text as slide 4

Slide 6: Mentorship is a dynamic and multifaceted relationship that goes beyond traditional guidance.

1. Mentorship as a two-way street: Emphasizes that mentorship is a mutual relationship where both mentor and mentee learn and grow.
2. Personalized support and growth: Mentorship looks different for each individual based on their needs. It's about recognizing the unique strengths and goals of the mentee, providing tailored advice, and encouraging them to develop their own path.
3. A blend of professional and personal development: From a mentor's point of view, mentorship isn't just about career guidance. It also includes fostering emotional intelligence, building confidence, and providing life skills that support the overall development of the mentee.
4. Diverse perspectives and inclusivity: Mentorship involves embracing diversity of thought, background, and experience. From a mentor's perspective, it's about fostering inclusivity and helping the mentee navigate challenges that may be specific to their context, such as gender, race, or socioeconomic background.

Slide 7: Overview of the Mentorship Training Activities at the College of Engineering

- CIMER Training (2018) (Center for the Improvement of Mentored Experiences in Research, from the University of Wisconsin-Madison)

- Conducted for graduate directors and integrated into onboarding for new faculty members to enhance mentorship practices
- Information can be found at this website:
<https://cimerproject.org/entering-mentoring-trained-facilitators/>
- Graduate Student Success for Multicultural Environments (GSSME)
 - A one-credit course designed for first-year doctoral and master's degree students to help them integrate into the university, navigate graduate school relationships, prepare for professional success, and understand diversity, inclusion, and mentor/mentee dynamics.
 - We will be sharing details with College of Engineering faculty this year on the GSSME content. This was an ask from graduate program leadership and faculty in various departments. The goal is to support mentoring as a relationship. The work was funded by the Sloan EGE grant.
 - Information can be found at this website:
<file:///C:/Users/trwaller/Downloads/work-in-progress-preparing-graduate-students-to-engage-in-multicultural-environments.pdf>
- Dean's Fellows
 - Regular discussions on graduate education and mentorship topics.
 - Information can be found at this webpage:
<https://news.vt.edu/articles/2023/09/eng-coe-college-of-engineering-selects-inaugural-deans-fellows-cohort.html>

Slide 8 Overview of the Mentorship Training Activities at the College of Engineering (continued)

- Protégé Center
 - NSF grant
 - Resources and support for mentoring within the college
 - Information can be found on this webpage:
<https://news.vt.edu/articles/2023/04/eng-enge-transforming-engineering-graduate-education.html>
- Mentoring Modules
 - To be hosted by TLOS for the 2024-25 academic year, offering structured mentoring support.
- SLOAN Transformational Grant (Equity in Graduate Education Consortium)

- Focuses on promoting equity in mentorship and graduate education
- Partnership with the Graduate School and the colleges of Science and Engineering.
- We had a panel on mentoring at the new faculty/postdoc orientation this past August with past graduate school College of Engineering mentoring award winners.

Slide 9: Questions

(photo of students at a conference)