

CIMER Faculty Mentor Institute Agenda- Thursday April 27th, 2023

Location: Embassy Suites by Hilton Las Vegas, 4315 University Center Drive, Las Vegas, NV 89119

| Overview | |
|------------------------------------|---|
| Morning 8:30 am - 12 pm | Introduction |
| | Module 1: Establishing Effective Communication |
| | Break |
| | Module 2: Aligning Expectations |
| Lunch 12 - 1:30 pm | <i>To be provided on-site by NSHE EPSCoR.</i> |
| Afternoon 1:30 - 4:30 pm | Module 3: Addressing DEI in Mentorship |
| | Break |
| | Module 4: Articulating your Mentoring Action Plan and Philosophy |
| | Wrapping Up |

Agenda Detail

Effective mentorship has been linked to many important outcomes in research and academia - such as research productivity, persistence, high career satisfaction, and sense of belonging and self-efficacy - as described in the recent [National Academies report on the Science of Effective Mentorship in STEMM](#). Yet faculty mentors do not typically receive significant training on how to effectively mentor, especially when it comes to addressing issues related to identity and culture.

The approach and framework for this training has been developed from research and evidence-based interventions by CIMER ([Center for the Improvement of Mentored Experiences in Research](#)). This training is designed to help faculty mentors increase their self-efficacy in four core competencies: (1) establishing effective communication, (2) aligning expectations, (3) addressing diversity, equity, and inclusion in mentorship, and (4) articulating your mentoring action plan and philosophy (MAPP).

In this interactive workshop, we will facilitate group discussions around situations that many mentors face. We'll encourage participants to share their personal experiences, challenges, and promising practices. Participants are expected to increase their self-efficacy to respectfully broach conversations about culture and identity with their trainees, develop an inclusive climate for their lab groups, and leave with specific plans to improve mentorship.