**MENTOR TRAINING**

*OGE Website for Materials*: [OGE Faculty Mentoring](http://ogefacultymentoring.web.unc.edu)  
*Curriculum from*: [Mentor Training for Biomedical Researchers developed by University of Wisconsin](https://mentoringresources.ictr.wisc.edu/TrainingCurriculumChoices)

The Office of Graduate Education (OGE) has created a Faculty Mentoring Workshop for Biomedical Researchers, now in its third year. This workshop is aimed at faculty in the biomedical sciences who primarily do lab-based research and is based on a curriculum developed by National Research Mentoring Network (NRMN) group at UW Madison. In this 10-hour workshop, a small group of faculty engage in active exercises and discussion centered around eight key topics central to mentor-mentee relationships: 1) Effective Communication, 2) Aligning Expectations, 3) Assessing Understanding, 4) Fostering Independence, 5) Self-Efficacy, 6) Professional Development, 7) Addressing Equity and Inclusion, and 8) Articulating Your Mentoring Philosophy. Each cohort includes a mix of faculty from stages that vary from very junior, brand-new faculty to senior faculty who have a myriad of experiences to share during the discussions.

The series consistently gets positive feedback, and attendees report they have actively implemented new mentoring strategies in their labs. As of April 2019, 132 UNC faculty members have completed this training. We plan to offer our Faculty Mentoring workshop series twice a year. In addition to these open offerings, our office has provided custom trainings for other units including the School of Pharmacy and the Department of Chemistry.

*Modules and Learning Objectives*

1. **Maintaining Effective Communication**: Provide constructive feedback, identify/respect different communication styles, active listening
2. **Aligning Expectations**: Establish mutual/realistic expectations for the mentoring relationship, communicate expectations clearly, align mentor and mentee expectations. Introduces concept of Mentoring Compacts and strategies for using them with mentees.
3. **Assessing Understanding:** assess mentee understanding of core concepts and processes, identify reasons for lack of understanding, develop strategies to increase understanding
4. **Addressing Equity and Inclusion:** improve and expand understanding of diversity and how it impacts mentor- mentee relationships, recognize unconscious bias and how that impacts relationships, identify strategies to engage in conversations about diversity with mentees to foster a sense of belonging
5. **Fostering Independence:** define independence (at each stage from undergrad to post-doc), employ strategies to increase mentee confidence and foster independence, identify benefits and challenges of fostering independence
6. **Promoting Professional Development:** identify role mentors play in promoting professional development of mentees, develop a strategy for guiding mentee professional development, initiate and sustain periodic conversations with mentees about professional development goals, engage in open dialogue about the competing demands/interests of mentors and mentees around needs of the research program and need for career development. Includes a discussion of IDPs and strategies for using them with mentees.
7. **Self-Efficacy**: definition and sources of research self-efficacy; strategies for strengthening and sustaining mentee self-efficacy
8. **Articulating your Mentoring Philosophy and Plan:** synthesizing philosophical and approach changes that resulted from the workshop series, formulate a mentoring approach for the future

*Past Participants:* a current participant list for the OGE sponsored workshops can be found at <http://ogefacultymentoring.web.unc.edu/past-participants/>

*Other offerings of Faculty Mentor training on campus*: CFE/NCTraCS [Sohini Sengupta/Susan Pusek] collaborated with us on the initial pilot offering in Fall of 2015. Until early 2017 they continued to offer a CFE version of this workshop using the same source material as the OGE offering. One key difference in their offering is that the CFE recruited across the whole campus, not just within BBSP, and therefore included a more diverse set of mentors. Additionally, the content and case studies varied slightly. We modified our case studies based on participant feedback and added a module (Self-Efficacy) since we began the independent offerings. \**At this time the status of the CFE mentor training is not clear to us.*

*Brown Bag Mentor Lunches*: In 2017 the OGE launched an informal lunch series for mentors who have completed the full Mentor Training program described above. The sessions bring mentors together to continue discussions about best practices and challenges. Issues discussed before include: fostering independence while also being available to mentees, managing different personalities in the research group, mentoring students with issues that lead to chronic absences from lab. These sessions will be offered approximately 4 times per year and will rotate through a variety of mentoring related topics.

**MENTEE WORKSHOPS**  
Inspired by the success of the mentor workshops, the OGE began to offer workshops on some of these topics to mentees at UNC Chapel Hill in 2016. The NRMN group mentioned above has also developed a set of workshops aimed at trainees covering many of the same topics included in our faculty series and these modules are used as the basis for our workshops. Students who participate in our SOLAR summer undergraduate research program, our PREP post-baccalaureate program, and our IMSD program for graduate students from underrepresented groups all receive workshops on Self-Efficacy, Communicating with your Mentor, Work-Life Integration, and other topics aimed at taking ownership of and navigating one’s own graduate training experience. The workshops also get positive feedback, and student groups are starting to request customized trainings for their cohorts. We have created an ‘Essential Skills Series’ for a Chemistry student group and have partnered with two other group to offer custom trainings that meet the unique needs of their organization.