Session #3: Organizational Structure

Purpose: Identify and discuss the layers of connection needed for a mentoring organization to thrive.

Secondary Purpose: Understand the challenges to a successful mentoring program.

Expected Outcome: Participants will learn about the multiple points of connection possible within a mentoring program and help identify individually and together what benefits accrue at each level and what challenges/barriers exist for successful organization of a mentoring program.

Outline:
- Organizational Structure Overview
- Activity 1 - Benefits of Communication Levels
- Activity 2 - Challenges of the Organizational Structure

Organizational Structure Overview

    The AERE Scholars has four communication levels:

1. **Mentor-Mentee**
   - Relationships are built around an Individual Development Plan (IDP). The IDP documents professional development objectives for the scholar and outlines how and how often the pair will meet throughout the year.
   - Meeting logistics
     - Virtual
     - ~1 a month or every other month
     - Topics are chosen by the pair
   - Challenge:
     - Getting to know one another (can be uncomfortable at first)

2. **Mentee Pods**
   - Groups of 4-6
   - Meeting logistics
     - Virtual
     - ~1 a month
     - Topics are chosen as a group
       - Examples: publishing, research, time-management, teaching, service, etc.
       - One mentee is in charge of running a session and sets the agenda
   - Meeting agenda example:
     - Opening question (5 mins)
     - Check-in (5-10 mins)
     - Session topic (45 mins)
     - Closing (5 mins)
   - Challenges:
     - Skipping meetings

3. **Mentor Pods**
   - 1 AERE Scholars Committee member, 4-5 mentors
   - Meeting logistics
     - Virtual, quarterly (4x) check-ins with mentoring relationships
     - Pod leader provides direction on topics & readings in advance of each meeting
     - Space for mentors to collaborate/troubleshoot on mentoring challenges
     - Discussion on topics geared toward becoming a better mentor
   - Meeting agenda example:
     - Check in: how has the mentor-scholar relation gone so far? What has gone well? Any struggles or questions we should discuss as a group?
     - General discussion of readings on hidden curriculum.
     - Closing discussion: What are the most crucial lessons that junior faculty should know about the hidden curriculum? Crowdsourcing and prioritizing tips from the hidden curriculum.

4. **Broad Connections:**
   - Multiple virtual interactions each cycle
     - Mentor training/Scholar orientation
     - Talking about Diversity workshop
   - In-person connections
     - Mentor-scholar pairs meet at annual meeting
     - Group activities at annual meeting that bridge cohorts

Session #3 Activity 1

Identify and discuss the layers of connection needed for a mentoring program to thrive

Introductions: Consider the 4 connection levels discussed and plans for a mentoring program at your respective organizations. What are potential key benefits you would like to see for participants in your program at each connection level?

Step 1: Individually reflect and come up with 2 key benefits from each level

Benefits of Level #1: Mentor-Mentee

Benefits of Level #2: Mentee Pods

Benefits of Level #3: Mentor Pods

Benefits of Level #4: Broad Connections:

Step 2: Share with your answers with your group

Step 3: Share your thoughts with a combined group and rank top 2 per level:
Mentor-Mentee
-
-

Mentee Pods
-
-

Mentor Pods
-
-

Broad Connections
-
-

Step 4: Report back: A representative from each group shares information with the larger group

Session #3 Activity 2
Challenges of Mentoring Programs

Instructions: Each participant is assigned 1 out of 3 questions.

1. How do we measure the success of the program?
2. How can we sustain a successful program over time?
3. How do we make the program more inclusive? How do we amplify the lessons from the programs beyond the mentors and mentees?

Step 1: Silent self-reflection on assigned question

Step 2: Generate & share ideas in assigned groups

Step 3: Report back at least one important idea with all to stimulate a large group conversation