

Subject: Notes from July 28, 2021 Meeting

We continued the discussion on mentoring which includes mentoring of students and faculty. Specifically, in Computer Science, Chris Clifton gave an overview of how mentoring is employed and evaluated. Mentoring is counted in service although mentoring of students is counted in teaching. Where mentoring is evaluated differs between departments and colleges if it is evaluated at all. We will continue understand mentoring programs and identify those units within Purdue which have good mentoring programs. Starting this list, we will include CS, Mentoring@Purdue, and the Graduate School.

Katherine provided many mentoring best practices and information links via the chat, see below. Christopher Munt discussed mentoring in the Teaching Academy. They are looking at equity in mentoring and fair access to social capital. The idea of a network of mentors was also discussed.

If the mentoring process is to be formally evaluated, explicit criteria need to be identified. How to assign value to mentoring is critical.

To increase our groups visibility, Jacquelyn suggested we partner with other organizations. Christopher suggested possible student organizations we can engage with including The Black Alumni Organization and Shannon Kang, president of the PSG. He also suggested inviting Levon Esters from M@Ps was also suggested to learn differences between mentoring of faculty and students. Finally, a new DEI Associate Provost is being hired who we should get to know when available.

Chat information:

From Katherine Yngve (she/hers) to Everyone: 11:12 AM

Mentorship program Best Practices

To ensure your mentoring program is built for success, follow these best practices to reach and engage under-represented employees.

<https://www.fmpconsulting.c>

<https://www.mentoring.org/r>

<https://ictr.wisc.edu/mentoring/mentor-evaluation-form-examples/>

From Katherine Yngve (she/hers) to Everyone: 11:28 AM

Google "Darling's Parameters of Mentoring" for ideas of different roles of a mentor...

https://medicine.arizona.edu/sites/default/files/mentee_annual_eval_form.ku_som.pdf

From Elena Benedicto to Everyone: 11:30 AM

I'm n Lafayette just getting my car back from the shop ...

From Christopher to Everyone: 11:31 AM

<https://hbr.org/2019/10/why-reverse-mentoring-works-and-how-to-do-it-right>

<https://www.centerformentoring.com/3-types-of-group-mentoring>

From Katherine Yngve (she/hers) to Everyone: 11:32 AM

Article about Model of Faculty Development for Mentoring across Difference:

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6342437/>

Additional topics for next meetings:

- Umit, Human Rights Violations in Turkey
- Short discussion on Tasha's presentation and terminology on slide 29
- Conference with Diversity Organizations (Morry)
- Assessment of Equity (Katherine and Audrey Ruple)
- How to be a better ally (Helen/Andrew Hirsch)
- Dr. Gates / Molly (data)
- Additional concerns:
 - COVID campus/teaching situation
 - Staff/Faculty firing with budget cuts claim