

## **Subject: Notes from October 28, 2021 Meeting**

Levon Ester, Associate Dean for Diversity, Equity, and Faculty Affairs, in the Polytechnic spoke about Mentoring at Purdue (M@Ps.) This program was developed in the College of Agriculture in 2013 focused on graduate students from historically underrepresented groups. The program was developed as a response to a report on the lack of diversity in the College. M@P is now available for all graduate students throughout the university. M@PS addresses two sides of support: 1) Instrumental (working through a career) and 2) Psychosocial (personal considerations.) They partner with many minority serving institutions. The capabilities of mentors are insured through mentoring education programs and seminars on best practices. Additional key pillars of the program include: Summer Scholars Program, Resource Guide, Newsletter, invited lectures and peer mentoring.

Katherine asked a critical question regarding the additional marginalization of URM students by a mentoring program focused on them. Levon understood this may be an issue, but felt something needed to be done specifically for URM students who were being poorly mentored. In regards to mentoring faculty, Levon suggested a model allowing the mentee to choose their mentors after meeting with possible mentors.

There was no information from the chat.

### **Scheduled Events for this Semester**

November 18 – Brainstorming to identify/learn best practices in mentoring and bring colleagues

December 9 – Umit Karabiyik, Assistant Professor, Computer Engineering Technology, Human Rights Violations in Turkey

### **Additional topics for next meetings:**

- Reaching out to students
- Publications (Read/Write)
- Conference with Diversity Organizations (Morry)
- Equity Centered Assessment (Katherine and Audrey Ruple)
- Dr. Gates / Molly (data)
- Additional concerns:
  - COVID campus/teaching situation
  - Staff/Faculty firing with budget cuts claim
  - Growing number of students in limited class space