

WELCOME TO ELSS – EMERGING LEADERS SCIENCE SCHOLARS

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Congratulations on becoming part of the [Emerging Leaders Science Scholars \(ELSS\)](#) community at the Purdue College of Science! Purdue welcomes the unique views, perspectives, experiences, and talent that you bring to our campus. The ELSS program was built to attract high-achieving students like yourself and provide you with the skills and tools needed to succeed in your academic careers and beyond. As an Emerging Leaders Science Scholar you have access to unique privileges including a scholarship, financial support for a guaranteed study abroad opportunity, high impact summer experiences such as research, internships or summer courses and acceptance in a learning community. You are also provided with a network of support including Academic Advisors, Peer Mentors (through the [BoilerMentor program](#)) and Faculty Mentors. Our goal is to ensure student success and train you as the next generation of experts in the Sciences.

FACULTY MENTORS FOR EMERGING LEADERS SCIENCE SCHOLARS

As an Emerging Leaders Science Scholar, you will be matched with a Faculty Mentor shortly after the start of classes. Your Mentor is a unique resource to you and is there to guide you as you begin your academic journey at Purdue. They are Purdue Professors who volunteer their time to get to know you, understand your goals and offer you guidance and support to achieve them. They may not work in the specific research area that you will eventually be interested in. However, their role is not to strictly offer technical knowledge. Rather, they are there to support you and help you navigate the paths that are opening up to you in your academic journey. They will share their own experiences and coach you so that you can grow professionally and personally. It is likely you'll have several important Mentors at Purdue, and beyond. Your ELSS Mentor can offer you help in many ways, including helping you establish additional important mentoring relationships.

Mentoring is about building a relationship of trust and active listening. It is an equal partnership between two individuals and Mentees are expected to put forth as much effort as their Mentors. It is not a passive experience for the Mentee and to be successful, you have to actively engage with your Mentor, listen, and follow through. The frequency of your meetings is up to you and your ELSS Mentor to decide. You can also choose whether to meet in person or virtually. However, it is recommended that you schedule regular meetings with your ELSS Mentor. The following recommendations will help you build a successful mentoring relationship, making progress towards your personal and professional goals:

- With your Mentor, decide on preferred method and frequency of contact; listen and respect the opportunities, limitations, and format of the relationship.
- Be proactive in reaching out to and scheduling 1:1 meetings with your Mentor.
- Create an agenda for each Mentor meeting (e.g., prepare questions; suggest discussion topics).
- Establish and continuously review your goals, assess progress and determine next steps with your Mentor.
- Respect your Mentor's time as you do your own; respond to messages or calls within two business days and notify your Mentor no fewer than 24 hours in advance if you expect to miss a scheduled meeting.
- Seriously consider all advice or suggestions you receive; demonstrate when you have followed advice at every opportunity and express appreciation for every form of assistance you receive.
- Ask for honest feedback; don't respond defensively.

- Provide positive feedback to your Mentor.
- Assume the mentoring relationship will be strictly professional; be friendly, but do discuss, agree on and respect personal boundaries.
- Keep your Mentor informed of academic progress, achievements, or difficulties.
- Recognize and respond to cultural diversity in the mentorship relationship

(UCSF Alumni Mentoring Program Guidebook)

****If at any time you feel your ELSS Mentor is not appropriately participating in the mentoring relationship, please reach out to Natasha Harris, CoS Associate Director for Diversity (see contacts below)****

MEETING YOUR MATCH

Mentors and Mentees will be introduced via email and will be requested to set up their first meeting. This can be virtual or face to face. It can occur in an office or a more relaxed setting (e.g. over coffee or lunch time). During the first meeting, Mentors and Mentees should set ground rules and decide on the frequency and scheduling of future meetings. Mentors and Mentees will be asked to participate in a survey to provide anonymous feedback about the mentoring program on an annual basis.

Here are some examples of topics that can help you and your Mentor/Mentee learn about each other

- What is important to you? (E.g., social justice, a healthy lifestyle, volunteering, money...)
- What is your background and professional experience? (I.e., what internships/jobs have you held?)
- What skills do you have and are proud of? (E.g., public speaking, math, writing)
- What training or courses have you taken recently, or plan to take?
- Which professional journals do you subscribe to, or want to subscribe to?
- Which skills do you desire to develop?
- How will a mentoring partnership help develop those skills?
- What attracted you to this program?
- What one thing can I do to ensure a positive experience for you in this partnership?
- What should I expect from you in this mentoring partnership?
- Summer or winter? Dogs or cats?
- Star Wars or The Lord of the Rings?
- Would you rather be a celebrity for 1 week in modern times, or a king or queen for 1 year in olden times?
- Tell me about your most recent vacation.
- If money weren't an object, where in the world would you buy property?
- What is your favorite restaurant?
- **How often will we meet?**
- **What is the best way to communicate with each other?**
- **How should we prepare for each meeting?**

(UCSF Alumni Mentoring Program Guidebook)

Examples of topics to consider throughout the mentoring meetings

- **Setting short-term and long-term goals** and deciding on timeline of goals
 - Identifying **action plan** to achieve goals – **monitoring progress on a regular basis**
 - Applying for work/internships
 - Balance time and priorities
 - Building rapport with difficult people
 - Career paths
 - College experience
 - Communication skills (interpersonal, as well as professional posters and presentations)
 - Coping with challenges
 - Effective presentations
 - Gain skills for presenting self as a valuable candidate in the job market
 - How to do better in classes and what opportunities should be taken advantage of
 - How to look for opportunities (grad school, internships, etc)
 - How to write a proposal
 - Improve resume – tailoring it
 - Interviewing skills
 - Learn about their mentors journey to where they are
 - Networking. Online professional presence (ie LinkedIn)
 - Professional societies
 - Reading scientific papers
 - Research opportunities
 - Research project – Sr. Thesis and how to accomplish it
 - Shadowing/facilities tour
 - Study challenges/absorbing information/processing information
 - What can you get from a job besides a paycheck
 - What is the experience really like when you work in a particular job/field
 - Working in a lab/group
 - Why are each of you in the program – this can help identify specific needs or goals
- (UNM Information for Mentors)*

An effective mentoring relationship develops and evolves over time. The student benefits from the Mentor's support, skills, and coaching. Later, both Mentor and Mentee deepen their working relationship, perhaps collaborating on projects. Finally, both Mentee and Mentor may redefine their relationship as one of equals, characterized over time by informal contact and mutual assistance, thus becoming true professional colleagues. Thank you for being part of this important process that can become a life-changing experience for both the Mentee and the Mentor.

REFERENCES

Math Alliance, Mentoring Plan
Purdue University, Department of Mathematics, Graduate Student Mentoring Guidelines
University of San Francisco, Alumni Mentoring Program Handbook
University of Michigan, How to mentor, A Guide for Faculty
University of New Mexico, Student Success Center, Information for Mentors
The science of effective mentorship in STEM. Online guide version 1.0

ACKNOWLEDGEMENTS

Special thanks to **Natasha Harris, CoS Associate Director for Diversity**, and **Dr David Goldberg, Professor of Mathematics and Executive Director of the Center for the [National Math Sciences Alliance](#) at the College of Science.**

FURTHER RESOURCES

Skills for successful mentoring: Competencies of outstanding mentors and mentees

[https://my.lerner.udel.edu/wp-content/uploads/Skills for Sucessful Mentoring.pdf](https://my.lerner.udel.edu/wp-content/uploads/Skills_for_Sucessful_Mentoring.pdf)

The science of effective mentorship in STEMM. Online guide version 1.0

<https://www.nap.edu/resource/25568/interactive/index.html>

Purdue Center for Intercultural Learning, Mentorships, Assessment and Research – CILMAR

<https://www.purdue.edu/IPPU/CILMAR/>

Purdue Division of Diversity and Inclusion

<https://www.purdue.edu/diversity-inclusion/>

CONTACTS

Emerging Leader Science Scholars Program	<i>Peristera Paschou</i> <i>Associate Dean Graduate Education & Strategic Initiatives</i> <i>Faculty Director for ELSS</i>	<ul style="list-style-type: none"> ✓ ppaschou@purdue.edu ✓ General Questions regarding Faculty Mentoring Program and ELSS
	<i>Natasha L. Harris</i> <i>Associate Director of Diversity</i>	<ul style="list-style-type: none"> ✓ https://www.purdue.edu/science/Multicultural Science Programs/index.html ✓ harri326@purdue.edu ✓ General Questions, connection for EL scholarship, academic advisors, ODOS, etc.
Academic Advising	<i>Lynne Horngren</i> <i>Director of Undergraduate Education and Academic Advising</i>	<ul style="list-style-type: none"> ✓ horngren@purdue.edu
University Residence	<i>ELSS Learning Community, Harrison Hall</i>	<ul style="list-style-type: none"> ✓ 1-765-494-2640 ✓ harrisonhall@purdue.edu
General Help (for Purdue parents)	<i>From Purdue Office of Dean of Students</i>	<ul style="list-style-type: none"> ✓ 1-765-495-HELP ✓ (1-765-495-4357)
Counseling and Psychological Services (CAPS)	www.purdue.edu/caps/ TEL: 494-6995	<ul style="list-style-type: none"> ✓ psychological testing, individual & group therapies, alcohol & drug programs ✓ medication care & management

Office of the Dean of Students (ODOS)	www.purdue.edu/odos/ TEL: 494-1747	<ul style="list-style-type: none"> ✓ <i>counseling (& intervention) for academic problems</i> ✓ <i>referral to other student services</i>
Purdue University Student Health Center (PUSH)	www.purdue.edu/push/ TEL: 494-1700	<ul style="list-style-type: none"> ✓ Medical appointment, testing ✓ medication care & management
Student of Concern Report	https://cm.maxient.com/reportingform.php?PurdueUniv&layout_id=12&qa=2.87720152.138572491.1625672589-379022442.1570212112	<ul style="list-style-type: none"> ✓ <i>counseling (& intervention) for academic problems</i> ✓ <i>referral to other student services</i>
Financial Support	https://www.purdue.edu/odos/resources/financial.html	<ul style="list-style-type: none"> ✓ <i>website will take you to multiple links about financial aid/support</i>