

Fermi Mentoring Program (MP)



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MP Organizing Committee*

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Abstract

The *Fermi*-LAT/GBM Mentoring Program (MP) was formed in 2020. The primary goal of the MP is to establish an effective mentoring structure, which provides a resource for graduate students to form strong and lasting relationships with their mentors, communicate any questions they have, discuss any issues that arise, help the student feel well-integrated within the *Fermi*-LAT/GBM Collaborations, and, ultimately, help identify and remove barriers to success. To this end, the program identifies suitable mentors for each interested student and the provision of resources, including training, to both mentors and mentees to facilitate the establishment of a productive relationship. After three cycles of the MP, we here present the structure of the program and lessons learned. By sharing our experience, we hope to inspire other Collaborations to form their own mentoring programs.

Fermi MP components

Mentee

Graduate students within the LAT/GBM Collaborations (e.g. MSc., PhD students, etc.)

Mentor

LAT/GBM PhD-holders. They do not supersede or interfere with the role of the research advisor, but rather serve as an additional resource.

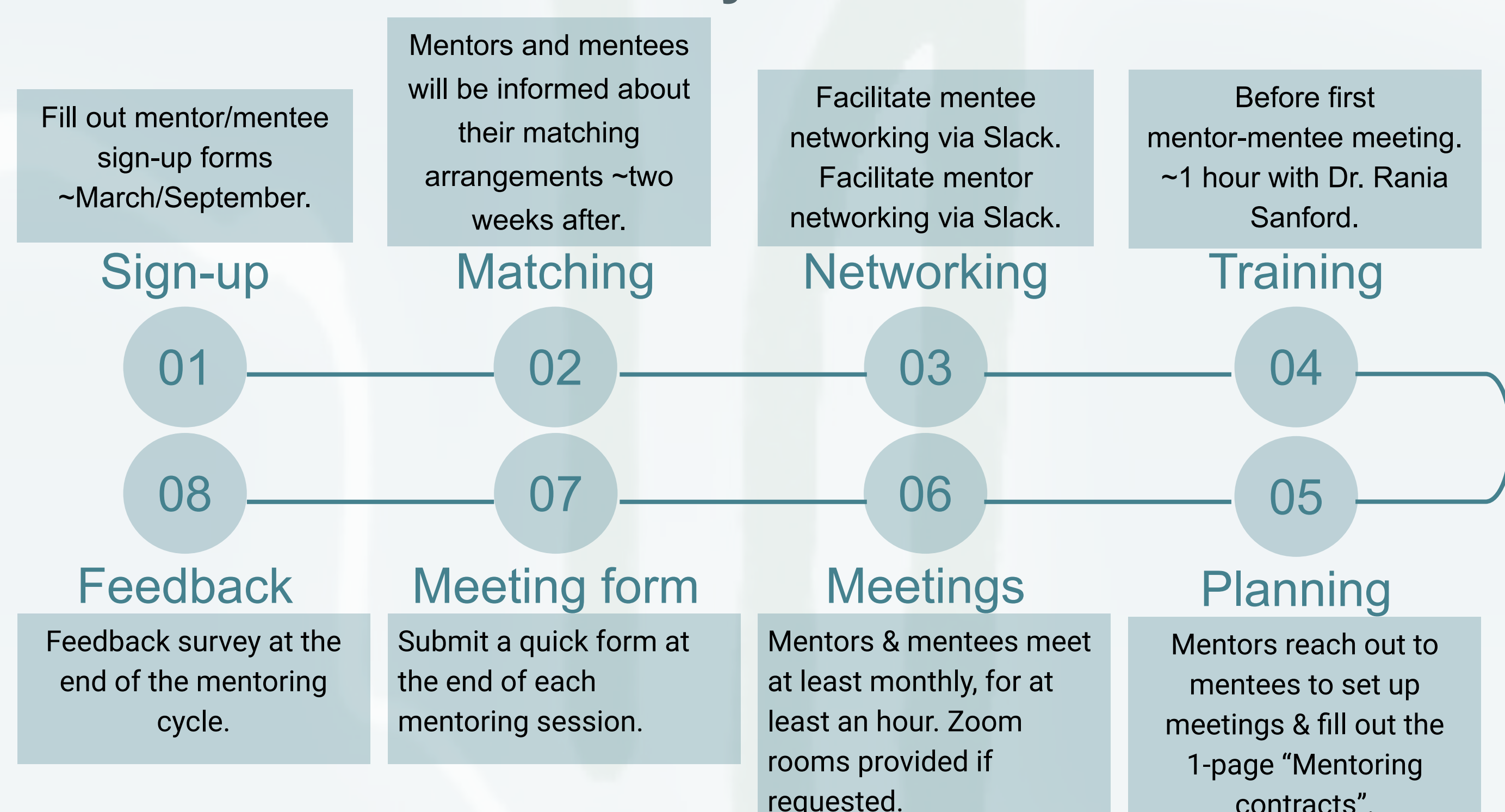
MP Committee

Volunteer-based group responsible for overseeing the MP. In charge of mentor-mentee matching and training. Mediates in case of misunderstandings.

Goals

- 01 Creating an effective mentoring structure
- 02 Fostering strong and lasting relationships between mentors & mentees
- 03 Sharing resources and communicating advice in order to remove barriers to success, both personal and professional
- 04 Overcoming hurdles providing a support system to graduate students to help them navigate challenges in our field
- 05 Exploring work methods & learning new tools by sharing experiences & advice
- 06 Providing guidance & support in planning for next steps of mentee's career

What does a full cycle look like?



Mentor/Mentee Recruitment & Matching

Mentee/Mentor Recruitment

- Bi-annually, around March & September.
- When a new student joins the LAT/GBM.
- Matching based on mentee/mentor preference indicated in questionnaire.



Matching Criteria

- Identities.
- Preferred language.
- Time zones.
- Career, outreach & research advice.
- Desired frequency of meetings.

Re-matching

- Re-matching encouraged every new cycle. Also possible mid-cycle if needed.

Expectations

Training

Required for participants on an annual basis, unless special circumstances are communicated to the MP Committee. Live and recorded options.

Time Commitment

Cycle lasts six months. Meet at least monthly, for at least an hour.

Setting expectations

During the first meeting, set mentoring goals. Guidance questions provided.

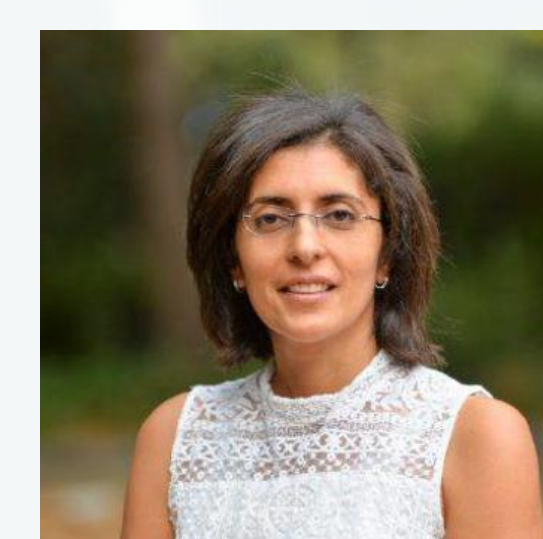
Feedback

Quick form at the end of each mentoring session. Feedback survey at the end of the mentoring cycle.

Confidentiality

Mentee-mentor conversations must be kept confidential, unless specified otherwise, notwithstanding disclosures required by superseding policies or laws.

Training



Rania Sanford

Director of Faculty Professional Development, School of Medicine - Stanford University

Kickoff Workshop

(~1h separate sessions for mentors & mentees)

Mentoring myths and facts

Getting started

Learn about recent studies on how mentoring is defined, its functions and its impact (compared to other forms of guidance such as advising, coaching, or counseling).

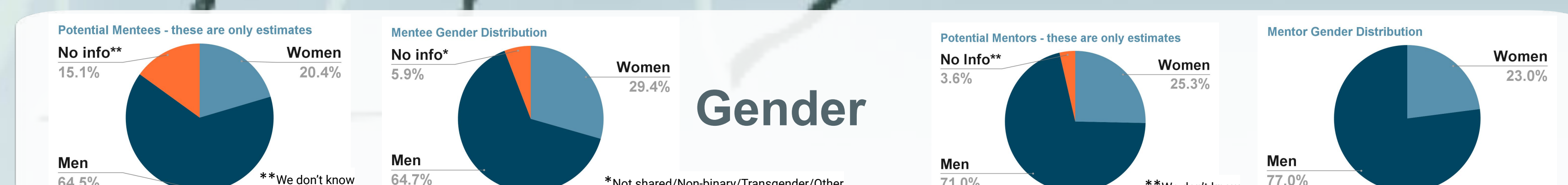
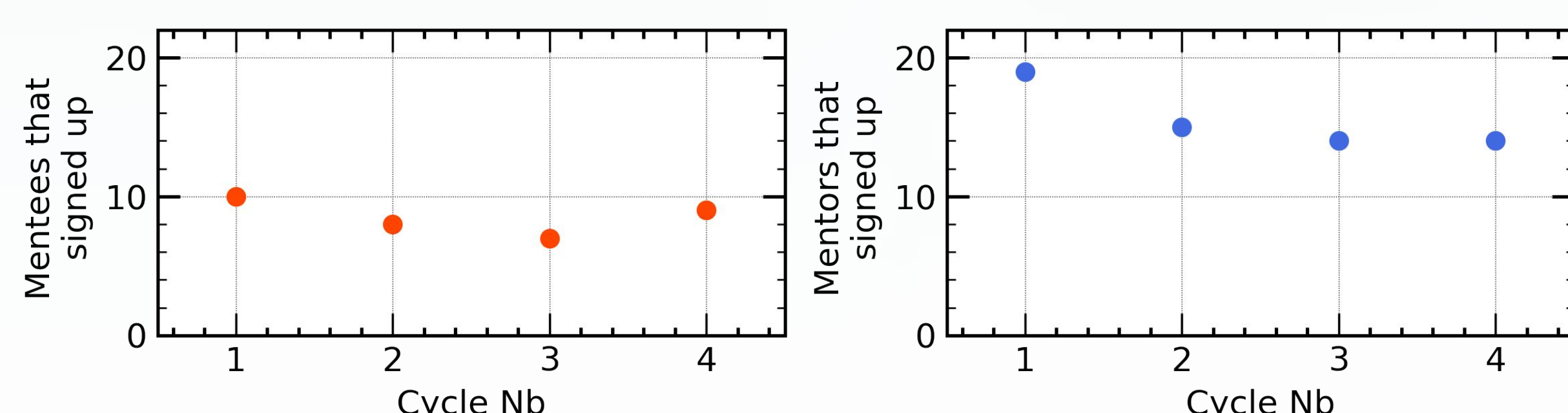
Develop self-awareness of strengths and weaknesses the mentor brings to the relationship (including elements related to bias).

Identify specific behaviors related to starting, sustaining and ending strong mentoring relationships (covering both tactical tips and conceptual frames such as trust).

Understand role of emotions in shaping the quality of mentoring and its outcomes.

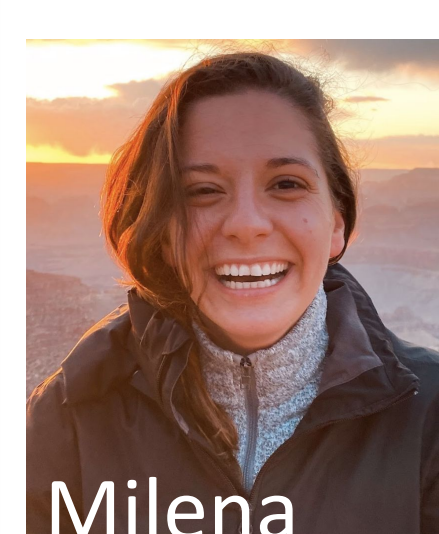
Statistics

In the first 3 cycles of the *Fermi* MP, 56 people, between mentors and mentees, have met for a total of 89 hours of mentoring sessions.

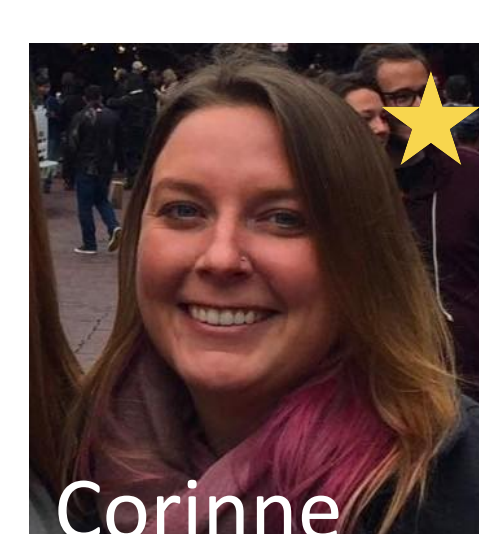


Gender

Fermi MP Committee Members (★ at the Symposium)



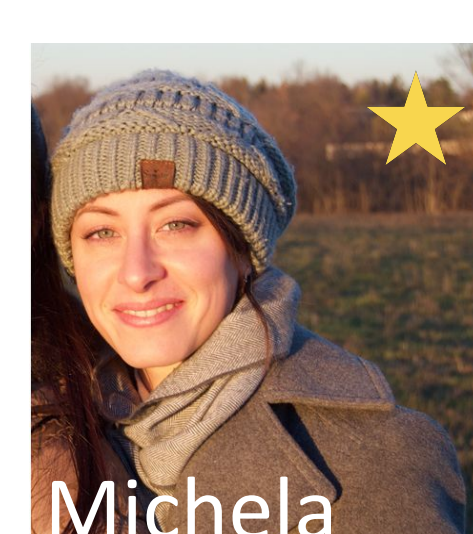
Milena



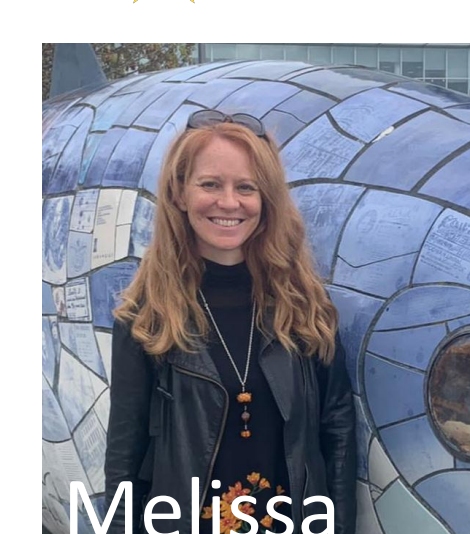
Corinne



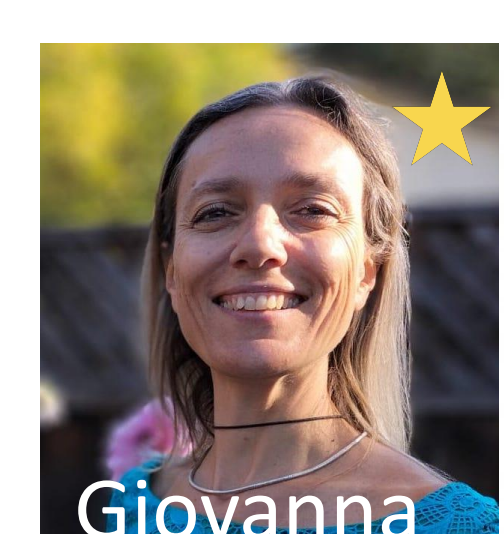
Deirdre



Michela



Melissa



Giovanna



Janeth