

## URMC Mentoring Workshop Series

Sponsored by a Supplement to the NIH NIGMS T32 in Cellular, Biochemical and Molecular Sciences

February 14-15, 2024

Facilitator: [Jeffrey Ring, PhD](#)

Health Psychologist, Leadership Coach, and Health Justice Champion, Los Angeles, CA

The following presentations aim to provide reflective space for participants to explore the power and importance of faculty roles in mentoring. More specifically, these sessions will explore the variations of mentoring, coaching, and sponsoring learners, and the requisite skills and behaviors for success. In addition, we will explore the research basis behind best practices for delivering feedback with assertiveness and compassion. These sessions will be crafted and facilitated to be playful, experiential, and engaging, with elements drawing from narrative educational approaches and skill practice. The sessions will also explore the impact of enlightened leadership, psychological safety and inclusion, and empathic communication on the mentor-learner relationship.

**Prior registration required; register by Feb 7<sup>th</sup> here: <https://forms.gle/wnFN8UqZuszsUCxM7>**

### Wednesday, February 14<sup>th</sup>, 2024

#### **For All Faculty**

##### **Session 1**

**10:00 – 11:00am**

Neuman Rm 1-6823

#### **Peer Mentoring and the Power of a Learning Community**

*Holding two workshops on this topic; this one is for faculty only. T32 faculty expected to attend, open all faculty who train graduate students, as space allows.*

This session provides an open forum to crowdsource best practices in mentoring, coaching, sponsoring and teaching. We begin by recalling and sharing the powerful impact of past mentors and instructors, and together identify the behavioral contributors to these successful relationships. The session then deepens to explore the foundational importance of mindful presence, self-compassion, and gratitude in forging the mentor-mentee relationship, along with a reflection on mentorship through the lens of equity, inclusion, and diversity.

#### **For All Faculty**

##### **Session 2**

**2:00 – 3:00pm**

K-307 Aud (3-6408)

#### **Best Practices for Impactful Teaching and Mentoring, Coaching and Sponsoring**

*Held in place of the **Department of Biochemistry & Biophysics (DBB)** seminar for all faculty who train graduate students. T32 faculty expected to attend.*

This session will provide an opportunity to explore the influential power of coaching and mentoring in the lives of learners and colleagues. We will revisit the fundamentals of deep listening, empathic responding, and the creation of psychological safety, trust and inclusion in the mentor-mentee relationship. Moreover, participants will have an opportunity to practice the mentoring skill sets of adopting strength-based perspectives, availability, empathy, encouragement, visioning, and goal-setting.

#### **For All Graduate Students**

##### **Session 3**

**3:30 – 4:30pm**

Neuman Rm 1-6823

#### **Peer Mentoring and the Power of a Learning Community**

*Holding two workshops on this topic; this one is for students only. T32 trainees expected to attend.*

This session provides an open forum to crowdsource best practices in mentoring, coaching, sponsoring and teaching. We begin by recalling and sharing the powerful impact of past mentors and instructors, and together identify the behavioral contributors to these successful relationships. The session then deepens to explore the foundational importance of mindful presence, self-compassion, and gratitude in forging the mentor-mentee relationship, along with a reflection on mentorship through the lens of equity, inclusion, and diversity.

Thursday, February 15<sup>th</sup>, 2024 (all workshops to be held in Evarts Lounge 1W-133, Helen Wood Hall)

**For All Faculty**

**Session 4**

**10:00 – 11:00am**

Evarts Lounge  
1W-133 / Helen  
Wood Hall

**The Power of Mentoring for Dismantling Racism, Sexism, and Heterosexism**

*Open to all faculty who train graduate students; T32 Leadership required to attend; other T32 Faculty encouraged to attend.*

Graduate training is a lengthy, rigorous, and challenging endeavor. There are many pressures to grow academically, undertake successful scientific experimentation, learn about and navigate research funding, not to mention the potential communication and relationship challenges in the laboratory setting. Students who are from targeted backgrounds must additionally navigate micro-aggressions, systemic bias, and racism, sexism, and heterosexism that can be revealed in many painful and challenging ways. It is incumbent on faculty to provide tailored mentorship to these learners that is culturally responsive and infused with advocacy and empowerment. This session will assist and empower faculty leaders to create just such an inclusive learning environment through faculty support and development.

**For All Faculty**

**Session 5**

**1:30 – 2:30pm**

Evarts Lounge  
1W-133 / Helen  
Wood Hall

**Mentoring Enhancement Laboratory**

*Open to all faculty who train graduate students; T32 Faculty expected to attend.*

This informal session provides an opportunity for faculty to engage in peer mentorship that supports and addresses specific mentoring challenges. Participants are invited to bring concerning mentorship relationship situations to the gathering for analysis and reflection. This session will access the shared knowledge base for problem-solving and provide an opportunity for sharing resources. It is the goal of this session that participants will leave feeling less alone, isolated, and stymied in their mentoring, armed with peer support and tangible approaches.

**For All**

**Session 6**

**3:00 – 4:00pm**

Evarts Lounge  
1W-133 / Helen  
Wood Hall

**GWIS Workshop: Advanced Skills for Successful Mentoring**

*Held in the Graduate Women in Science (GWIS) seminar slot, inclusive of all genders and career stages (students, postdocs/RAPs, techs, and faculty). T32 trainees expected to attend.*

Once a mentor and mentee have created a relationship based on trust, inclusion and empathy, the true power of mentorship can really take off. At this point, the mentor must be skilled in providing constructive feedback, conflict management, positive reinforcement, problem-solving and self-management. These behaviors are all linked to emotional intelligence, and can be learned, developed and improved. This interactive workshop will provide skill description, illustration, and practice.

**Suggested material for those who want a deeper dive:**

- Three Research-Based Lessons to Improve your Mentoring  
<https://www.science.org/content/article/three-research-based-lessons-improve-your-mentoring>
- What's a Mentor?  
<https://journals.stfm.org/familymedicine/2023/march/editorial-march23/>
- 12 Effective Mentoring Skills  
<https://www.indeed.com/career-advice/career-development/mentorship-skills>
- Reverse Mentoring to Enhance Research Integrity Climate  
<https://bmcresnotes.biomedcentral.com/articles/10.1186/s13104-022-06098-w>
- Institute of Youth Development and Excellence  
[https://iyde.org/blog/mentoring-is-a-core-life-skill/?gclid=Cj0KCQiA9YugBhCZARIsAACXxeJ2TFVco1NOAfNNW6dX7w\\_uAZ\\_YgFKgXRBi4-N4PPDjghilMB6KGRwaAuvjEALw\\_wcB](https://iyde.org/blog/mentoring-is-a-core-life-skill/?gclid=Cj0KCQiA9YugBhCZARIsAACXxeJ2TFVco1NOAfNNW6dX7w_uAZ_YgFKgXRBi4-N4PPDjghilMB6KGRwaAuvjEALw_wcB)