

National Mentoring Community Goal

- Increase number of underrepresented students earning the bachelors degree in physics
- Faculty mentors are the pillars
- What is the role of graduate students and post-docs within the NMC?

Pros and cons of including Graduate Students and Post-Docs as mentors?

- Different experience than faculty
- More time to be available
- Comfort in communicating
- More recently gone through the same steps
- GS seem to care more
- Power dynamic; undergrads not as intimidated
- Any connections are a good place to start
- Potential for deeper relationships
- Professional development for mentors
- Mutually beneficial for all participants
- Not as strong of an existing network
- Less experience
- Mentees less confident in the advice
- PDs too stressed
- Lack of infrastructure to monitor
- Lasting relationship throughout studies; transient mentors no good
- Only academic mentors
- Grad students not entirely approachable
- Faculty selfish about Grad student's mentoring

What are effective ways to engage Graduate Students and Post docs?

- GS assoc; 1st yrs assigned mentor around research; social event; point of contact; Thursday tea and free food: must interact with ug to get the free food;
- Faculty need to encourage GS to start mentoring; GS acting as TAs but need training
- Utilize existing student groups;
- NMC at APS to couple mentoring and science; satellite meeting

What sorts of training for Graduate Students and Post docs? How to deliver this training?

Should faculty be involved with monitoring these mentors? How?

Knowles@aps.org

- Screening to make sure GS should be a mentor ; safeguard safety net; sanity check
- Training; having a senior mentor; facilitate support group for mentors
- Group meetings/check
- Vet students at dept level (screening); have a faculty/dept sponsor
- Inter-mentor monitoring
- Professional development for faculty who are involved to get away from the brain on stick thing
- Someone should have supervision of mentor/mentee
- No. faculty need to remain professional to their colleagues
- Help review mentoring plan
- Faculty should give PD/GS space to mentor;
- Not necessarily; GS are able to do this; faculty give and also honor the space; faculty need to know folks are mentoring in order to craft recommendation letters