

Faculty Mentoring Academy

Competencies and Learning Outcomes

Introduction to Mentor Training (Included in every Mentoring session)

Learning Outcomes for Introduction

Mentors will have the knowledge and skills to:

1. Learn about other mentors in the group and begin building a learning community
2. Reflect on group dynamics and ways to make the group functional
3. Establish ground rules for participation

1. Maintaining Effective Communication

Learning Outcomes for Communication

Mentors will have the knowledge and skills to:

1. Provide constructive feedback
2. Communicate effectively across diverse dimensions including various backgrounds, disciplines, generations, ethnicities, positions of power, etc.
3. Identify different communication styles
4. Engage in active listening
5. Use multiple strategies for improving communication (in person, at a distance, across multiple mentees, and within proper personal boundaries)

2. Aligning Expectations

Learning Outcomes for Expectations

Mentors will have the knowledge and skills to:

1. Effectively establish mutual expectations for the mentoring relationship
2. Clearly communicate expectations for the mentoring relationship
3. Align mentee and mentor expectations
4. Consider how personal and professional differences may impact expectations, including differences across disciplines when working in multidisciplinary teams

3. Assessing Understanding

Learning Outcomes for Understanding

Mentors will have the knowledge and skills to:

1. Assess their mentees' understanding of core concepts and processes
2. Identify various reasons for a lack of understanding, including expert-novice differences
3. Use multiple strategies to enhance mentee understanding across diverse disciplinary Perspectives

4. Addressing Equity and Inclusion

Learning Outcomes for Equity and Inclusion

Mentors will have the knowledge and skills to:

1. Improve and expand understanding of equity and inclusion, and how diversity influences mentor-mentee interactions
2. Recognize the impact of conscious and unconscious assumptions, preconceptions, biases, and prejudices on the mentor-mentee relationship and reflect on how to manage them
3. Identify concrete strategies for learning about, recognizing, and addressing issues of equity and inclusion, in order to engage in conversations about diversity with mentees and foster a sense of belonging

5. Fostering Independence

Learning Outcomes for Independence

Mentors will have the knowledge and skills to:

1. Define independence, its core elements, and how those elements change over the course of a mentoring relationship
2. Employ various strategies to build mentee confidence, establish trust, and foster independence
3. Identify the benefits and challenges of fostering independence, including the sometimes conflicting goals of fostering independence and achieving grant-funded research objectives

6. Promoting Professional Development

Learning Outcomes for Professional Development

Mentors will have the knowledge and skills to:

1. Identify the roles mentors play in the overall professional development of their mentees
2. Develop a strategy for guiding professional development using a written document
3. Initiate and sustain periodic conversations with mentees on professional goals and career development objectives and strategies
4. Engage in open dialogue on balancing the competing demands, needs, and interests of mentors and mentees, e.g., research productivity, grant funding, creativity and independence, career preference decisions, non-research activities, personal development, work-family balance, etc.

7. Articulating Your Mentoring Philosophy and Plan

Learning Outcomes for Articulating Your Mentoring Philosophy and Plan

Mentors will have the knowledge and skills to:

1. Reflect on the mentor-training experience
2. Reflect on any behavioral or philosophical changes they intend to make across the mentoring competencies
3. Articulate an approach for working with new mentees in the future