

Mentoring & Coaching Monthly

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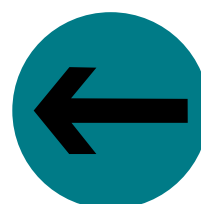
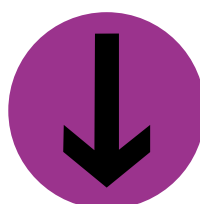
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**“We can’t become
what we need to be
by remaining what
we are.”
- Oprah Winfrey**



In This Issue

Welcome to the September 2021 issue of Mentoring and Coaching Monthly. In this issue, we will talk about how to start your new academic year with mentorship, individual development plans, research experiences for teachers in engineering, Latinx Hispanic Heritage Month, and the Center for Evidence-Based Mentoring. The National Research Mentoring Network’s online platform, MyNRMN, has created a free space for you to connect with over 19,000 members in the STEM community through formal and informal mentorship. An Individual Development Plan (IDP) is a tool for providing structure to mentors and mentees in their work together. IDPs that allows mentors to provide supporting effective mentorship to mentees’ career plans and their skills. Latinx Hispanic Heritage Month (LHHM) is celebrated nationally between September 15 and October 15. The Latin American & Iberian Institute at the University of New Mexico offers a range of curriculum materials and related resources to support teaching about Latin American and Iberia in K-12 classrooms. MENTOR is dedicated to helping bring youth mentoring to scale by incorporating findings into practice and guidelines that provide evidence of positive outcomes with high-quality, enduring relationships.



Editor's Letter

Welcome back to Mentoring & Coaching Monthly for our September issue! Latinx Hispanic Heritage Month has started, and it is time to celebrate and learn more about the history, culture, and contributions of Americans whose ancestry can be traced over twenty Spanish-speaking countries in Latin America, including Mexico and other Central and South American countries. LHHM is important because it gives time to understand the complexities and diversity of Latinx culture.

The National Research Mentoring Network has created MyNRMN to help students connect with mentors that will help with class preparation and professional development. Students may have questions on how to better structure their time the first week of classes. Mentors are here to provide the necessary resources to feel prepared and be successful when making decisions. Informal and formal mentors are present in this STEM community, and they are ready to help for those that want to start using the MyNRMN online platform.

The Research Experiences for Teachers (RET) in Engineering and Computer Science program supports authentic summer research experiences for K-14 educators. This will enhance their scientific disciplinary knowledge in engineering or computer science and translate their research experiences into classroom activities and curricula to broaden their students' awareness of and participation in computing and engineering pathways.

MENTOR has created "Connected Scholars," which is a curriculum-based course designed to facilitate students' recruitment of students' mentors and social support providers. Instead of matching students with assigned mentors, students are trained to understand the value of building their social capital and then learn and practice skills to expand their social networks. Thank you for joining us for the latest mentoring and coaching!



Mentoring Programs

Starting Your New Academic Year with Mentorship

Getting ready for classes means crafting your planners for your syllabus and organizing for classes. This is a time to learn new ideas, make new connections, and experience professional development. Striving towards these aspects of growth may be a bit daunting for both students and professors while they prepare for class preparation, homework, and research projects. This is where mentorship comes in!

Having a mentor allows you to reach out with struggles or questions you may be facing along your career path, whether it is for academic, professional, or personal decisions. This is beneficial if you are wondering how to manage your time between classes and research activities or deciding which extracurricular activities to choose to help boost your resume for graduate school.

Mentors will provide you with the right guidance and resources you need to feel prepared and be successful in your journey while making these decisions. Mentors also benefit from their experiences with mentees because they can share their values and offer support. Head to the National Research Mentoring Network's online platform, MyNRMN. They have created a free space for you to connect with over 19,000 members in the STEM community through formal and informal mentorship. Get started by signing up or logging in MyNRMN via my.nrmnet.net.



[Read the article here](#)

[Welcome Video here](#)

Tips and Tricks

Individual Development Plans

The Individual Development Plan (IDP) is a tool for providing structure to mentors and mentees in their work together. Developing IDPs requires that mentees think through their short and long-term career plans with the support of their mentor. IDPs are a mechanism where mentors can provide supporting effective mentorship to mentees' career plans and their skills. Assessments of IDPs indicate that they are useful in facilitating skills identification and developing the abilities needed to support career success. There is an expected benefit with expanded uses of training programs for future scientists using these plans.

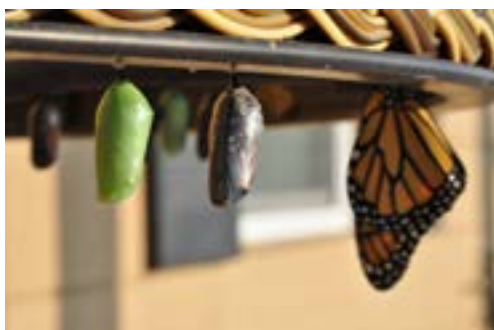
The three IDP examples are:

MyIDP: Exercises to help an individual examine skills, interests, and values. List of scientific career path and resources to guide students through the process.

ChemIDP: For students and postdoctoral scholars in the chemical sciences. Activities to explore potential careers and strategies to complete goals and guide career exploration.

The Entering Research IDP for undergraduate students: Ideally, Entering Research is implemented by local facilitators (typically research training program directors) over many weeks, months or semesters as trainees engage in their research learning experiences. However, select components of the curriculum can be implemented as stand-alone workshops facilitated by CIMER Master Facilitators or local trained facilitators. The seven themes of concepts that supports research trainee development that include: Research Comprehension & Communication Skills, Practical Research Skills, Research Ethics, Researcher Identity, researcher Confidence & Independence, Equity & Inclusion Awareness & Skills, and Professional & Career Development Skills.

Mentoring plans refer to several different tools that can facilitate the roles, responsibilities, and approaches of mentors and mentees. Mentoring plans can also outline a mentor's plan of action for assessing their mentoring skills, behaviors, and approaches and detail their plans for advancement by identifying areas of need. The National Science Foundation (NSF) requires mentoring plans specifically in reference to training and mentoring of funded postdoctoral researchers. The plans mentioned above can include all the elements or a selection of them.



Individual development

The culture of mentoring

Career planning tools

Mentee training

Tips and Tricks

Research Experiences for Teachers in Engineering and Computer Science Program

The Research Experiences for Teachers (RET) in Engineering and Computer Science program supports authentic summer research experiences for K-14 educators to foster long-term collaborations between universities, community colleges, school districts, and industry partners. With this solicitation, the Directorates for Engineering (ENG) and Computer and Information Science and Engineering (CISE) focus on a reciprocal exchange of expertise between K-14 educators and research faculty and (when applicable) industry mentors.

The program deadline has been moved to November 16th, which replaces the previous September deadline. Revisions include calcified language in the Program Synopsis, Program Description, Budget requirements, and Solicitation-Specific Review Criteria. Encouraged inclusion of an education expert on the project team, and expansions to include those interested in strengthening computer science and/or engineering at their institutions have been added.

K-14 educators will enhance their scientific disciplinary knowledge in engineering or computer science and translate their research experiences into classroom activities and curricula to broaden their students' awareness of and participation in computing and engineering pathways. At the same time, the hosting research faculty will deepen their understanding of classroom practices and K-14 educational environments.

The webinar includes a briefing on the RET program and requirements, followed by a Q&A session. Further information and registration to the webinar can be found at [nsf.gov/events/event_summ.jsp?cntn_id=303412&org=NSF](https://www.nsf.gov/events/event_summ.jsp?cntn_id=303412&org=NSF).



[RET webinar information](#)

[Read the article here](#)

Insider's Look

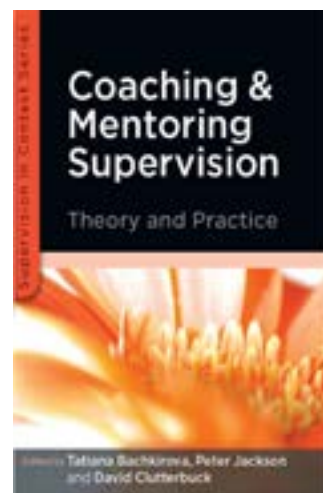
Coaching and Mentoring Supervision: Theory and Practice

An essential part of effective and ethical practice for coaches and mentors involves good supervision. This book is an important contribution to the development of professional coaching and mentoring. It presents a range of experienced practitioners covering the subject of coaching supervision from many viewpoints and topics. There are practical reflections on the increasing professionalization of coaching and mentoring, as well as the expectation that coaches undergo regular supervision to ensure the quality and safety of their practice. The contributing authors include most of the authorities in this subject, while presenting the latest thinking in a field that continues to evolve.

The layout of the book is designed for the reader to move between chapters to compare different approaches and models. As supervision becomes more relevant for all involved in coaching and mentoring, it is important to see an acknowledgement of the range of approaches available with illustrated practical models. Chapters were written to allow individuals to pick their own path through the knowledge and experience that this book contains. The writings found in this text could be an essential source for those seeking qualification in coaching supervision.

The reader gets an opportunity to be introduced to theory in an accessible manner. This will be valuable to both HR professionals and those participating in mentoring programs.

The book provides clarification on what good coaching and mentoring supervision look like in different contexts. Practical case examples are given to compliment and shed light on the theoretical bases for coaching/mentoring supervision. The diversity of perspectives is reflected in supervision in coaching and mentoring. Alternative ways of delivering and using supervision are presented, and the issue of effectiveness and quality of supervision are discussed.



By: Tatiana Bachkirova, Peter Jackson, and David Clutterbuck

This Month

Latinx Hispanic Heritage Month

Latinx Hispanic Heritage Month (LHHM) is celebrated nationally between September 15 and October 15. These months provide an opportunity to learn about the history, culture, and contributions of Americans whose ancestry can be traced over 20 Spanish-speaking countries in Latin America, including Mexico and other Central and South American countries. LHHM is important because it gives time to understand complexities and diversity of Latinx cultures. UNM Health Sciences Office for Diversity, Equity, & Inclusion has events posted that include performances and more. Highlighted LLHM events include the following:

- Opening of Hispanic Heritage Month - Wednesday September 15 (Virtual) 5:00 p.m - 6:00 p.m. MST
- Traditional & Allopathic Healing of Stress & Anxiety in the Hispanic World during times of
- COVID - Friday, September 24 (Domenici North Wing - Rm 3710) 12:00 p.m - 1:00 p.m. MST
- National Center for LMSA Leadership and Advancement -Thursday, September 30 12:00 p.m. - 1:00 p.m MST
- Language Equity Summit - Saturday, October 2 (Domenici 2720 & Virtual) 9:00 a.m. - 2:00 p.m. MST
- National Center for LMSA Leadership and Advancement - Thursday, October 7 12:00 p.m. - 1:00 p.m. MST
- Los Primeros - Friday, October 15 12:00 p.m. - 1:00 p.m. MST

The Latin American & Iberian Institute at the University of New Mexico offers a range of curriculum materials and related resources to support teaching about Latin American and Iberia in K-12 classrooms. Materials are relevant across grade levels and subject areas, with activities that serve as interdisciplinary introductions to topics. The curriculum overview can be found at laii.unm.edu/info/k-12-educators/curriculum/overview.html.



UNM Health Science

UNM

LULAC

CCDA

LATINX MBA

BBBSA



This Month

Center for Evidence- Based Mentoring

Evaluations of youth mentoring programs have provided evidence that high-quality, enduring relationships can lead to a range of positive outcomes for the young people involved. MENTOR is dedicated to helping bring youth mentoring to scale by incorporating findings into practice and guidelines. The goal of the Center is to advance youth mentoring research, make the findings more accessible to the field, and increase practitioners' skills and knowledge in applying evidence-based practice to their work. The Chronicle of Evidence-Based Mentoring serves as an online resource to share new findings and encourage conversation around research and ideas for the advancement of youth mentoring practices and policies.



The development of "Connected Scholars" is a curriculum-based course designed to facilitate students' recruitment of students' mentors and social support providers. Instead of matching students with assigned mentors, students are trained to understand the value of building their social capital and then learn and practice skills to expand their social networks. The goal is for young adults to develop life-long skills that will benefit their academic, professional, and personal lives. Learn more by visiting rhodeslab.org/center-for-evidence-based-mentoring. The site features editorial board and research summaries and profiles.



[Read the article here](#)

[MENTOR](#)

This Month

14th Annual Mentoring Conference

Register now!



14th Annual Mentoring Conference

Mentoring in an Interconnected World

Monday, October 18, 2021 - Friday, October 22, 2021 | The University of New Mexico | Albuquerque, NM

Time		Monday	Tuesday	Wednesday	Thursday	Friday		
Start	End	Oct. 18	Oct. 19	Oct. 20	Oct. 21	Oct. 22		
8:00 AM	8:50 AM	Pre-conference workshop: Mentoring matters: How and why to develop self-directed mentees <i>Dionne Clabaugh</i> Part I	Pre-conference workshop: What's going on in their brains? Improving mentoring relationships through coaching and neuroscience <i>Ann Betz</i> Part I			Post-conference workshop: Bridging differences for better mentoring: Creating safety and trust in mentoring relationships <i>Lisa Fain</i> Part I	Post-conference workshop: 5 steps to design and implement an effective mentoring program <i>Laura Lunsford</i> Part I	
9:00 AM	9:50 AM			Roundtable Sessions	Plenary: Asking Powerful Questions <i>Chad Littlefield</i>			Roundtable Sessions
10:00 AM	10:50 AM			Concurrent Presentations	Concurrent Presentations			Concurrent Presentations
11:00 AM	11:50 AM	Plenary: Mentoring matters, an interview with Rachael Riley Lorenzo <i>Tamara Thorpe</i>	Plenary: Why kindness is important when mentoring in an interconnected world <i>Mica Estrada</i>	Plenary: Positive relationships create effective mentors: Results from facilitated mentoring <i>Natasha Mickel</i>	Plenary: Interrupting microaggressions and reducing negative impacts on access to higher education <i>Assata Zerai</i>	Plenary: Mentoring matters, an interview with Celestina Garcia <i>Tamara Thorpe</i>		
12:00 PM	12:50 PM	Lunch						
1:00 PM	1:50 AM	Plenary: 5 Ingredients to Design Engaging Mentoring Meetings <i>Chad Littlefield</i>	Plenary: Mentoring in the C-suite: What do we know and where do we go? <i>Suzanne de Janasz</i>	Plenary: Mentoring matters, an interview with Travis Kellerman <i>Tamara Thorpe</i>	Plenary: Developing Leader Identity: How can multiple mentors help to develop diverse leaders? <i>Rajashi Ghosh</i>	Plenary: Mentoring the whole person - The 7 pillars of interconnectedness <i>Michael Diettrich-Chastain</i>		
2:00 PM	2:50 PM	Pre-conference workshop: Mentoring matters: How and why to develop self-directed mentees <i>Dionne Clabaugh</i> Part II	Pre-conference Workshop: What's going on in their brains? Improving mentoring relationships through coaching and neuroscience <i>Ann Betz</i> Part II	Concurrent Presentations	Concurrent Presentations	Concurrent Presentations	Post-conference workshop: Bridging differences for better mentoring: Creating safety and trust in mentoring relationships <i>Lisa Fain</i> Part II	Post-conference workshop: 5 steps to design and implement an effective mentoring program <i>Laura Lunsford</i> Part II
3:00 PM	3:50 PM			Concurrent Presentations	Concurrent Presentations	Concurrent Presentations		
4:00 PM	4:50 PM			Concurrent Presentations	Concurrent Presentations	Concurrent Presentations		
5:00 PM	7:00 PM	City Tour	City Tour	Poster Session & Social Hour at Sheraton Hotel	City Tour	City Tour		



Register

Speakers information