

## Campus-Wide Listening Session Topic: "Mentoring"

### QUESTIONS:

#### Discussion Questions:

1. What is the role of a mentor? Are there guidelines or expectations mentors must follow?
  1. Why did you choose to be part of the mentor program?
2. Should there be training for mentors before being assigned to mentor?
  1. And if so what kind
3. What are some barriers that diminish a successful mentoring relationship?
  1. Can you share any experiences you have had?
4. How can a mentoring relationship thrive?
  1. Share some successful mentoring relationships.
5. Are there any International Students?
  1. What international students, experience particularly because that is one of many intersectional identities many students have here at the university...but oftentimes it seems that they are often under the domain of "international" offices instead of a campus-wide culture of care."
6. If there is one thing that CODRE should do because of this conversation, what would it be?
7. What are other topics you would like to see discussed at future listening sessions?

### What we heard:

#### The roll of a mentor and guidelines or expectations

- Mentors need to be versatile; every mentor can't just prepare you for what they do. They may need to step back and guide the student to someone who has more knowledge in where the student wants to go.
- Knowing what you (the student) wants is important, some faculty may have their own agenda to promote what they do. Communication is key!
- Students need to take time to seek out faculty who they are drawn to, and who they think will give them the guidance they want.
- Students wish there was a template or framework of what mentorship should look like for both faculty and students, so everyone knows what is expected.
- Getting to know what the student wants but also to guide them in other options they may not have considered personally and professionally.
- I believe that mentees seek what they feel they need from a mentor and the most impactful ones occur organically
- I believe Informal mentorships are more lasting. I let my mentees know that I want to hear from them now and through graduation and beyond, I want to hear the war stories and the success stories.
- You must be "present" and establish a real connection to have that lasting mentorship relationship
- A good mentor answers questions and open doors/opportunities that will lead the mentee toward path that they are seeking. Sometimes I have questions and I don't know where to go for answers.
- Sometimes all you really need for faculty to do is "check-in on you" to see if there is anything that you need or see how your day is going.

- Mentorship should not be a one-sided relationship, both the student and the mentor should grow from the situation
- Depends on the situation regarding the approach. If there's a learning outcome or a goal requiring a different approach

#### **Training is needed**

- I believe that there should be some training something like an info/benefit session, for what could improve the mentor/mentee relationship
  - Interpersonal communication
  - Professional development
  - Communication styles
  - MANDATORY diversity training
  - "What is the student there to learn" is it research based or professional development or just navigating higher ed?
  - Intercultural understanding (going both ways) is so important, A lot of silos – international students are sent to the International Office "brushed off."
  - Cultural Competency training
- Guidance for how to find/seek out a mentor, Have a conversation about expectations in the mentoring relationship

#### **Clearing house of Mentoring resources**

- I wish there was a clearinghouse website for UofL's mentoring programs
- I know a lot of undergraduate students feel intimidated to reach out to people for mentorships and something like a matching program as well as encouraging students to reach out could be beneficial!
- I know when I had questions or felt lost about my program/ career asking graduate students was for sure my go to because they seem more established. They were also perceived as having more reliable information than undergraduates! Relatability is powerful

#### **Advisor vs Mentor**

- A lot of times these terms are used interchangeably, but that is not necessarily intended to have advisors become mentors.
- If you start as a graduate student, you can reach out to anyone as a mentor. However, as a graduate assistant that changes to a working relationship which may or may not be a mentoring relationship.
- Some folks just want an advisor; strictly academic. Some advising relationships transition into mentoring.
- As an advisor should challenge students more. There's a goal. Affirm them as well.

#### **Struggles with the mentor system including international student experience**

- [Graduate?] School is paying for you to attend this creates power dynamics because you're being mentored by them. Push and pull with mentor and mentee.

- Mentor programs have become cookie cutter and corporate
- Speed School – staff mentors weren't prepared to meet the needs of the international student. Specifically, regarding optional practical training (OPT) which is required if international students want to work
- They were also not prepared to advise on cultural transitions or immigration questions. If we want to grow our international student base, we need to do a better job with the students we have.
- There is a lack of knowledge on what international students need. There are some biases still. Faculty don't want to "deal with" international student problems.
- International student also feels uncomfortable going to an advisor/faculty to discuss issues of mistreatment or housing problems. A lot of emotional and mental stress and time spent seeking out resources
- Some curriculum isn't relevant to international experience. Lack of empathy. They are a marginalized group.

#### **Positive feedback**

- Being a first-generation student, I found it necessary to find mentors that can guide me academically and to face hurdles that are apparent when pursuing higher education, I have been fortunate to find caring mentors.
- A mentor opens a door and guides their path. Mentees have questions and needs answers. Mentor has kept her on her path.
- Was new at U of L and didn't go to college. They chose mentors who represented what they wanted to be. They needed support and guidance. They chose to be a mentor because of their mentor. Being seen and heard creates community.
- Their mentoring experience made them want to be a mentor and develop their own mentoring style.
- Student Success Ambassadors work during orientation through the whole year. Paid position. Required to maintain contact with their mentee(s).
- Mentors we love:
  - Dr Muriel Harris
  - Principals of biology professor (?)
  - Karan Chavis
  - Leondra Gully
  - Marian Vasser

#### **Recommendations for the president/provost**

- BGPISA is working on a peer mentoring program for graduate/professional students to undergraduate students we look forward to any support in starting that up
- a clearinghouse website for UofL's mentoring programs
- Suggested a match program or a list/bio of mentors like a Tinder Page for mentors/mentees. List that includes mentores interests in research or what expertise areas they have.

- Suggestion to ask Brian Buford and Advising how they match folks. Take it what we heard back to the ESC offices.
- Provide more support/awards and appreciation for mentors/need to recognize mentors/it's a thankless job as a mentor
- A special award for mentors of BIPOC students
- "Student Success Ambassadors" who work during orientation through the whole year. Paid position. Required to maintain contact with their mentee(s).
- Cultural Competency training added to the Anti-Racism Agenda
- Hold faculty/staff accountable to advising/mentoring

#### Shared links

- <https://louisville.edu/graduate/mentorcenter/for-faculty>
- <https://louisville.edu/graduate/mentorcenter/for-students>
- <https://louisville.edu/graduate/mentorcenter/Resources/MentoringBibliographyCategorized2018.pdf>
- <https://louisville.edu/graduate/mentorcenter/Resources/PeerMentoringHandbook2018.pdf>
- <https://louisville.edu/firstyear/first-generation-programs/ready-mentoring>
- Mentoring Academy Information for the spring (most of it's TBD, but this is the page)
- <https://louisville.edu/graduate/plan/mentoring-academy>
- Here is the first gen mentoring program READY Mentoring — First Year Experience
- <https://louisville.edu/firstyear/first-generation-programs/ready-mentoring>
- Here is the info about Ambassador Peer Mentors — First Year Experience:  
<https://louisville.edu/firstyear/peer-mentoring/ambassadors>
- These are all such amazing resources! Some of them I didn't even know existed! I wonder if trying to reach out to big student organizations to market these programs would get the word out to more students in general like SAB, SGA and ELSB!

#### Future topics

#### HOW WE MARKETED THE SESSION

##### Marketed in these ways

- **Events Calendar Submission - October 15, 2021**
- **UofL Today Submission - October 18, 2021**
- **Student Newsletter Submission - October 15, 2021**
- **Digital Signage Submission - October 18, 2021**
- **Direct email to CODRE general body to be shared with constituents – October 21, 2021**
- **Emailed the contacts that have student mentorship programs on campus**
  - [Speed School Alliance in Mentorship \(SAM\)](#)
  - **College of Arts & Sciences ([Mentored Undergraduate Research and Creative Activities Grant](#))**

- UofL Cultural Center ([Latino Student Union General Body Meeting Abriendo Puertas: SGA Mentorship Program – Jan 10 2019](#))
- Graduate School ([MentorCenter](#))
- Department of Pediatrics ([Coaching in Early Intervention Training and Mentorship Program](#))
- University Honors Program ([President's Council Mentoring Program](#)) Sarah Exner
- College of Business ([UOFL STUDENT OPENING CAREER PATHS FOR BLACK STUDENTS](#)) Ethan Volk - Eckford Virtual Mentorship Program

**FOR EVENTS CALENDAR** [https://events.louisville.edu/event/codre\\_campus-wide\\_listening\\_session\\_student\\_mentoring\\_by\\_both\\_faculty\\_and\\_staff\\_benefits\\_and\\_barriers#.YW7O7dnMJUM](https://events.louisville.edu/event/codre_campus-wide_listening_session_student_mentoring_by_both_faculty_and_staff_benefits_and_barriers#.YW7O7dnMJUM)

**Let's Talk!!** The Commission on Diversity and Racial Equity (CODRE) wants to hear from the UofL Campus Community!

CODRE is hosting **Campus-wide Listening Sessions** to provide opportunities for students, staff, and faculty to engage in discussion on topics relevant to diversity, equity, inclusion, and anti-racism.

These listening sessions will be **held via TEAMS** from 11:30am until 1:30pm on the first Wednesday of each month. We encourage participation by all members of the University community. Each session will focus on a discussion topic; however, these sessions are also intended to be opportunities for the campus community to bring topics and issues.

**November 3, 11:30 to 1:30, Teams. [“Student Mentoring by both faculty and staff: benefits and barriers”](#)**

As the university works toward a Community of Care and an anti-racism agenda, CODRE wants to hear from you about your experiences of being mentored, how mentoring has supported your learning and how we can do a better job of ensuring you feel a sense of belonging.

To register to attend these sessions [click here](#). Registered participants will receive a link to the session.

We look forward to hearing your voices.

LINK <https://forms.office.com/r/RdbFimcjm9>

**FOR UofL TODAY 80 word limit**

### **CODRE Campus-wide Listening Session “Student Mentoring”**

**November 3, 11:30 to 1:30, Teams. [“Student Mentoring by both faculty and staff: benefits and barriers”](#)**

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LINK to registration : <https://forms.office.com/r/RdbFimcjm9>

**Student Newsletter 40 word limit**

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### **Details:**

- 23 people registered
- 19 people attended at the beginning (at about 12:30 we still had about 19 participants)
- 0 responses from the anonymous MS Office form
- 3 links Shared on the day of the session

### **"How did you hear about the Campus Wide Listening session?"**

- 15 UofL Today
- 1 Student e-newsletter
- 4 Email from CODRE
- 3 others
  
- 5 Faculty/administrators
- 14 Staff
- 4 Students

### **Sharing Guidelines:**

- Session is not being recorded.
- You can share your name but don't have to share it.
- You can share by audio or in the chat; whatever you are most comfortable doing. We will also share the CODRE Listening circle feedback form if you are more comfortable sharing there.
  - <https://forms.office.com/Pages/ResponsePage.aspx?id=Sm4k3TRUFU6K45Gtl5eyCV-F6BgqBGhOsFwPDOE0CnlUQ0hTMUEwUjE4MIBLOUdGT01VQzRPUDk3QS4u>
- Be curious and respectful to others and yourself.
- Take space, leave space. We want to hear from as many Non-White folks as possible. This session is for you.
- Take care of yourself.
- Be yourself.
- If you are not talking, please keep your mic on mute.
- We have six questions and hope to spend about 15-20 minutes on each one.

*We will share these reminders in the chat, as well. We will also add the CODRE website link and email to the chat*