

Alliance GPG Mentoring Plan

Graduate students entering the program with a fellowship shall be made part of the Fellowship Mentoring Program. Other students may be included. These may be senior students who have already been in the program, Alliance students to whom we make this further mentoring commitment, and others we identify as being appropriate for the program. Eventually, we should allow students to opt in to the program, and we hope more and more students will wish to, and more and more faculty will participate. Entering students will be asked to acquire an AWMentor, and this senior student may be brought into the program to be both mentored and to facilitate peer mentoring. There will be 15 faculty mentors for this program (Adcock, Bañuelos, Bauman, Bell, Brown, Buzzard, Danielli, Goins, Goldberg, B. Kaufman, McReynolds, Peterson, Phillips, Torres). The mentoring program is structured as follows:

1. Each entering student will be assigned a mentor. This may (and often should) be a different faculty member than their assigned academic advisor. (Distinguishing the two gives the students more points of faculty contact, and makes clear the role of mentor goes beyond discussing course selection, program navigation, and signing forms.) We hope mentors and mentees will be well matched and the formal mentoring relationship will continue at least to the point where the student has chosen a thesis advisor. We expect in most cases it will continue, at least informally, for the duration of the student's tenure in the program.
2. The mentor and student will be brought together during orientation week, and will agree to regular mentor meetings. These can be very brief, and serve to reassure the mentor the student is adjusting well, and emphasizes to the student the interest and availability of the mentor if needed. We don't expect mentors to spend more than 30 minutes per week with their mentee.
3. The mentor should ask the student to describe their progress in courses, and help determine if the student has chosen the right path. The mentor may also check with instructors to assess the student's progress.
4. The mentors and mentees shall also meet occasionally in larger forums. Multiple mentors may wish to meet mentees together. One model for this is the previous GAANN program, where the PD and co-PD held lunch meetings with the students about twice a semester. We hope these meetings will foster further interaction and support, including peer mentoring. We don't expect an individual mentor needs to do this more than twice a semester, and often once is sufficient.
5. Mentors will meet about twice a semester as a group to assess progress of students participating in the program.
6. The mentors will report any concerns as they arise to the Associate Head for Graduate Studies (AHGS), and the AHGS will conduct a brief survey each (semester?) to ensure the mentors have reported their sense of the student's

progress. The AHGS will survey the mentees every (year?) to assess their comfort and satisfaction with the mentoring process. We hope to avoid any need to re-assign mentors/mentees, but we will consider this if it seems necessary.