To: SSSP 2023 Board of Directors
From: Lauren Eastwood, Chair, SSSP Committee on Mentorship
Date: July 21, 2023
Subject: **Committee on Mentorship 2023 Committee Report**

Current (2022-23) Committee composition:

Lauren Eastwood (Chair) 2021-2023
Ebonie Cunningham Stringer (Board Member/Committee on Mentorship Member) 2022-2024
Shaonta' (Shay) Allen (Student Board Member/Committee on Mentorship Member) 2021-2023
Shiv Issar (Student Board Member/Committee on Mentorship Member) 2022-2024

Background:

The Committee on Mentorship is a relatively recent addition to the SSSP governance architecture. Previously, the Lee Student Support Fund Committee was tasked with matching mentors and mentees for the Meeting Mentor Program.

There was an initiative to expand the formal mentoring opportunities beyond the Meeting Mentor Program. The Board of Directors approved this, thereby creating a more robust Mentoring Program.

Subsequently, the Board approved the reinstatement of the Meeting Mentor Program in order to maintain an official program for matching more seasoned SSSP members with incoming individuals who would be seeking some direction regarding how to navigate the annual meeting.

Therefore, the Committee on Mentorship now oversees both the Mentoring Program and the Meeting Mentor Program.

Current activities:

(1) ***Addressing recommendations from prior Committee on Mentorship Reports.*** The 2021 Committee on Mentorship report contained a recommendation that the Committee on Mentorship should
> "[c]reate more connections between the Mentoring Program and the Annual Meeting. At minimum, this would include advertising relevant sessions to program participants; eventually, working with the President and Program Committee on sessions that address member needs (e.g. job market, publishing)...".

The 2022-2023 Committee on Mentorship has worked with Elroi Windsor to offer two mentoring-related sessions during the 2023 annual meeting. In addition, the Committee has prepared a list of sessions that are taking place during the annual meeting that pertain to mentoring. This list will be sent out to members prior to the annual meeting in order to flag sessions that members might be interested in attending should they have an interest mentoring-related opportunities.

(2) *Matching of mentors/mentees.*

The 2023 **Meeting** Mentoring Program had 18 Mentor applications and 20 Mentee applications (after removing applicants who had not registered for the annual meeting. These individuals were contacted prior to their removal from the program to ensure that they were not planning to register).

The 2023 Mentoring Program had 24 Mentor applications and 41 Mentee applications (after removing individuals who were not current members of SSSP).

Kelsey Whitaker (SSSP Administrative Office) sent out emails to all of the participants in both programs along with documents that included tips for each of the two programs. These documents were modified from prior committee "tips" documents.

Lauren Eastwood will also follow up with participants in both programs to suggest that they attend the session co-organized by Lauren Eastwood and Elroi Windsor called "What Do You Want in Mentoring?: Guided Discussions of SSSP Mentoring Activities and Opportunities."

(3) *Further enhancing and improving the mentorship programs offered by SSSP:* The following suggestions were made by student committee members (some of these suggestions were derived from the SSSP student member meetings and therefore will also be reflected in the Student Representative Report as well):

- o The form for applications could be modified to include a section on areas of research or expertise in order to better match mentors and mentees

- o SSSP could create a database of people who are willing to be mentors. The database could contain bios of the mentors in addition to how often they would be willing to meet and what sorts of things they feel most equipped to help mentees with. This could be linked to an appointment mechanism.
  - ▪ This would help to address issues where mentees don't hear from their mentors, or where mentees feel that they have been matched with someone with whom they don't have much in common professionally…

- o There could be a kick-off event (via zoom) for mentors and mentees

- o There could be sessions (via zoom) over the course of the year run by people who might not have time to take on mentoring but who have expertise they could share regarding grant writing, navigating the job market, etc. These would be comprised of about a half-hour presentation on the topic followed by ample time for questions and answers.

- o There could be group mentoring sessions around particular topics (similar to the previous suggestion but less based on a presentation and more on the needs of mentees)

In furthering the goal of enhancing and improving the mentoring programs under SSSP, the current committee, during its 2023 meeting, decided to convene a meeting of current committee members and incoming committee members, to be held in early fall of 2023. Since this is a fairly new committee, and since it has gone through a couple of (Board-approved) changes, we would like to be on hand to help the 2023-24 committee in its work.

Finally, this report would not be complete without a heartfelt "Thank you!" to Kelsey Whitaker for assistance with creating the spreadsheets, distributing the program pairings (among other important things, such as noticing my oversights and errors!) and Michele Koontz for all of the work she has done over the past year to coordinate and facilitate the work of the Committee on Mentorship (which was a lot of work!). Thank you also to the 2022-2023 Committee on Mentorship members for your participation in such an important committee. Lastly, thank you to all of you on the Board who have agreed to serve as either Meeting Mentors or Mentors (in the longer-term program). I understand that your time is precious, but these activities go a long way toward helping us retain our new members.

Sincerely,

Lauren Eastwood