

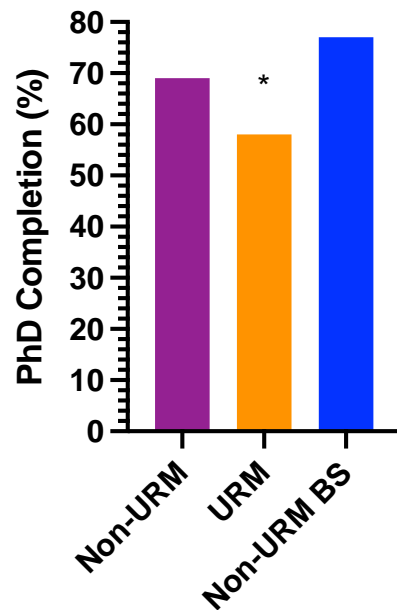


GRADUATE SCHOOL  
UNIVERSITY OF WISCONSIN-MADISON

# **CGS Pre-meeting Workshop: Mentoring to Support Diverse Students and Careers**

William J. Karpus, December 1, 2021

# Supporting Diverse PhD Students to Completion: Graduate Research Scholar Communities (GRS)



1. Business GRS
2. Ed GRS
3. GERS
4. Enviro GRS
5. L&S C-GRS
6. Nursing GRS
7. SoHE GRS
8. SciMed GRS

# GRS Functions

1. School/college dean's offices, faculty and staff organize and execute academic, professional development, research-related, mentoring, and social activities throughout the year.
2. Award Advanced Opportunity Fellowships (AOF) allocated by the Graduate School (\$6.5M, FY22).



# Science and Medicine (SciMed) GRS Community

- First year graduate seminars
- Faculty speaker presentations
- Workshops and career panels
- Community engagement
- Outreach activities
- Multiple mentors, including peers
- Delta Program: inclusive teaching and mentoring, career preparation
- Social activities: creating community
- Personalized contact
- Mentor Training



# Aligning Mentor and Mentee Expectations

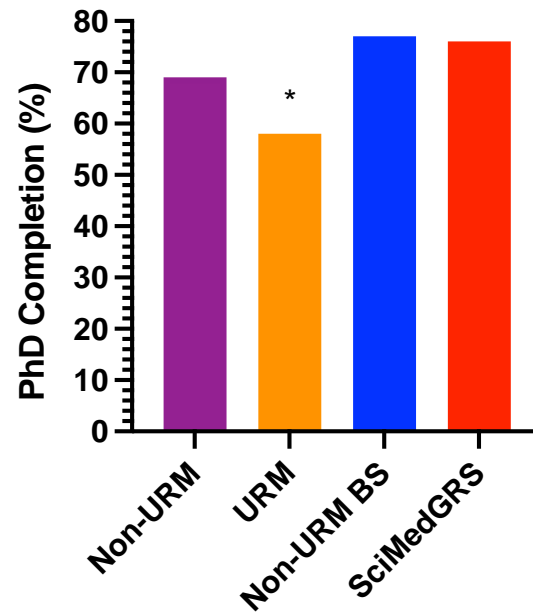
## **COMMON MENTOR RESPONSIBILITIES**

- Listening carefully to your mentee's goals
- Assessing your mentee's strengths and areas of growth
- Identifying potential physical, financial, and personal resources of relevance
- Understanding programmatic/departmental career development expectations
- Clearly communicating your expectations verbally and in writing
- Being flexible and willing to alter your expectations and change your plans
- Identifying time in your schedule to dedicate to your mentee

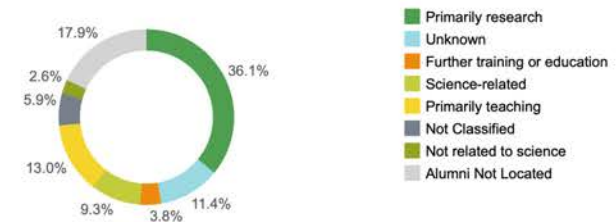
## **MENTEE RESPONSIBILITIES**

- Have a clear understanding of your goals and the role/resources you want your mentor to play/provide
- Be prepared to clearly communicate your expectations and listen to the expectations of your mentor(s)
- Be flexible and willing to alter your expectations and change plans
- Inform your mentor of your preferred learning style

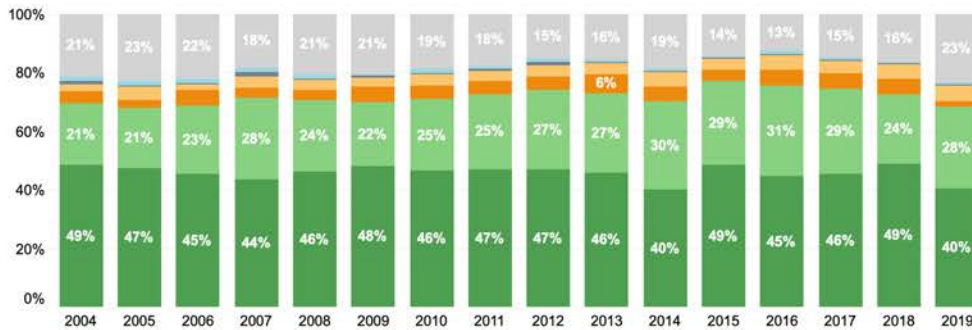
# Supporting the Success of Diverse PhD Students



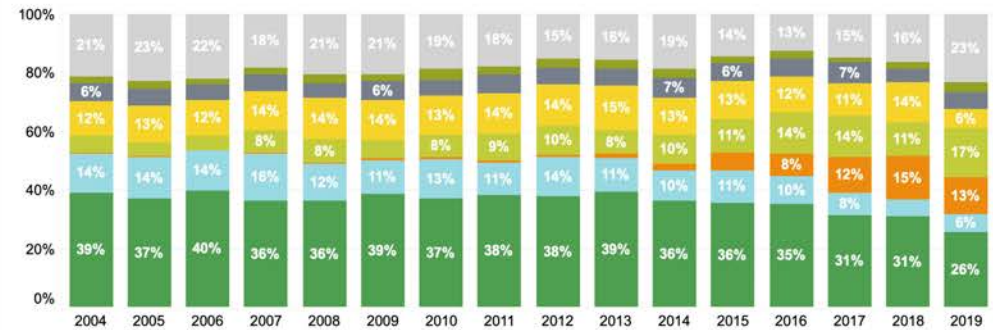
# UW-Madison PhD Career Outcomes



STRATIFIED BY DEGREE/DEPARTURE YEAR



STRATIFIED BY DEGREE/DEPARTURE YEAR

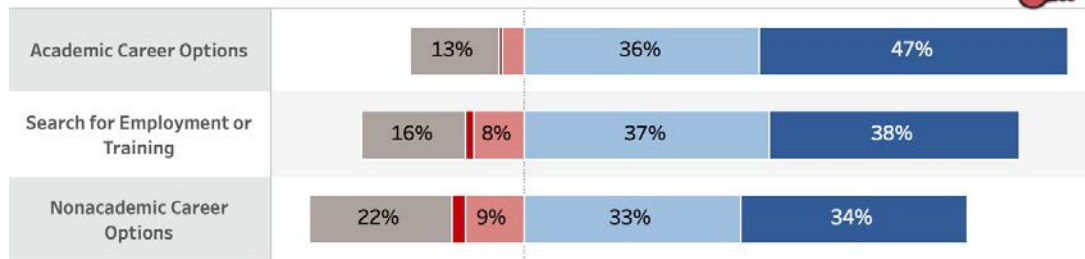


# Diverse Career Advising for PhD Students

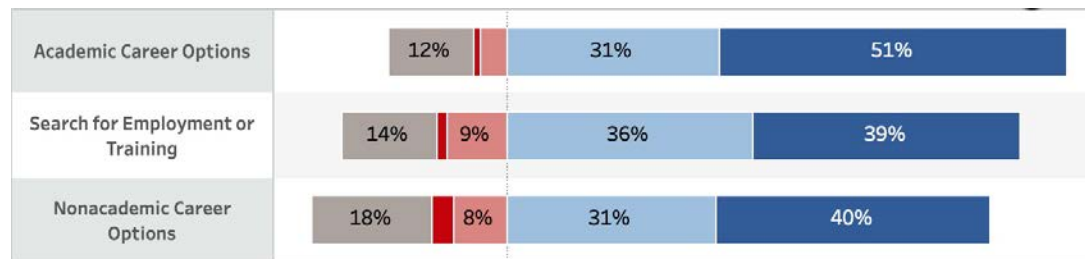
CP3. How helpful was the advice you received from someone other than your advisor or mentor in these areas? (if student received any career advice per CP2)



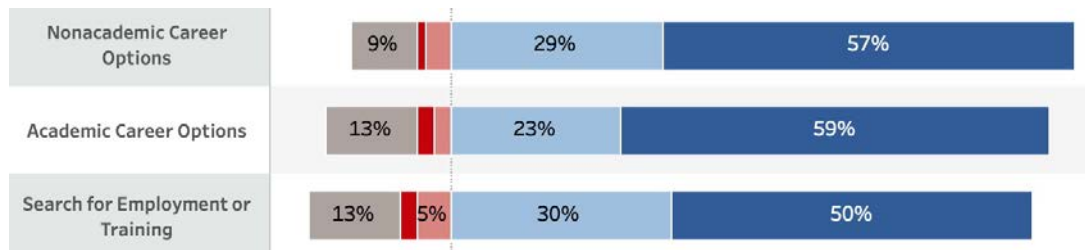
All



Underrepresented



SciMed GRS





# Takeaways

- PhD completion for underrepresented students was lower
- Created Graduate Research Scholars Communities
  - Workshops and career panels
  - Community engagement
  - Outreach activities
  - Multiple mentors, including peers
  - Delta Program: inclusive teaching and mentoring, career preparation
  - Social activities: creating community
- Intensive mentoring strategies = increased PhD completion and diverse career outcomes



**THANK YOU.**

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