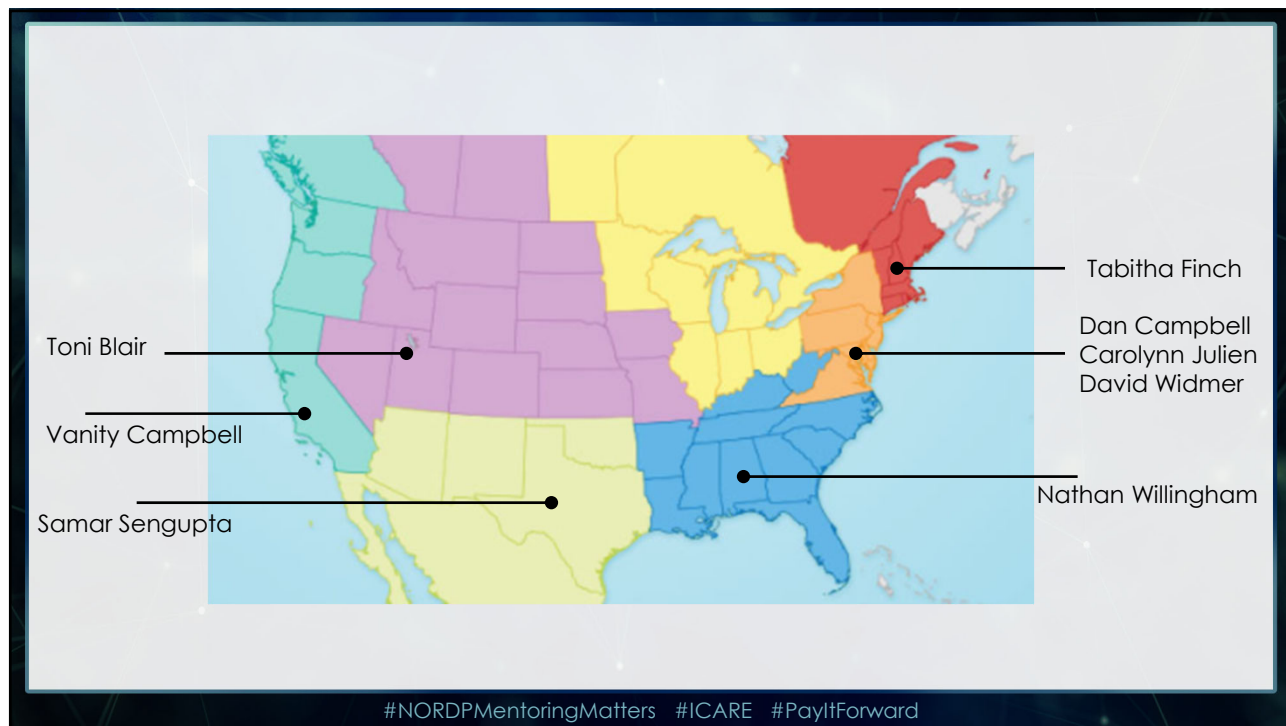




1



2



3



4

Welcome to Our New Mentoring Software



Wisdom Share

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5

5 Steps to Match

- Pillars of Research Development
- RD Skills and Competencies
- Focus Areas
- Chemistry Quotient
- Working Motivators

<https://nordpmentoring.mywisdomshare.com>


6


Register and Complete Your Mentor/Mentee Profile


Profile


Manage Account Manage Profile Manage Services


Profile


Are you a member of NORDP? ⁱ Yes 


First Name: ⁱ David 

Middle Name: ⁱ 

Last Name: ⁱ Widmer 

Gender ⁱ Male 

Self-Described Gender ⁱ 

Preferred Pronouns ⁱ He/Him/His 

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7

Choose Pillars of Research Development for Your Partnership

Pillars of Research Development

Which of the Pillars of Research Development do you most want to work on with your mentor? Select up to four.

Please select between 1 and 4 items.

- ☒ Career and Professional Development
- ☐ Communication
- ☐ Enhancement of Collaboration and Team Science
- ☒ Leadership and Management
- ☐ Mentorship
- ☐ Proposal Development
- ☒ Strategic Planning and Advancement

8% Complete

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8

Choose Up to 10 RD-Focused Skills & Competencies

Skills & Competencies

Please select the skills and/or competencies you would like to discuss with your mentor.

Please select between 5 and 10 items.

<input type="checkbox"/> Addressing Equity and Inclusion	<input type="checkbox"/> Aligning Expectations
<input type="checkbox"/> Assessing Understanding	<input type="checkbox"/> Budgeting
<input type="checkbox"/> Collaboration	<input type="checkbox"/> Competitive Intelligence
<input checked="" type="checkbox"/> Conflict Resolution	<input type="checkbox"/> Cultivating Ethical Behavior
<input checked="" type="checkbox"/> Data Management and Interpretation	<input type="checkbox"/> External Engagement and Relations
<input type="checkbox"/> Facilitation	<input type="checkbox"/> Fostering Independence
<input checked="" type="checkbox"/> Leadership	<input checked="" type="checkbox"/> Life / Work Integration
<input type="checkbox"/> Maintaining Effective Communication	<input type="checkbox"/> Managing Up
<input checked="" type="checkbox"/> Metrics and Evaluation	<input type="checkbox"/> Navigating Institutional Culture

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9

Choose Up to 10 RD Focus Areas

Focus Areas

Select topics you would like to learn more about.

Please select between 5 and 15 items.

<input type="checkbox"/> Achieving your professional goals and career advancement	<input type="checkbox"/> Advise institutional leadership on issues related to research, strategic planning
<input type="checkbox"/> Collaborate to identify areas of institutional research priorities (competitive intelligence, monitoring trends)	<input type="checkbox"/> Communicating clearly in conversations and writing
<input type="checkbox"/> Coordinate institutional support requests	<input type="checkbox"/> Coordinating peer reviews/ external review / Red team review
<input type="checkbox"/> Create and identify best practices, training materials, processes (development), resources, and toolkits	<input type="checkbox"/> Creating a professional presentation
<input checked="" type="checkbox"/> Creating and maintaining professional networks	<input type="checkbox"/> Creating scholarly output
<input checked="" type="checkbox"/> Designing and implementing metrics, evaluations and assessments	<input type="checkbox"/> Develop and coordinate resources and tools to promote collaboration
<input type="checkbox"/> Developing facilitation skills	<input type="checkbox"/> Developing inter and intra-institutional partnerships
<input type="checkbox"/> Developing proposal budgets	<input type="checkbox"/> Enhancing professional visibility (locally and nationally)

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Complete the Chemistry Quotient Questionnaire

Chemistry Quotient

When mentoring partners share a high degree of compatibility, they create more powerful results. items in this category.

Please select exactly 5 items.

<input type="checkbox"/> I tend to be more social and outgoing. I like to work with others.
<input checked="" type="checkbox"/> I tend to be more quiet and reserved. I like to work independently.
<input checked="" type="checkbox"/> I make decisions quickly based on my personal feelings.
<input checked="" type="checkbox"/> I like to think carefully before making a decision.
<input checked="" type="checkbox"/> I learn by taking action or discussing ideas.
<input type="checkbox"/> I like to learn by reflecting on ideas.
<input checked="" type="checkbox"/> I prefer to look at patterns and how a decision can impact others.

Select the statements that most closely describe you.

When Mentoring Partners share a high degree of compatibility, they create more powerful results.

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Working Motivators Statements

Working Motivators

Please select the statements that sound most like you.

Please select between 3 and 7 items.

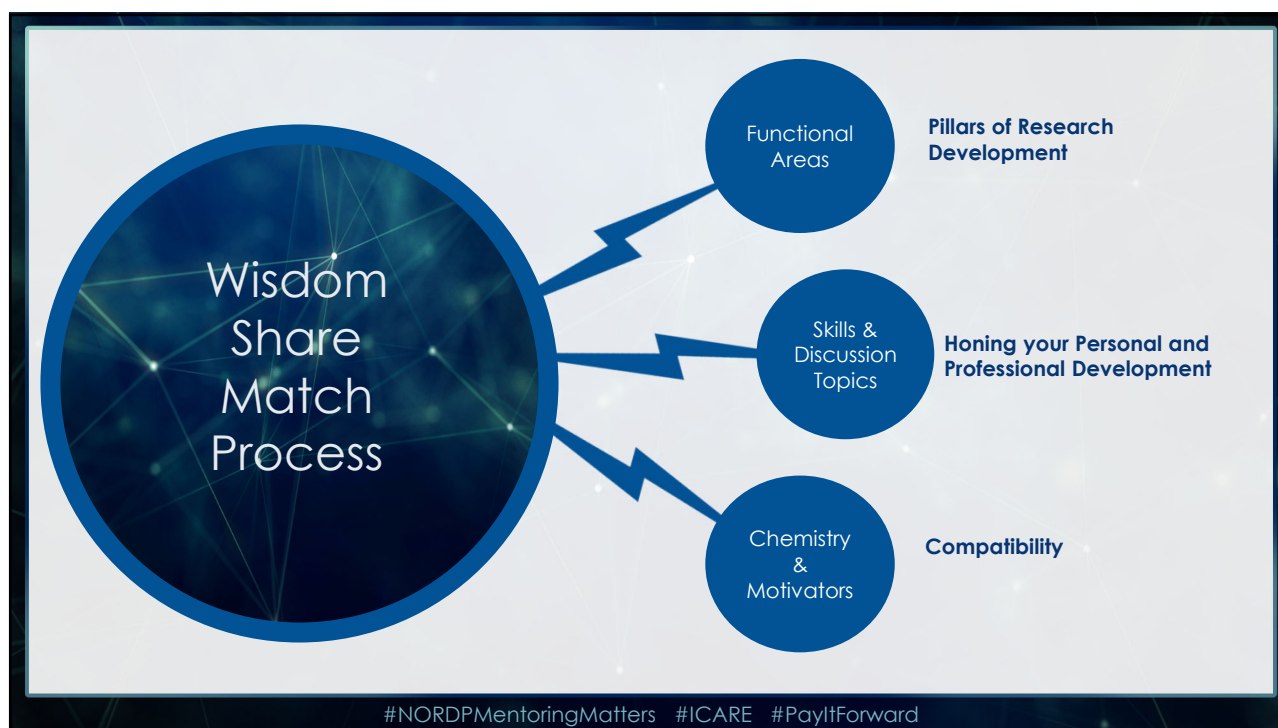
<input type="checkbox"/> I adapt to change quickly.
<input type="checkbox"/> I am competent.
<input type="checkbox"/> I am shown respect for what I do.
<input type="checkbox"/> I can keep my head in high risk situations.
<input type="checkbox"/> I don't mind working hard to forward our mission.
<input type="checkbox"/> I enjoy the mission.
<input checked="" type="checkbox"/> I feel I have accomplished something.
<input checked="" type="checkbox"/> I have the power to make things happen.

Select the statements that most closely describe you.

What motivates your work accomplishments?

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13



14



15



16

Your Journey:

Mark challenges, successes, and transformational events as milestones across your career timeline

how are you different from five years ago

what is your end goal five years from now

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Describe three milestones that contributed to your personal development.

Identify your top three personal or professional successes.

What barriers are you creating for yourself?

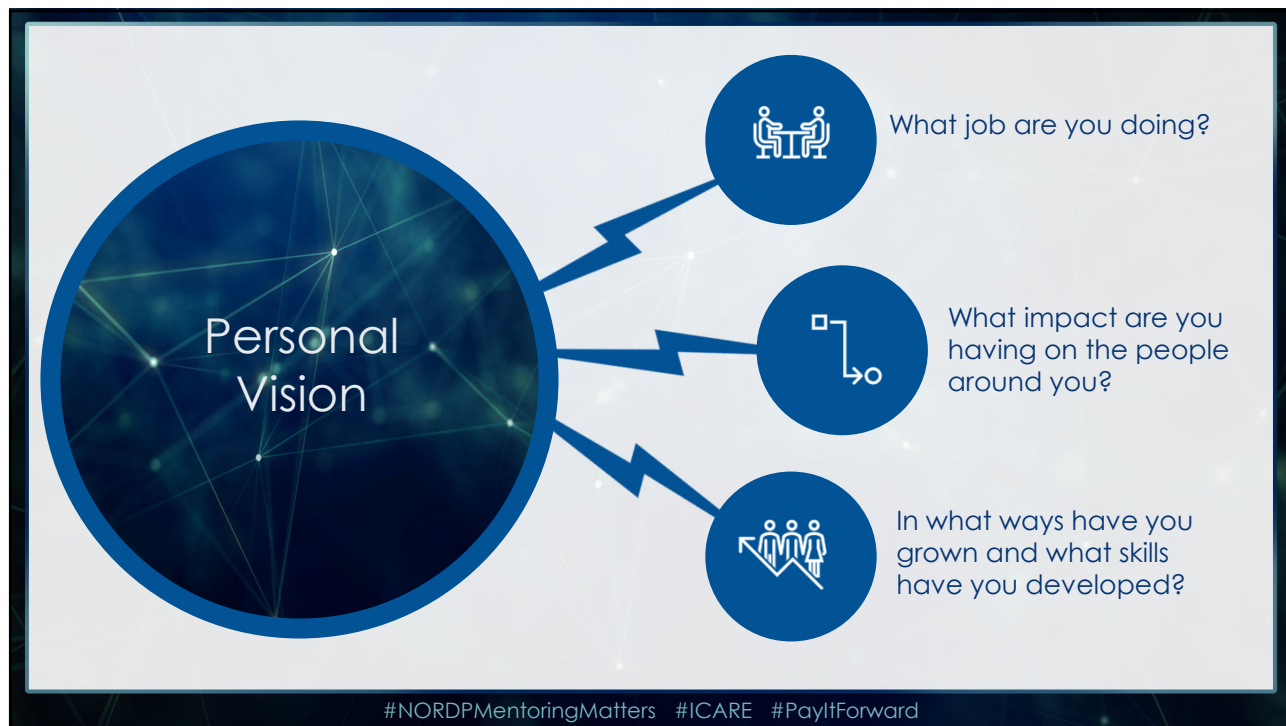
What major challenges did you face personally and professionally?

Create a balance sheet of personal and professional assets and liabilities.

Identify any false assumptions do you have about your role, impact, value, and self-confidence.

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Invite your mentor to help you work towards your vision.

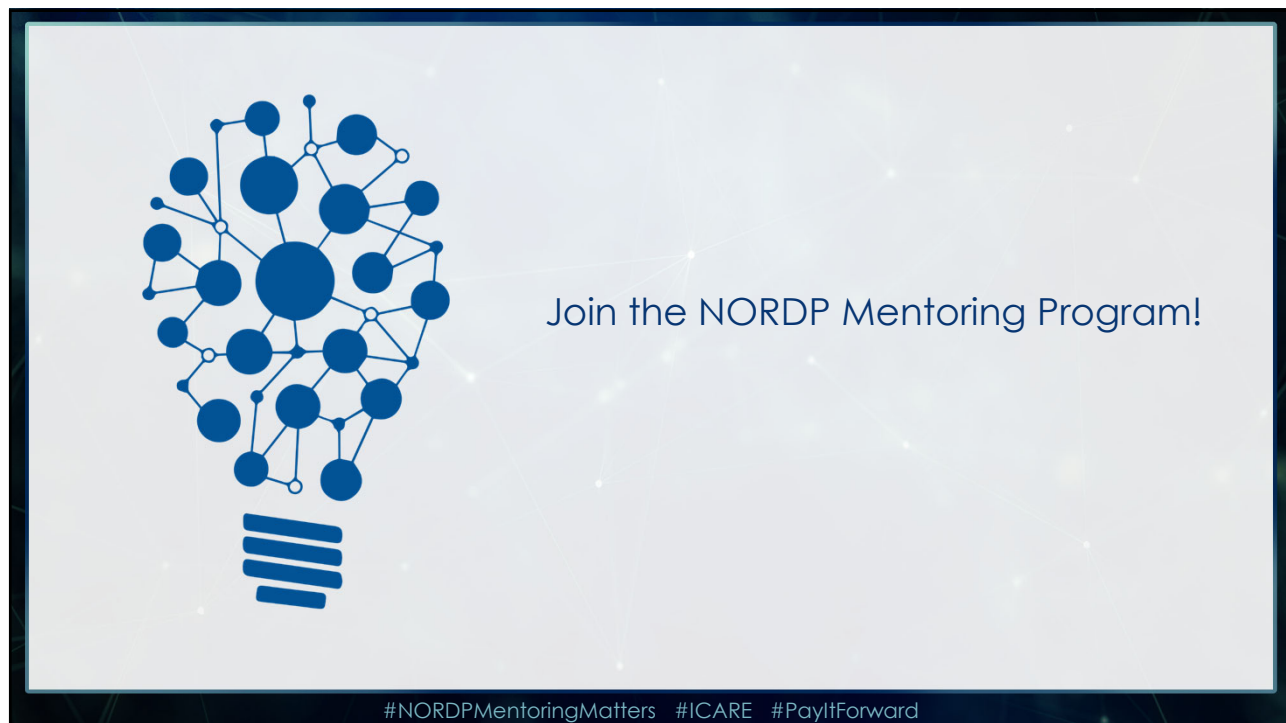
Is your vision clear?

Talk about your vision and share it with your mentor.

Accept feedback with an open mind.

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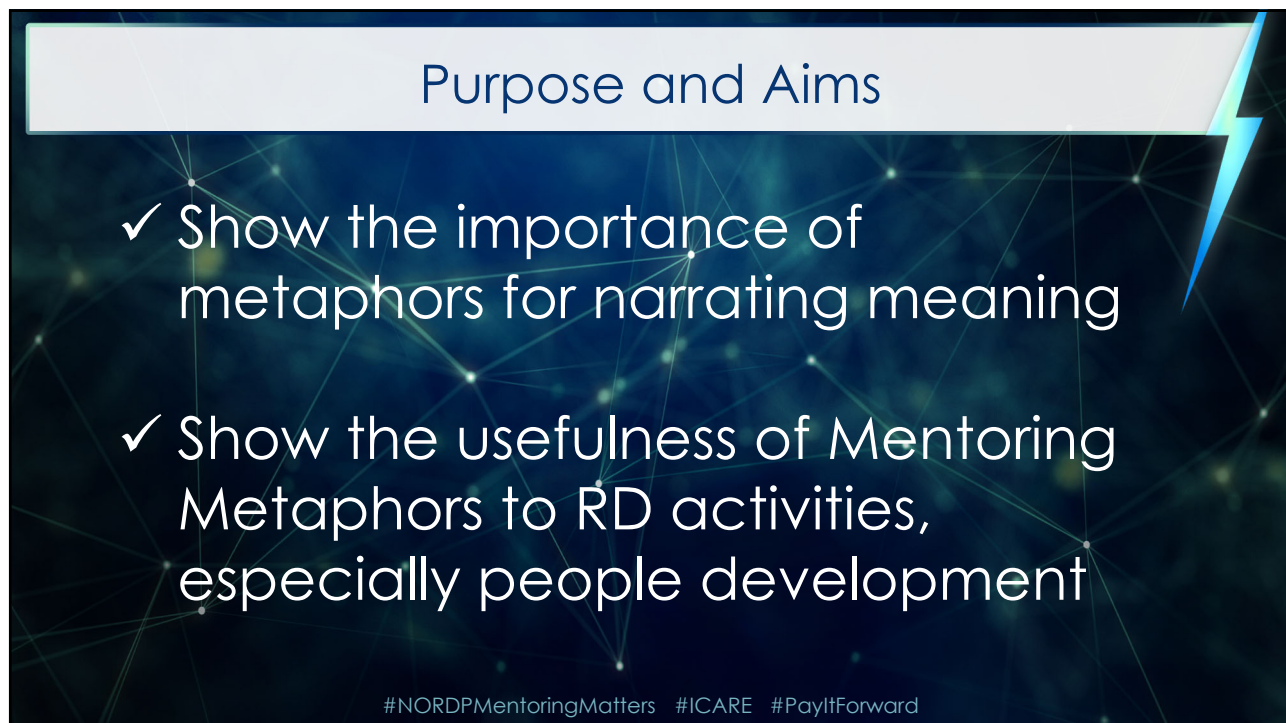
Join the NORDP Mentoring Program!

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Why Use a Metaphor?

Storytelling Is USEFUL because we are always talking to ourselves and talking to others about RD.



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Metaphor

- Tool for comprehending what cannot be said
- Meaning and concepts that reflect professional and cultural values
(Ganser, 2008)

Mentoring

- Contemplation
- Initiation
- Growth and maintenance
- Decline and dissolution
- Redefinition
(Keller, 2010)

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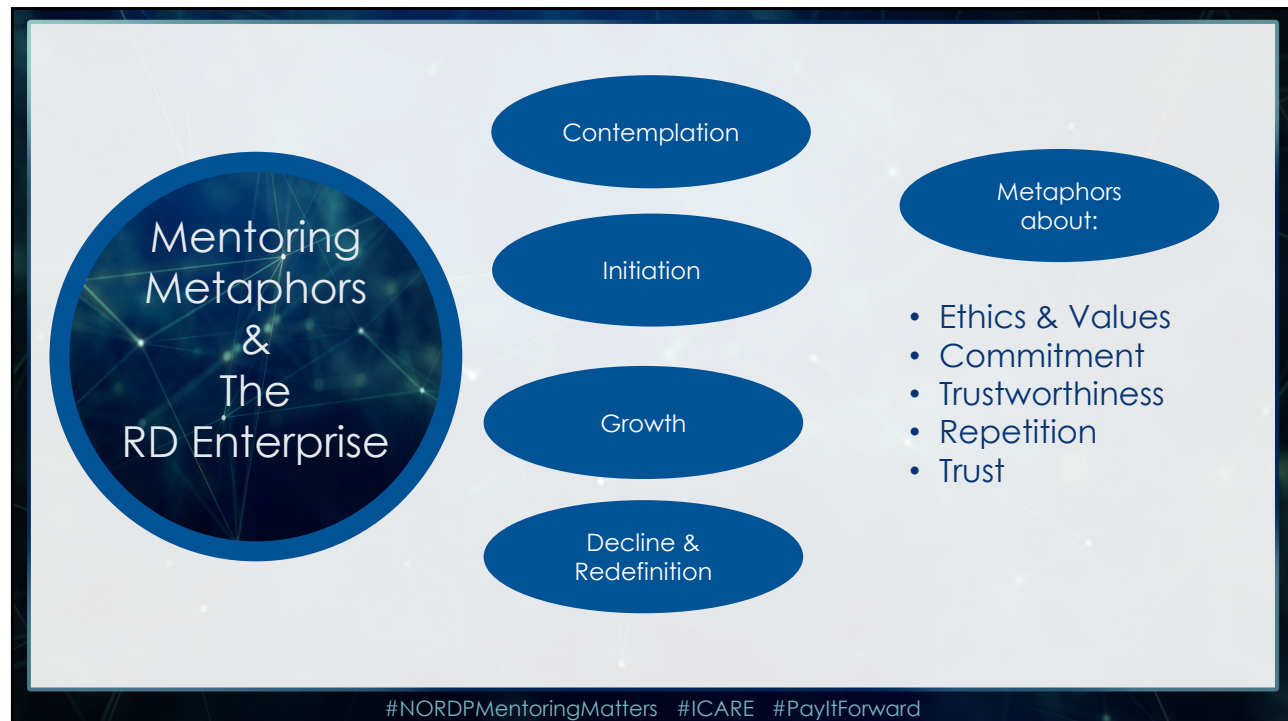
Mentoring Metaphors (Cultural)

Law and Outlaw. *How we use rules. Troubleshoot. Take appropriate risks and show courage.*

Foreign Diplomacy. *Sojourners, connectors, facilitators, and proper papers.*

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NORDP Mentoring Program

- What devices work for you?
- How do your stories reflect who you are?
- How do you use them?

References:

Keller, Thomas E. "Mentoring: Meanings, Models, and Metaphors." Portland State University, September 2010.

https://pdxscholar.library.pdx.edu/cgi/viewcontent.cgi?article=1006&context=socwork_fac.

"Metaphors for Mentoring: The Educational Forum: Vol 62, No 2." Accessed March 22, 2021.

<https://www.tandfonline.com.ezproxy.una.edu/doi/abs/10.1080/00131729808983797?journalCode=utef20&>.

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NORDP

Mentoring Committee
Lightning Storm

Career Navigators: Building Pipelines

Samarpita Sengupta, PhD

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Trainee Members

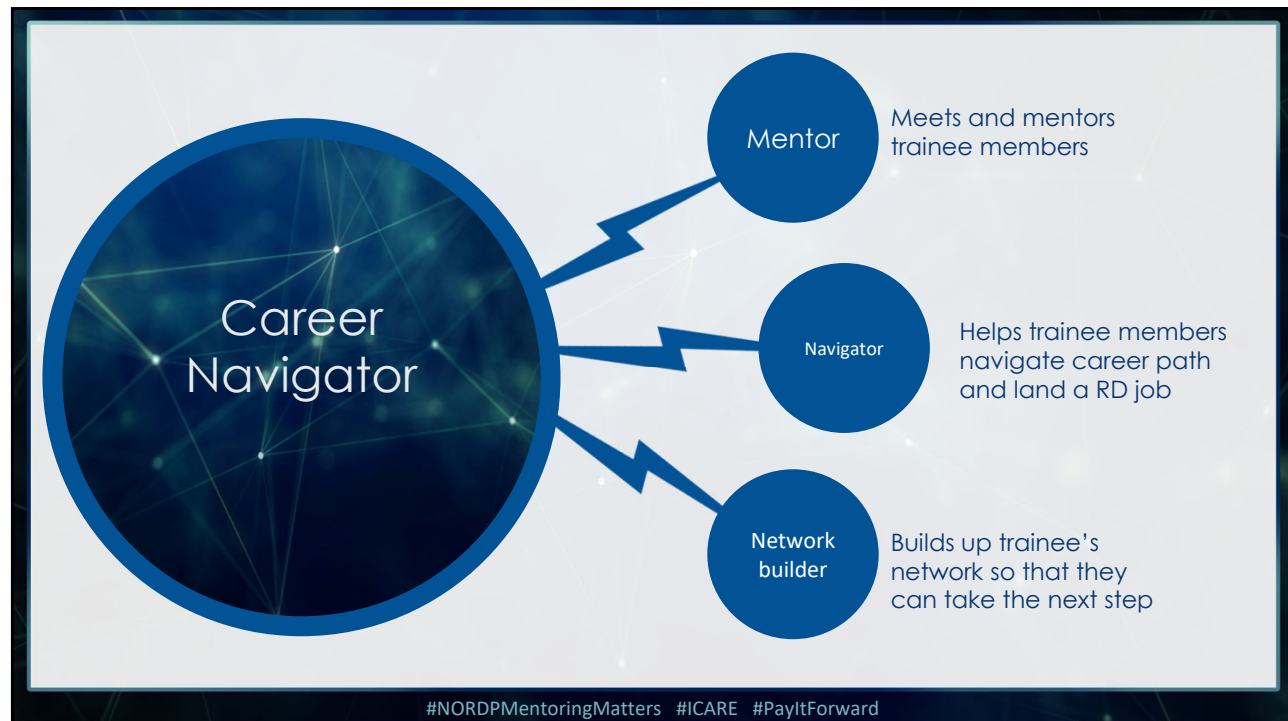
NORDP established trainee membership in November 2019
<https://nordpnews.org/2019/11/12/announcing-new-nordp-membership-categories/>

Trainees are NORDP members who are not in RD careers yet, but aspire to be

To help them meet their goals, NORDP MC piloted the Career Navigator program

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- Six trainee members paired up with experienced NORDP members
- ✓ Facilitator followed up to see how things were going after pairing up
- ✓ Facilitator offered NORDP Mentoring Program Resources

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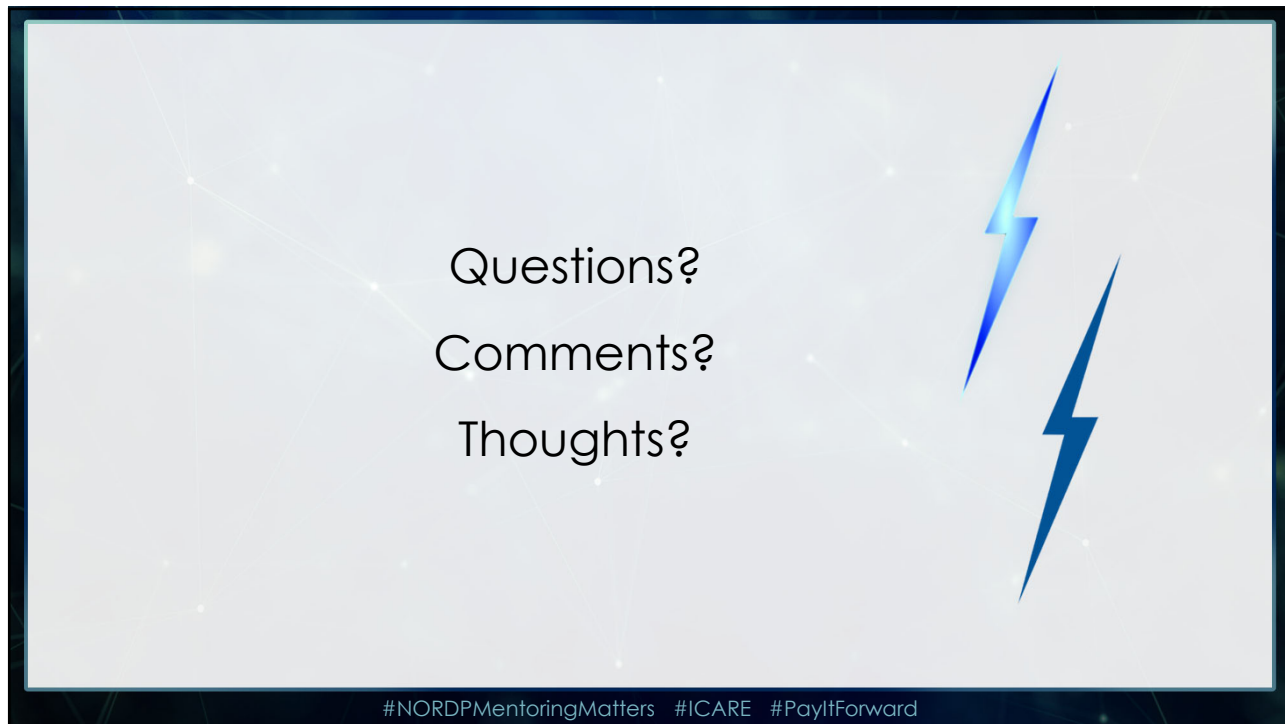
33

- Ramona Belfiore - landed a job, credits her Career Navigator Robert Lawrence.
- Elizabeth Allen - made important connections with NORDP members working in her field and has applied for jobs.
- At least two more have been in regular contact with their Career Navigators.

Plans to make this a more robust program offered by the NORDP Mentoring Committee.

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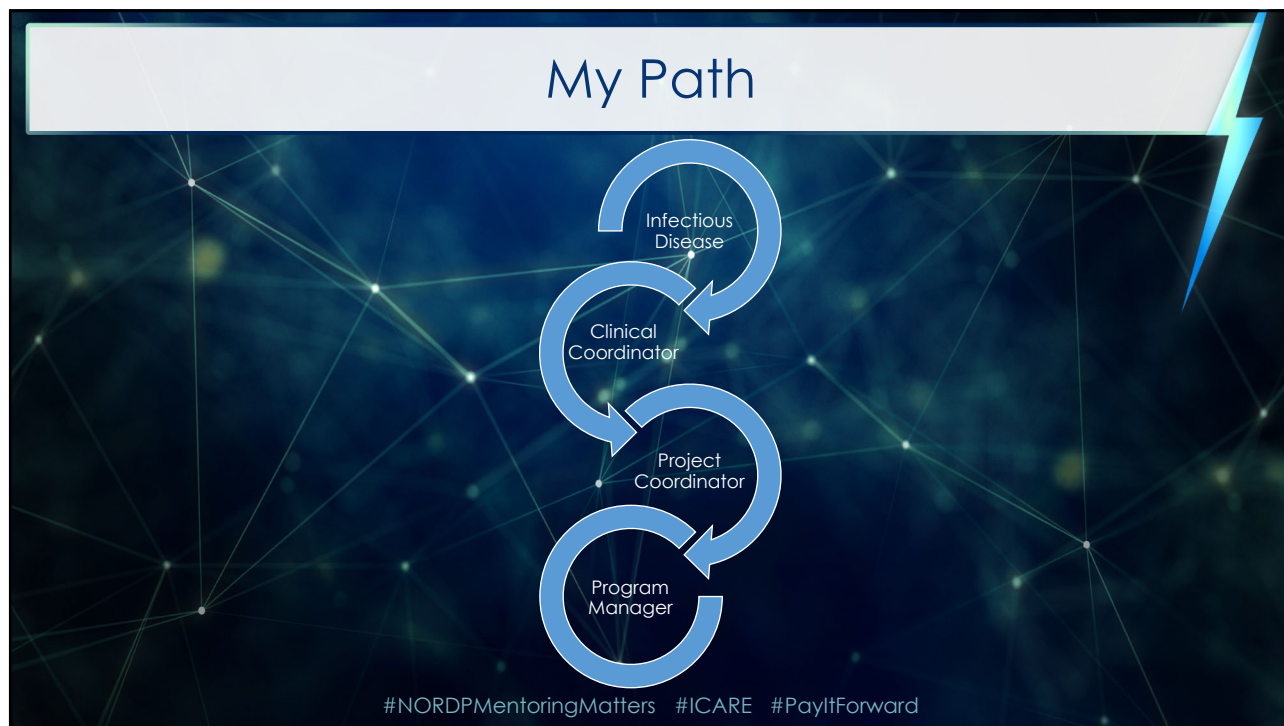
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Mentor Training for RD

CIMER Competencies

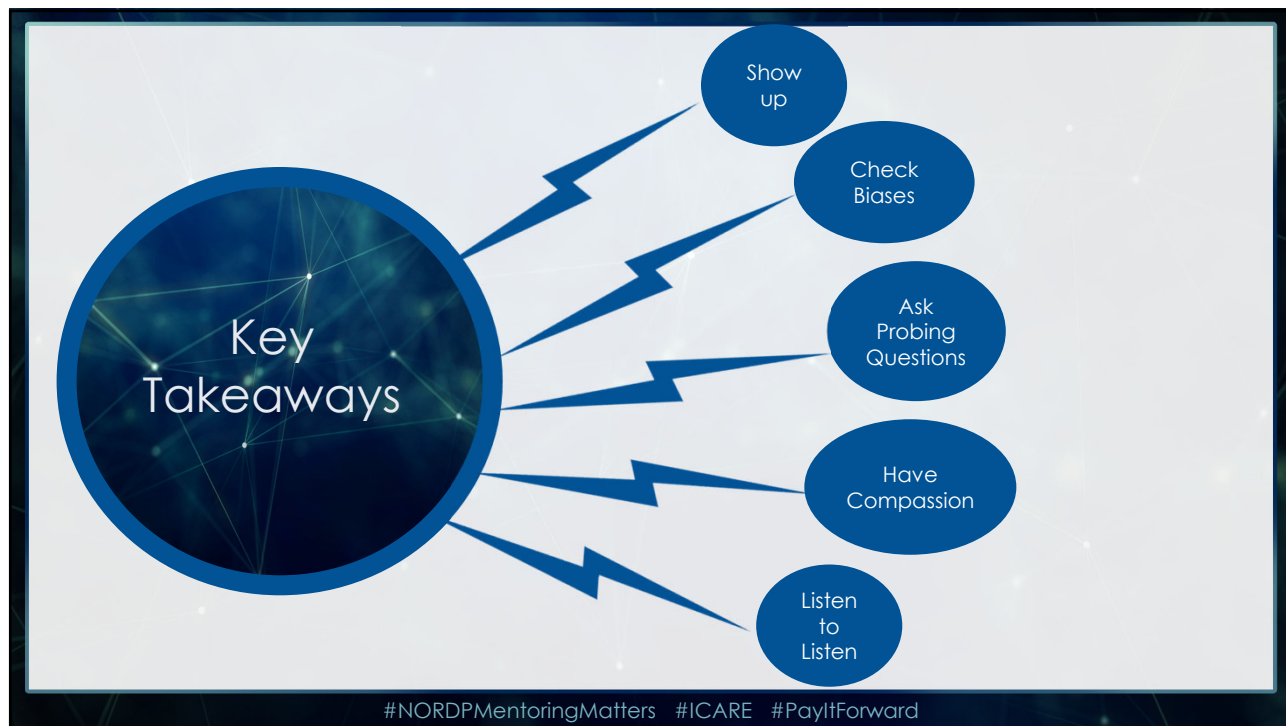
- Maintaining Effective Communication
- Aligning Expectations
- Assessing Understanding
- Addressing Equity and Inclusion
- Fostering Independence
- Promoting Professional Development
- Cultivating Ethical Behavior
- Articulating your Mentoring Philosophy and Plan



CIMER Center for the Improvement of
Mentored Experiences in Research

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Bringing
Mentoring Back
University of Utah

ONE MENTOR IS NOT ENOUGH
build a board of directors

#NPPRSA

You Belong.

Be A Mentor

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Be a guiding light!



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NORDP

Mentoring Committee
Lightning Storm


Revamping a Junior Faculty Mentoring Program

Tabitha Finch, PhD

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VBRN Overview

- Network includes UVM as lead institution and six PUIs
- Mission is to build and sustain a culture of research
- Tenure-track junior STEM faculty
- Faculty can receive pilot funds for up to five years



SAINT MICHAEL'S COLLEGE
UNIVERSITY OF VERMONT
MIDDLEBURY COLLEGE
CASTLETON UNIVERSITY
NVU - JOHNSON
NVU - LYNDON
NORWICH UNIVERSITY

● UNIVERSITY OF VERMONT (LEAD)
● BACCALAUREATE PARTNERS

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Faculty Mentoring Program 2015-2020

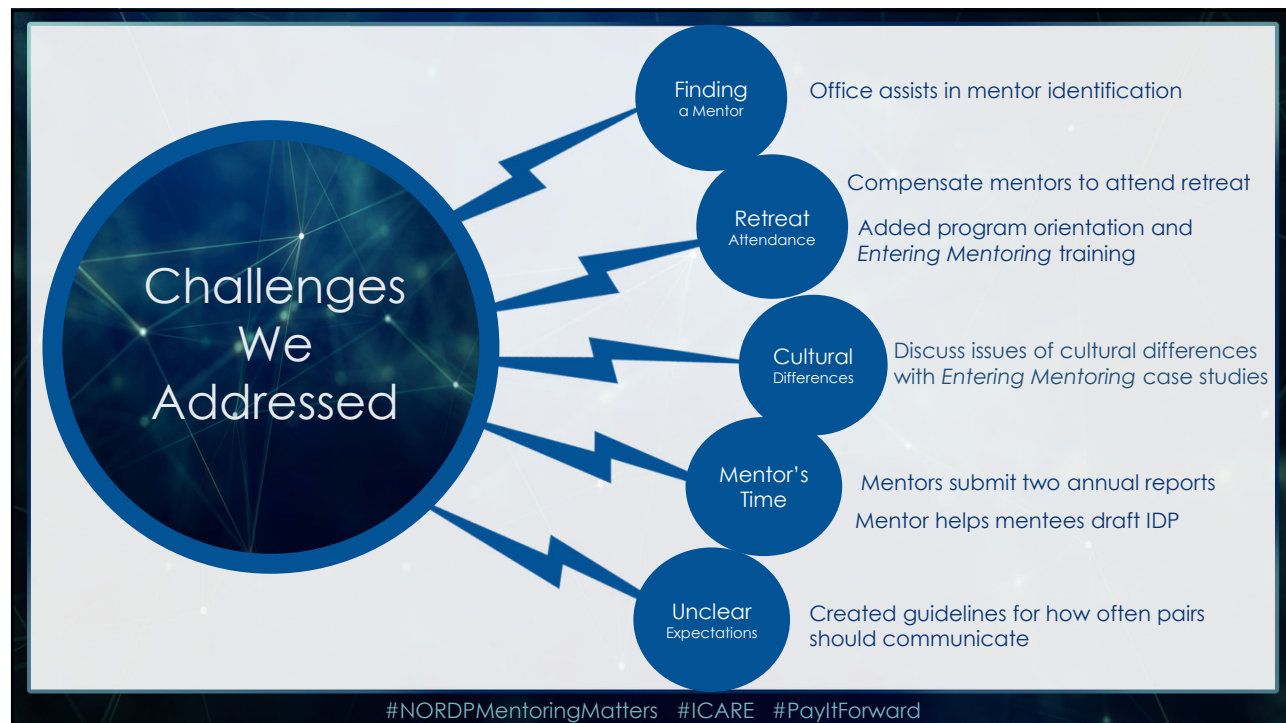
- Mentor required to be in Vermont
- Mentor invited to attend faculty research retreat
- Mentors submit three annual reports
- Mentors can request compensation for reviewing grants/manuscripts

Program Challenges

- Identifying a mentor
- Institutional cultural differences
- Requesting mentor's time
- Mentors rarely attend faculty research retreat
- No clear expectations of mentoring relationship

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Program Accomplishments



Mentors and mentees frequently become collaborators

Mentors help to expand mentee's research network

Creates new opportunities for student researchers

Identify mismatched pairs

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Future Steps

- Continue to offer mentor orientation with *Entering Mentoring* training
- Provide further guidance to pairs on program expectations
- Allow out of state mentors
- Work towards creating a database to aid in mentor-mentee matching process



NORDP 2021

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BACKGROUND

- VPR had a mentor who had been successful with a particular agency and was a great help to him early in his research career
- Launched in fall 2014 for initial 2015 award period, now on an academic year basis
- Phased out larger intramural funding programs
- Hope that these awards would lead to more impact beyond initial year
- Assistance from mentor focuses on how to navigate the peculiarities of an agency and not as much on the science
- It supports faculty-to-faculty mentoring by pairing a senior faculty member with a track record of extramural funding, and a junior tenure-track faculty member who wants to be mentored and commits to submitting a competitive funding proposal at the end of the mentoring period

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EXPECTATIONS

- Mentee & mentor commit to meeting weekly for the academic year.
- Review of mentee's research interests, career goals, possible funding sources & collaborators.
- Explanation of the funding process at the planned agency, ensure past work & planned research are a good match.
- Review RFP, establish steps to writing the grant, review draft of proposal and provide feedback prior to submission.

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CRITERIA

Mentee must be a tenure-track assistant professor with fewer than 4 years at this rank and at least two years away from a tenure decision at the time of application.

Mentor

Track I: Mentor must have received two competitive awards from the funding agency to which the mentee seeks to apply.

Track II: Mentor selected must have experience with at least two comparable funding opportunities as an awardee and/or a reviewer.

May not be one of the mentee's former graduate program mentors.

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INCENTIVES

The Office of Research provides the mentee's department with funding of up to \$3,000 towards a course release for the mentee in either the fall or spring.

The mentor's department receives a \$3,000 budget transfer from the Office of Research to a departmental account to support the mentor's research efforts.

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PROGRAM STATISTICS

- Average of 7 - 8 applications per year with average of 5 - 6 awardees per year
- 2018-19 had a spike of 11 applications – The year that Track 2 was added; 6 from A&L and Education
- 68 total faculty involved, 38 presentations, 11 articles, 8 conference publications, 64 grants submitted, 6 awards and \$1.3m in external funding awarded
- Awardees report on status of project for three years after the end of the JFRMP award period, as well as mid-year and end of year

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RESEARCH DEVELOPMENT ROLE

- ✓ Prepare and distribute call for applications
- ✓ Manage collection of proposals
- ✓ Review and selection of awardees
- ✓ Prepare agreements and notification of faculty awardees & non-awardees
- ✓ Coordinate with department fiscal staff for distribution of award funding
- ✓ Provide grant development support for recipients
- ✓ Track outcome data from program:
presentations, articles, grants

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MENTEE FEEDBACK

I appreciated the multiple supports that the JFRMP provided. I had an expert grant writer & senior faculty member who was devoting her time to me and my project. I also had the time to write which really was invaluable for putting together a large proposal.

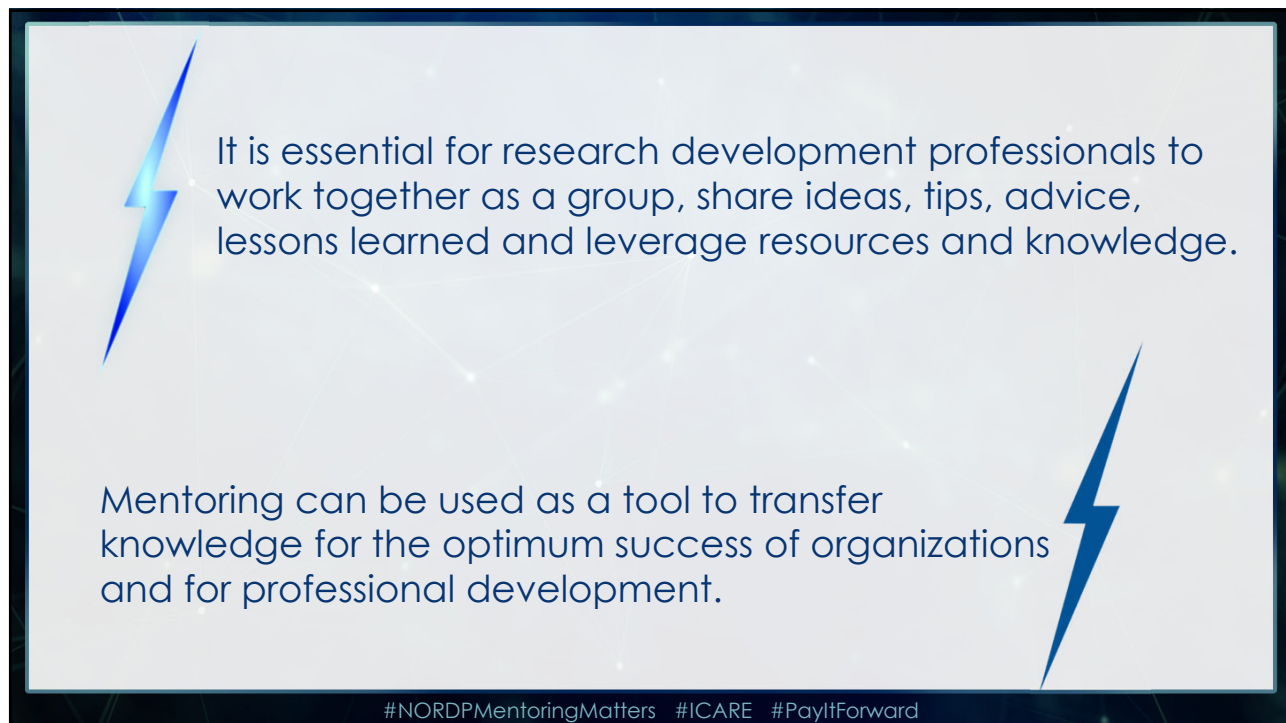
I was grateful for this learning opportunity knowing the ins and outs of the specific program, many of which can be translated into other NSF solicitations. The collaborative relationship built upon this internal grant can and will go a long way.

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Origins of the CUNY Mid-Level Exchange

Created at Hunter College – City University of New York

To invest in people and show them their full potential

To develop initiatives for to support CUNY's vision and activities:

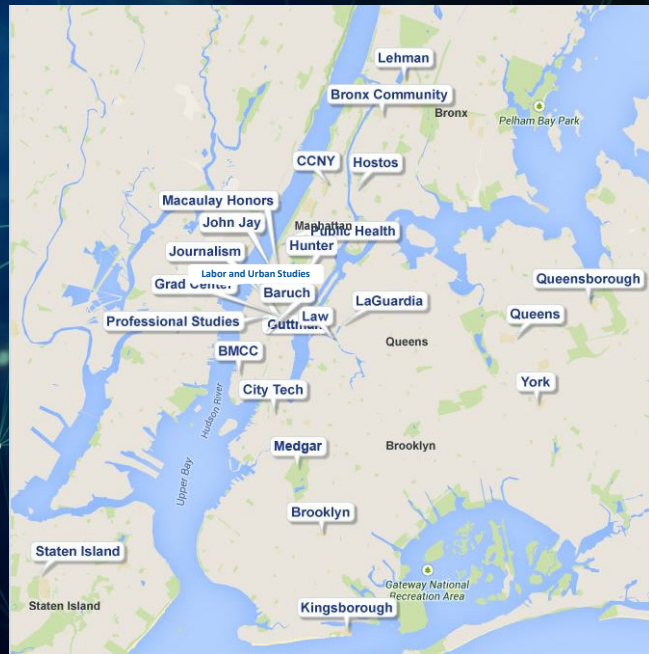
To conduct high-quality research and build innovative data infrastructures to strengthen equity-focused educational programs and inform policy

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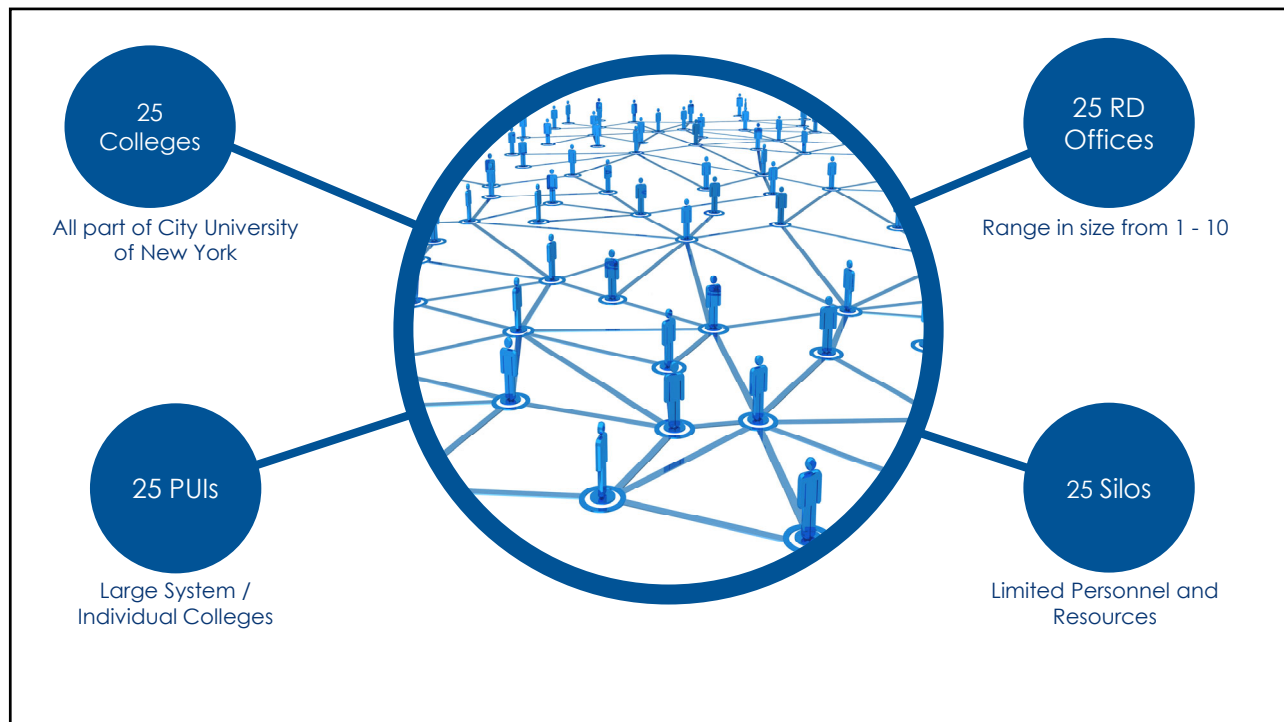
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City University of New York (CUNY)

Colleges are located in all 5 boroughs of New York City.



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2013

Established CUNY-wide Peer Mentoring Group

Goal: help individual offices and RD Professionals operate optimally

- Bi-monthly meetings* / Quarterly meetings currently
- Agendas are a collaborative effort
 - Topics include job-related skills, professional development, personal growth
 - Deep dives into issues of relevance
- Members lead workshops and share knowledge

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A RETURN ON THE INVESTMENT!

Peer Mentoring Groups

When we help peers grow and learn, we do, too.

Power in Groups

- Everyone has a talent
- Knowledge is transferable
- Mutual give and take

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Questions?
Comments?
Thoughts?



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Lighting Storm Presenters:

- [David Widmer](#)
Memorial Sloan Kettering
- [Vanity Campbell](#)
University of California, Division of
Agricultural and Natural Resources
- [Nathan Willingham](#)
University of North Alabama
- [Samar Sengupta](#)
UT Southwestern Medical Center
- [Toni Blair](#)
University of Utah
- [Tabitha Finch](#)
Vermont Biomedical Research
Network, University of Vermont
- [Daniel Campbell](#)
Old Dominion University
- [Carolynn Julien](#)
Hunter College of City University
of New York

Participate in the NORDP Mentoring Program as a Mentor, Mentee or in a Peer Mentor Group. Registration is now open.
<https://nordpmentoring.mywisdomshare.com/>

Join the Mentoring Committee! It's fun and a great way to get involved with NORDP.
mentorprogram@nordp.org

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Wrapping Up

Thanks for being here!

Join the Mentoring Program

Go Forth and Mentor

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