Overview

The GCC has grown tremendously over the past few years, with >50% of members having >4 years of experience serving graduate students and/or postdocs in a career and professional development role.

We formed a committee at the 2017 GCC Northeastern Regional Conference to develop a GCC Mentoring Program. This program is designed to deepen mentoring interactions among GCC members, complementing other GCC services such as email discussion forums, the pre-conference workshop, and annual and regional meetings.

Informal Mentoring

Difficult to identify mentors, infrequent, unstructured

GCC Mentoring Program

Mentors and Mentees matched, regular meetings, structured

In the 2018-2019 academic year, 13 mentor-mentee pairs in the pilot program will set up their own meetings, connecting remotely or in person at least 3 times. Our committee will survey individual participants and meet quarterly with mentors and mentees as separate groups. This will help us evaluate and adapt the program while supporting mentors and mentees in their roles.

Mentoring Models and Practices

Principles of Effective Mentoring Relationships

1. Communicating effectively
2. Aligning expectations
3. Assessing understanding
4. Addressing equity and inclusion
5. Fostering independence
6. Promoting professional development
7. Cultivating ethical behavior

Primary Functions of Mentoring

1. Career Support
   • Sponsorship
   • Exposure/Visibility
   • Coaching
   • Protection
   • Challenging Assignments
2. Psychosocial Support
   • Role Modeling
   • Acceptance/Confirmation
   • Counseling
   • Friendships

Program Structure and Timeline

Program Applicants

44 universities
7 medical schools/centers
2 research institutes
1 nonprofit organization

40 female
10 male

Next Steps

After our initial meeting in Madison, where our mentor and mentees will meet each other we plan on the following:

- Assess the value of the program both from the mentors and mentees’ point of view, to improve the program in the future. We will look at the efficacy of matching, what was most useful for mentors and mentees, what changes need to be made.
- Mentors and mentees will meet quarterly with the organizing committee as separate groups to share experiences in order to strengthen the program and support them in their roles.
- Expand the number of mentor-mentee pairing, using the assessment to decide what other criteria should be used for matching the pairs.