

## **Recommendations for Fostering STEM Mentoring that Builds Knowledge about Careers and Workforce Skills**

### **For Professional Societies**

Many professional societies already include a number of activities that build knowledge about STEM careers and workforce skills, including student poster and essay competitions; travel grants for attending the annual meeting; career materials and websites; special issues of the scientific journal devoted to careers; and career workshops.

However, science society representatives who have participated in focus groups indicated that a more coordinated approach could be developed for bringing increased attention to STEM mentoring, including:

- Declaring a decade, year or particular week for STEM mentoring.
- Providing mentor and mentee training at annual meetings and in special forums.
- Encouraging journals to publish editorials, mentoring research, essays, columns, or special issues on STEM mentoring. This might include a coordinated effort, where journals publish a special issue during the same month.
- Creating a Code for Mentoring, incorporating mentoring into existing Codes of Ethics or creating guidelines that foster high quality career and workforce mentoring.
- Creating board statements about the importance of mentoring that build knowledge about STEM careers and workforce skills.
- Establishing mentor awards, particularly departmental mentoring awards.
- Conducting research on STEM mentoring.
- Incorporating mentoring in the accreditation process.

### **Recommendations to foundations included:**

- Provide funding for research on STEM career and workforce mentoring. A single-focus program can be developed, or this topic may be incorporated into an existing grants program.
- Include grant review criteria that require applicants to present a plan for STEM career and workforce mentoring.

- Write a “Dear Colleague” letter to encourage awardees to pay more attention to developing STEM career and workforce skills. See example from the NSF Geosciences Directorate. <http://www.nsf.gov/pubs/2006/nsf06038/nsf06038.jsp>

**Recommendations to STEM departments include:**

- Appoint a departmental mentoring committee to develop and implement a departmental mentoring plan with a particular emphasis on providing students with career information and opportunities to develop workforce skills;
- Provide mentor training for faculty.
- Provide mentee training for students.
- Provide online mentoring resources or links to resources for faculty and students.
- Assess and provide incentives for high quality faculty mentoring.