

What are effective mentoring strategies for graduate students, postdocs, and tenure-track faculty within SOD; and how can we expand on effective mentoring in the community, especially for marginalized communities in STEM?



IODP IMPACT Workshop: Preparing the Next Generation
August 4th, 2021

Marta Torres

Inorganic geochemist, Professor of Oceanography at Oregon State University

- Born and raised in Costa Rica
- Came to the US for graduate school in 1980
- Was extremely lucky to have an excellent mentor

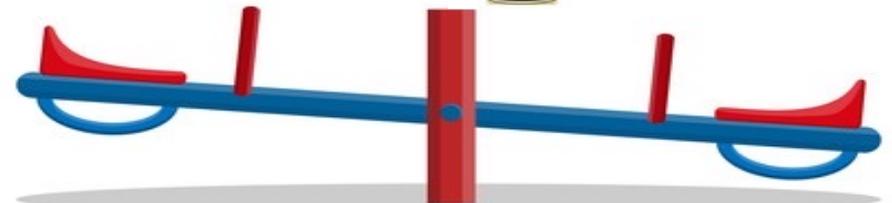


Mentorship is a professional, **working alliance** in which individuals **work together over time** to **support the personal and professional growth, development, and success** of the **relational partners** through the **provision of career and psychosocial support**.

- Cultural identity
- Personal situation
- Financial challenges
- Background
- Skill set



- Set goals and monitor progress toward goals
- Challenge academically & professionally
- Time management
- Decisions or avoidance of decisions



<https://www.nap.edu/resource/25568/interactive/program-development-and-management.html#section1>

Dr. Brittany N. Hupp, Sedimentologist, Paleoceanographer, Micropaleontologist



- Primary/sole caregiver (single-parent for most of academic career)
- First-generation academic (first in family to obtain BS, MS, PhD)
- Rural Midwest Origins

Mentoring advice

1. Respect and encourage work-life balance; do not separate science from the person as we have lives outside science (we are whole people!)* *for both mentees & mentors
2. Communicate often- no topic too big or too small!!
3. Encourage students to attend IODP workshops/networking events (i.e., Demystifying the IODP Proposal Process Workshops)- ocean drilling science isn't only done on the JR!

Dr. Abah Philip Omale, Geologist-Basin Analysis



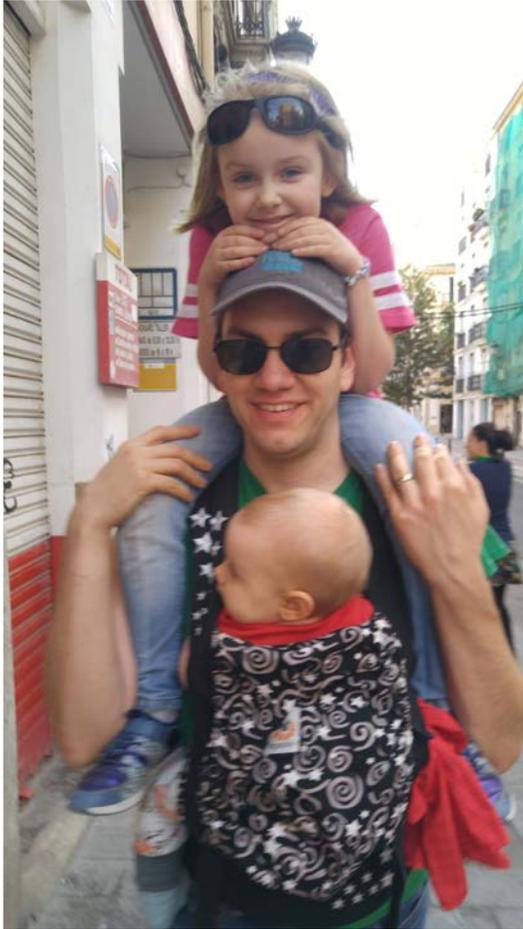
- Lagos, Nigeria
- MS, PhD Louisiana State University

Mentoring advice

1. Encourage goal setting and review the goals set by your mentees. Are they achievable, mediocre/not maximizing potential?
2. Share challenging opportunities with your mentees.
3. Share the invaluable tips that come from experience in academia, life, USA etc.

“These actions will increase **CONFIDENCE** and help overcome lack of knowledge and information”

Dr. Andy Fraass, Paleontologist & Paleoceanographer



- Generalized Anxiety Disorder (GAD) and Social Anxiety
- Currently University of Victoria, Assistant Professor, but did two postdocs, a temporary teaching job, and part of a fellowship post-Ph.D.
- @macromicropaleo

Mentoring advice

1. Folks often do not want to be open about their mental health challenges for a variety of reasons. I hid mine very well from my mentors. It is, however, exceedingly common. Be forgiving.
2. Don't headpat ECRs. Let us investigate *our* questions, not yours.
3. The job market is a rotten hellscape that COVID has only made worse. Please, prepare your mentees.