Mentoring, Advocacy and Support at Trinity (MAST)

Mentoring Program Components

One-on-one mentoring
- Same department
- Same division
- Same institution or make connections to others in your field
- Faculty at all career stages, tenure track and visiting faculty

Affinity groups
- For example:
  - Women in STEAM
  - Discussing race in the classroom
  - Breaking down silos

Workshops, topical conversations
- Coordinate with CTL
- Issues raised organically in other settings

One-on-One Mentoring

- Mentees and mentors solicited (can be from any stage of career) from all faculty
- Mentees asked if they prefer a mentor from inside their department, inside their division, or neither
- Mentees asked if they prefer a mentor with a particular background
- Mentees asked if they want mentor for specific topic (teaching, research, service, grant-writing, publishing, community outreach- with recognition that one mentor may not serve all needs)
- Mentees and mentors asked for realistic expectations of frequency of face-to-face meeting. Could be once per month, once per semester, e-mentor, or just as needed.
- Possibility of peer mentors or secondary mentors
- Mentors and mentees given materials, guidelines, ideas, initial worksheets to complete with information on mentoring/advocacy
- End of year social event to bring all mentors and mentees together

Affinity Groups

- Faculty invited to request the formation of an affinity group that will then solicit members from across the faculty. Staff will also be invited to do the same.
- Group meets with the frequency, purpose, agenda, of those in the group.
- Groups can form, disband, and form again as the desire/need arises but one faculty member assigned as the coordinator/facilitator
- Groups can be intersectional
- Groups can be faculty only, staff only, or faculty/staff mixed
- Can be identity-based (Women in STEAM; Latinx faculty) or topic-based (Part-time faculty at Trinity; teaching race in the classroom; midcareer faculty; breaking down silos)

Workshops and topical conversations

- Once per semester an outside workshop provider to discuss issues of importance or an internal discussion
- Could be linked to a CTL speaker or a TIIS speaker
- Could be within an affinity group
- Could be local Hartford presenter
- Could be just a group discussion around a specific topic—e.g., what are the issues facing Black faculty at Trinity; work/life balance; how do midcareer faculty move into leadership positions; what supports do visiting faculty need

Potential Mentor-Mentee First Meeting Icebreakers

- Tell me your story

- How do you personally define long-term success?

- When you think about balance in your life, in which areas do you feel you are spending too much or too little time?

- How do you define wellness and what do you do to get there?

- What keeps you up at night?

- Can you see yourself being stimulated and fulfilled on your current career path for the next five years?

- Where are the areas of your work that make you feel excited and energized?

- What do you do to "reboot" so that the busyness and tech overload in your life does not result in burnout?

- Who has been most influential in your life?

- What did you love doing in high school?

- What would you have done differently in your life if you had the chance?

- Imagine that tonight there is a party honoring you on your 80th birthday. Write down five brief things you would like family and close friends to say about you.

References

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