

Why mentorship?

- IDEA Benefits
- Employee development and retention
- Development of workplace community and culture.



mentees' listed benefits of mentorship.



mentors' listed benefits of mentoring.

Brief history

- In 2017, the Physical Sciences Work Life Committee recommended developing a formal mentoring program,
 - Based on an employee survey
- The Early Career Task Force, charged by Horst Simon in 2019 to assess how the Lab guides its Early Career Staff into successful careers, recommended that
 - A culture of mentoring and support should be instilled at the Lab. Training and mentoring programs should be developed and mentors should also receive formal training to maximize their effectiveness.
- Several other Areas already have implemented mentoring programs, including CSA, BSA and ESA
 - Deb Agarwal noted mentorship was key to senior women computer scientists' careers and initiated the first LBNL mentoring program in CSA.
- PS Area Mentoring Task Force launched in January 2020 and paved the way for the PS Area Mentorship Committee and Mentorship Program, which Launched in January 2021.

Structure

- One program for 4 Physical Sciences divisions
 - Nuclear Science, Physics, ATAP, Engineering
- Postdocs and scientist/engineers eligible as mentors/mentees
 - Will broaden eligibility in future years
- Committee pairs mentors with mentees
 - Partially based on survey where mentees expressed what they wanted to get out of program and mentors listed where they could help
 - We do not pair people with a close working relationship
 - Not within the same program
 - Junior people are usually paired with people in the same division. More senior people might be paired with people in other divisions
- Confidentiality
 - Relationship is confidential on both sides

Training

- Separate 1-hour sessions for mentors and mentees
- Led by Geri Richmond (chemist, U Oregon)
 - Videos available for mentees/mentors (limited access, to maintain confidentiality)
- Mentorship should be mentee driven
- What mentorship is/is not
- Characteristics of a good mentor
 - Listening is a key characteristic



Physical Sciences Area Mentorship Program



Mentorship Program Participation

Mentee Signups

	General Staff	Postdoc	TOTAL
ATAP	4	4	8
EG	9		9
NS	6	6	12
PH	10	11	21
TOTAL	29	21	50

22 of 50 pairings are cross-divisional

Mentors

	General Staff	Retiree	TOTAL
ATAP	9		9
EG	6		6
NS	12		12
PH	14	3	17
TOTAL	41	3	44

A handful of mentors have two mentees.

In NSD 7 of the 12 mentees have outside mentors
Similarly 8 of the 12 NSD mentors have outside mentees
(7 are in physics)

Future plans

- Each year's program lasts 1 year, but existing mentors/mentees can continue to meet, by mutual agreement
- Plan to continue mentorship program with annual cycles
 - Goal to use feedback to continually improve the program
- Expand to include grad students, administrative staff and technicians
 - Finding mentors for administrative staff might be better done at lab-wide level
- DOE has requested plans for entirety of Lab's employees to have access to mentorship
 - Current plan is for Physical Sciences Area Mentorship program to continue to serve this role, but lab-wide committee has started meeting to develop a plan

Conclusions

- Mentoring has many benefits to the organization and to the participants
 - Improved morale & lab culture
 - Contributions to diversity
 - Cross-working group and cross-divisional connections
- The Physical Sciences area has started a mentoring program
 - Thanks to those of you who are participating
 - We will be soliciting formal feedback from participants this summer.
- We plan to expand eligibility for the program next year.
- Informal feedback is always welcome –what do you think?
 - Respecting confidentiality