The general sciences mentoring program

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NSD Tuesday Meeting, March 22, 2022

- Why mentorship?
- Brief history
- Program structure
- Training
- Some statistics
- Future Plans
- Conclusions

https://sites.google.com/lbl.gov/psamentoring/

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

- Developing interest over past 5 years; discussed in multiple groups
  - DOE requested plans for all Lab's employees to have access to mentorship
- 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.
  - Covers all of Physical Sciences Area
  - Successful first year in 2021
    - 50 mentor-mentee pairings
- This year, we expanded the program to include all employees in the four divisions
  - Scientists
  - Engineers
  - Accelerator operators
  - Technicians
  - Administrative staff
  - Students

Structure

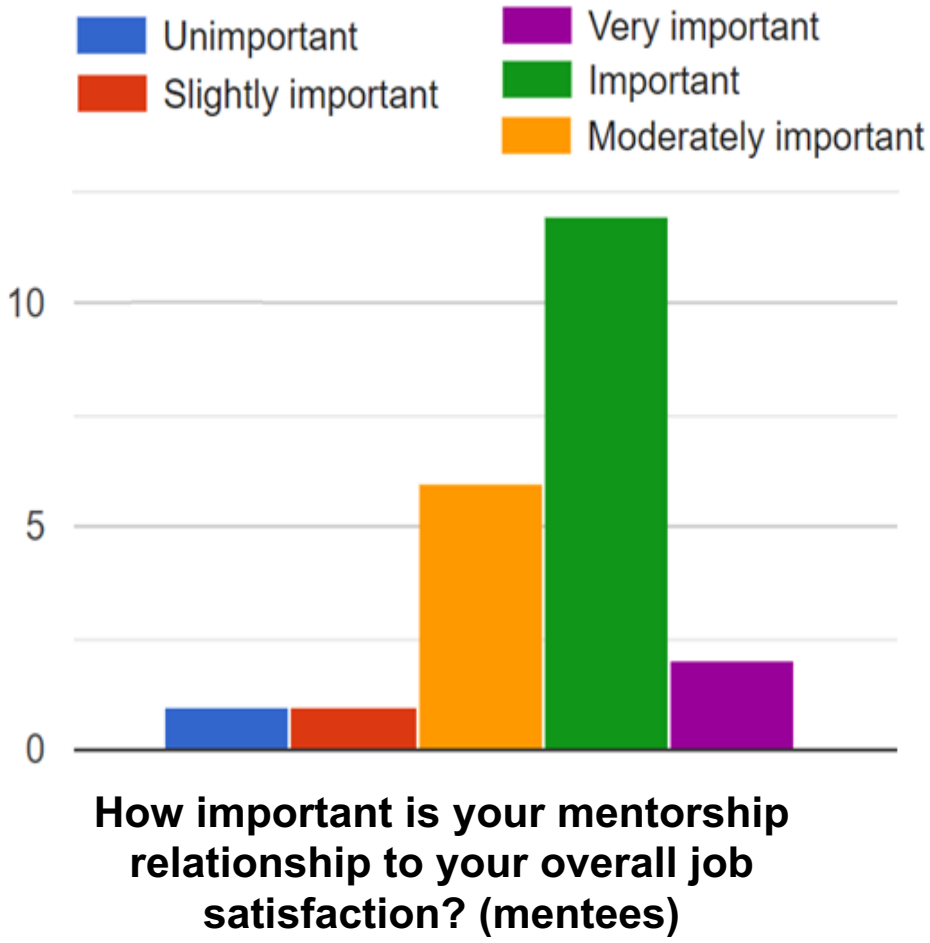
- One program for 4 Physical Sciences Area divisions
  - Nuclear Science, Physics, ATAP, Engineering
- For 2022, all PSA employees eligible
- Committee pairs mentors with mentees
  - Partially based on survey where mentees expressed what they wanted to get out of program and mentors listed where they 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
    - Within the limits of lab rules about required reporting
- Each year's program lasts 1 year, but existing mentors/mentees can continue to meet, by mutual agreement

Mentorship program 2021

- 50 mentor-mentee pairs formed in January
  - For 1st year, limited to scientist and postdocs
  - Pairings based on mentees expressed needs and mentors expressed skills
- Last year's training led by Geri Richmond (chemist, U Oregon)
  - Now DOE undersecretary for science and innovation
- Pairs were 'expected' to meet monthly for 30 minutes
- Relationship was to be mentee led
  - Arranging meetings, choice of topics etc.
- Program was generally a success
  - Conducted mid-program survey

2021 Mid-program Survey Highlights

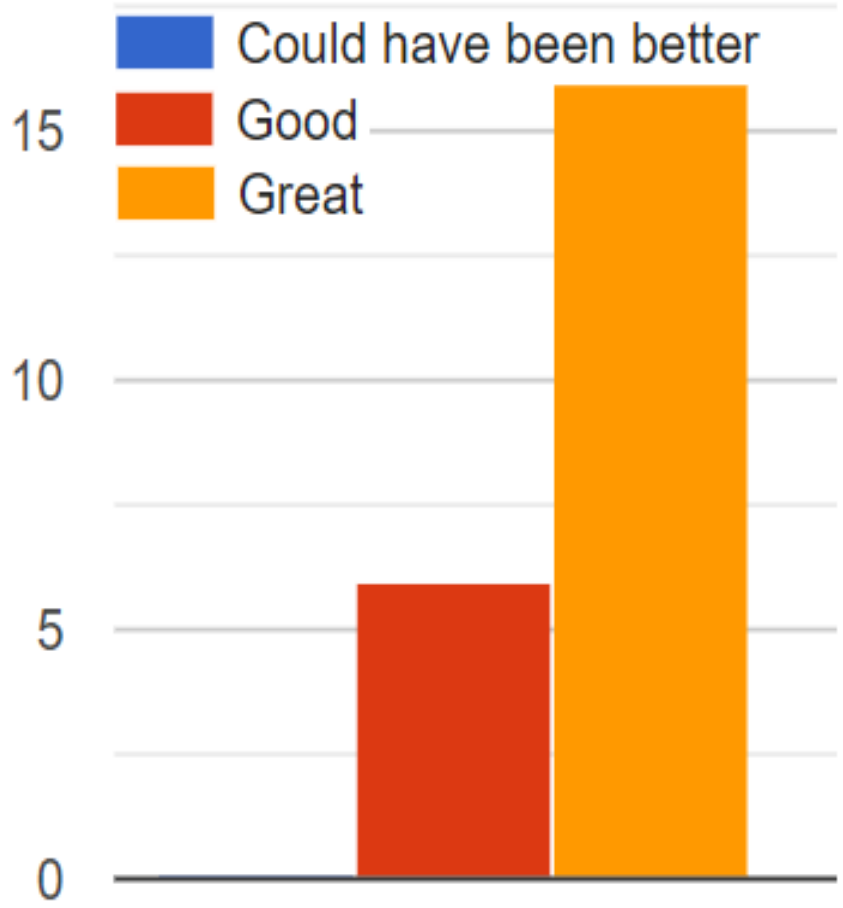
- 42 responses.
- Monthly meeting frequency is most common.
- Mentees report the program is important for their overall job satisfaction.



How important is your mentorship relationship to your overall job satisfaction? (mentees)

2021 Mid-program Survey Highlights

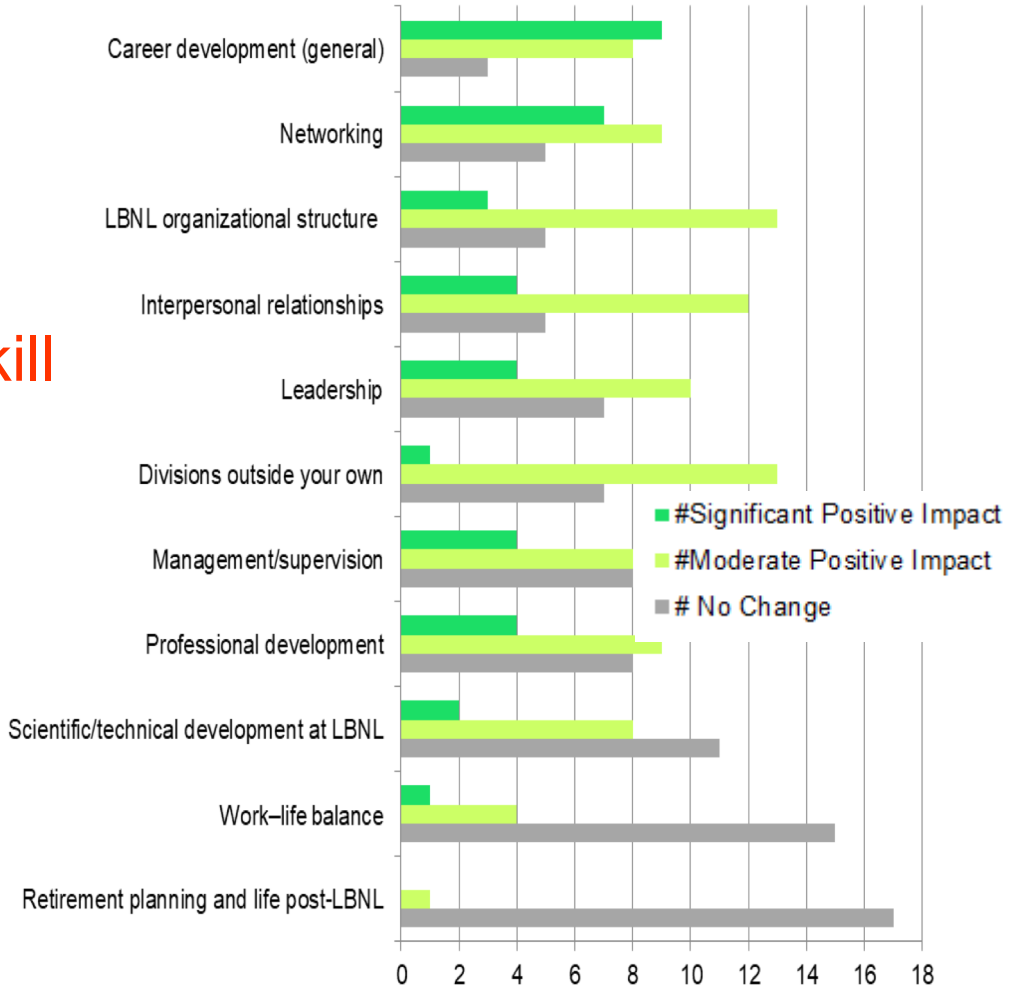
- Monthly meeting frequency is most common.
- Mentees report the program is important for their overall job satisfaction.
- Mentees report that overall mentor-mentee pairing was good/great.



As a Mentor-Mentee pairing, how well did we do with respect to 'Pairing Overall'?

2021 Mid-program Survey Highlights

- Mentees report significant skill development in "*General Career development*" and *"Networking"*.
- "*Work-life balance*" and *"Retirement planning"* were not significantly impacted by mentorship program



With respect to the start of the Mentorship Program, how have your skills or knowledge changed in the following areas as a result of your participation in the program?

Mentorship Program Participation

2021 program numbers

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)

Mentorship Program Participation

2022 program numbers

Mentee Signups

	General Staff	Postdoc	**TOTAL**
ATAP	7	3	10
EG	29	1	30
NS	7	5	12
PH	7	7	14
TOTAL	**50**	**16**	**66**

35 of 66 pairings are cross-divisional

Mentors

	General Staff	Retiree	**TOTAL**
ATAP	8		8
EG	23		23
NS	12		12
PH	9	1	9
Outside	6		7
TOTAL	**58**	**1**	**59**

Some engineering and ATAP mentors have two mentees.

In NSD 10 of the 12 mentees have outside mentors
Similarly 10 of the 12 NSD mentors have outside mentees
(many physics/NSD pairings)

Mentor program 2022

- Broadened to include all employees from the four divisions
  - Affiliates not included
    - Concerns about extending ‘employee benefits’ to non-employees
    - Concerns about expanding program too quickly
- 66 pairs
  - Conducted follow-up to ensure initial contact between pairings
- Challenges:
  - Pairing few qualified admins mentors in PSA
    - We also looked for mentors from other divisions.
  - For some types of jobs, a larger pool (e. g. the whole lab) would be desirable.
  - None of the few graduate student employees applied to be mentees
    - We could not use postdocs who applied to be mentors
  - There were potential mentors who we could not match with mentees – we had an excess of R&D mentors

Training

- Separate ‘1-hour’ sessions for mentors and mentees
  - Actually 90 minutes
- This year’s training jointly with Computing and Biosciences Areas
- Led by Pushpa Murthy (Michigan Tech. Univ.) and Celeste Rohlfing (COACh Board)

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 mentoring program is entering its second year, with a broader set of mentors and mentees
  - Thanks to those of you who are participating
  - We will be soliciting formal feedback from participants this week!
  - **Informal feedback is always welcome – what do you think?**

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Backup

A more detailed 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.