

PROGRESS Mentor Mapping

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PROGRESS is an evidence-based mentoring program that has been designed to support undergraduate students interested in the earth and environmental sciences. Nearly all the PROGRESS activities are transferrable to other STEM disciplines with minor changes. The mentor mapping activity is one 50-minute module within the 6-hour PROGRESS kick-off workshop. This activity can be conducted in person or virtually.

Support Map Exercise Information

- **Goal** - Clarify current mentorship support structure/resources, gaps in support, and develop a strategy for growing support.
- **Why it works:** - Transforming the perspective of “mentoring” from a person to network of support that can be filled by many individuals helps students broaden their perceptions of support (and gaps in support).
- **Why it works:** - Strategic planning to fill “gaps” in support can help students develop stronger and more diverse networks of support.
 - Higgins, M. C., & Kram, K. E. (2001). Reconceptualizing mentoring at work: A developmental network perspective. *Academy of Management Review*, 26(2), 264-288. <https://doi.org/10.5465/amr.2001.4378023>
 - Montgomery, B. L. (2017). Mapping a mentoring roadmap and developing a supportive network for strategic career advancement. *SAGE Open*, 7(2), 2158244017710288. doi:10.1177/2158244017710288
 - Christou, H., Dookeran, N., Haas, A., Di Frances, C., Emans, S. J., Milstein, M. E., . . . Seely, E. W. (2017). Establishing effective mentoring networks: Rationale and strategies. *MedEdPORTAL*, 13(10571). doi:https://doi.org/10.15766/mep_2374-8265.10571
- **Why it works:** - Helping students grow their support network results in higher science identity, adaptive coping with stress, and ultimately higher intentions to persist in scientific careers.
 - Hernandez, P. R., Adams, A. S., Barnes, R. T., Bloodhart, B., Burt, M., Clinton, S. M., . . . Fischer, E. V. (2020). Inspiration, inoculation, and introductions are all critical to successful mentorship for undergraduate women pursuing geoscience careers. *Communications Earth & Environment*, 1(1), 7. doi:10.1038/s43247-020-0005-y