

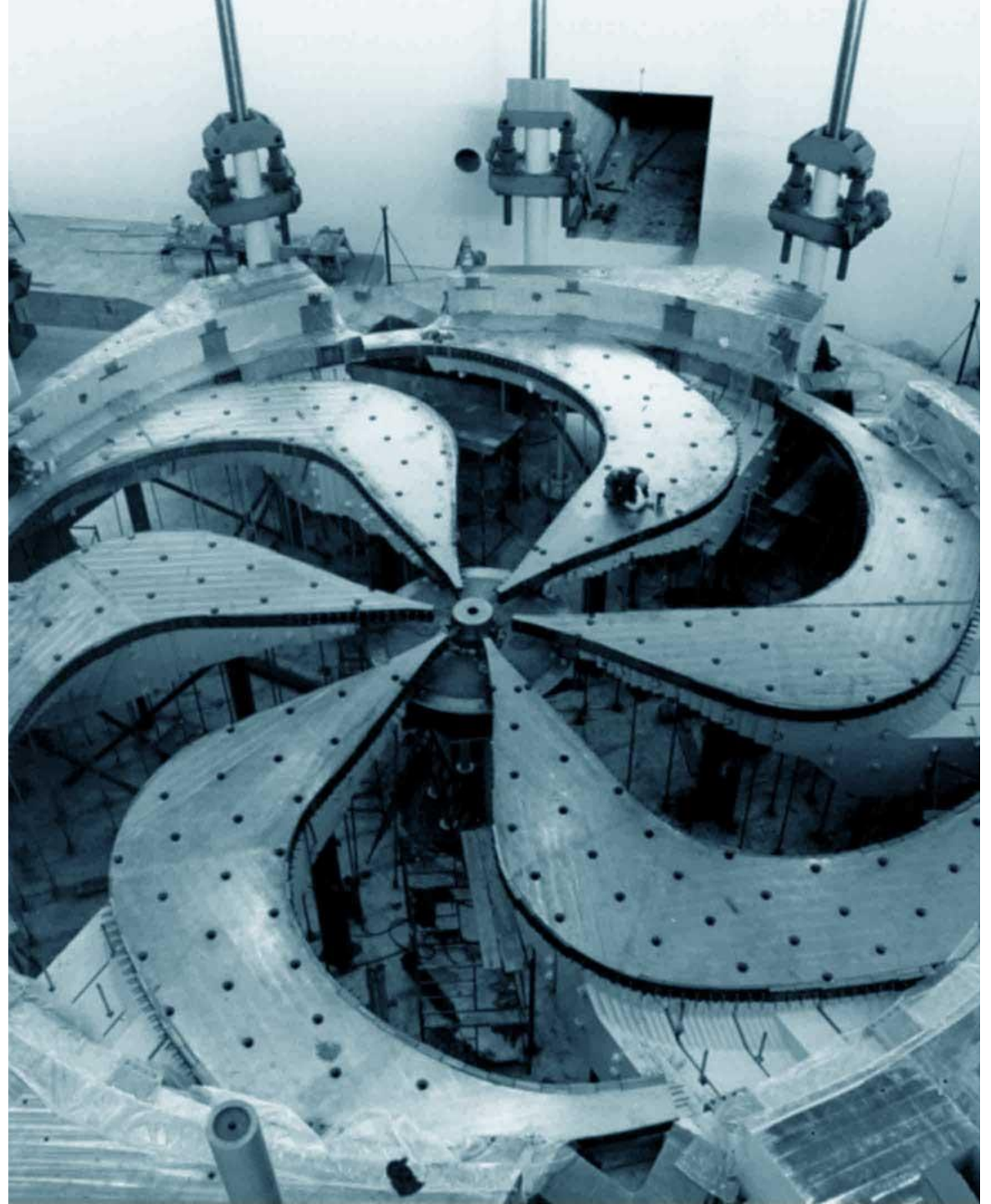
An Overview of the TRIUMF ECR Mentorship Program

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¹UBC, ²TRIUMF

Program conceptualized and supported by Monika Stachura (TRIUMF)

Data presentation and forward planning advised by Eden Hennessey (Laurier Centre for Women in Science)



The Value of Strong Mentorship

A strong mentorship program has:

1. Clear goals and expectations
2. Lasting engagement and accountability
3. A wide reach

A strong mentorship program builds:

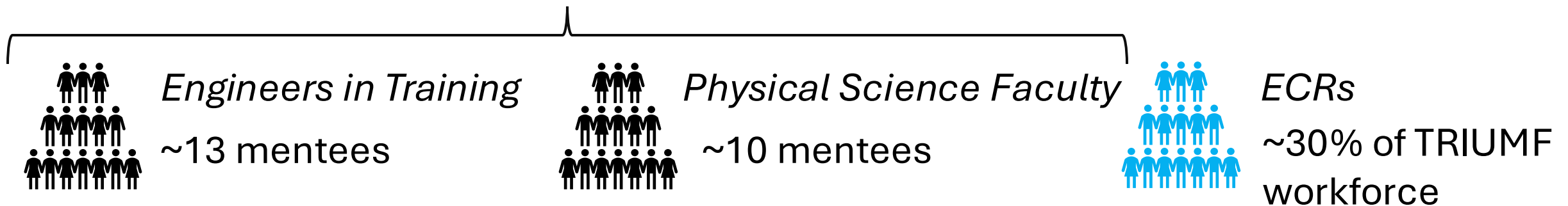
1. New connections within the community, extending beyond program participants
2. Confidence within *Early Career Researchers* (ECRs) and opens avenues for skill development and career progression
3. Resources to support mentors in navigating how to guide and motivate others

Mentorship at TRIUMF

2023 – 2025 EDI Action Plan Goal:

**Promote and retain diversity
through talent attraction and
professional development**

Existing Programs



Pilot Program Goals

1. Support and enhance personal and professional development for postdocs, graduate and undergraduate students across TRIUMF.
2. Make new connections to form unbiased relationships that will build networks and provide novel learning opportunities and career development.



Program Structure

Academic Stream

- Career-growth based guidance
- Mentees: undergraduate and graduate students, postdocs
- Mentors: TRIUMF staff
- 20 mentorship pairs

Buddy Stream

- Progression based guidance
- Mentees: undergraduate and graduate* students, postdocs*
- Mentors: senior graduate students and postdocs
- 11 mentorship pairs

*No mentee applicants to this stream from this group

Each pair had six lunches funded by TRIUMF to facilitate their meetings.

Program Structure: Matching

Skill development goals:

	Career Planning	Networking	Sci Comm	Relationship Building	Job Search	Leadership	Other
Mentee	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Mentor A	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Mentor B	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other match criteria included:

- Career goals
 - o (e.g. industry vs academia)
- Desired meeting frequency
- Preferred mentor gender
- Preferred mentor experiment/field of physics

Apply **list-selected** question weights → Organize by match score → Apply **write-in** preferences

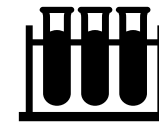
Beyond One-on-One Mentoring: Coffee Chats



Nigel Smith
Director, TRIUMF



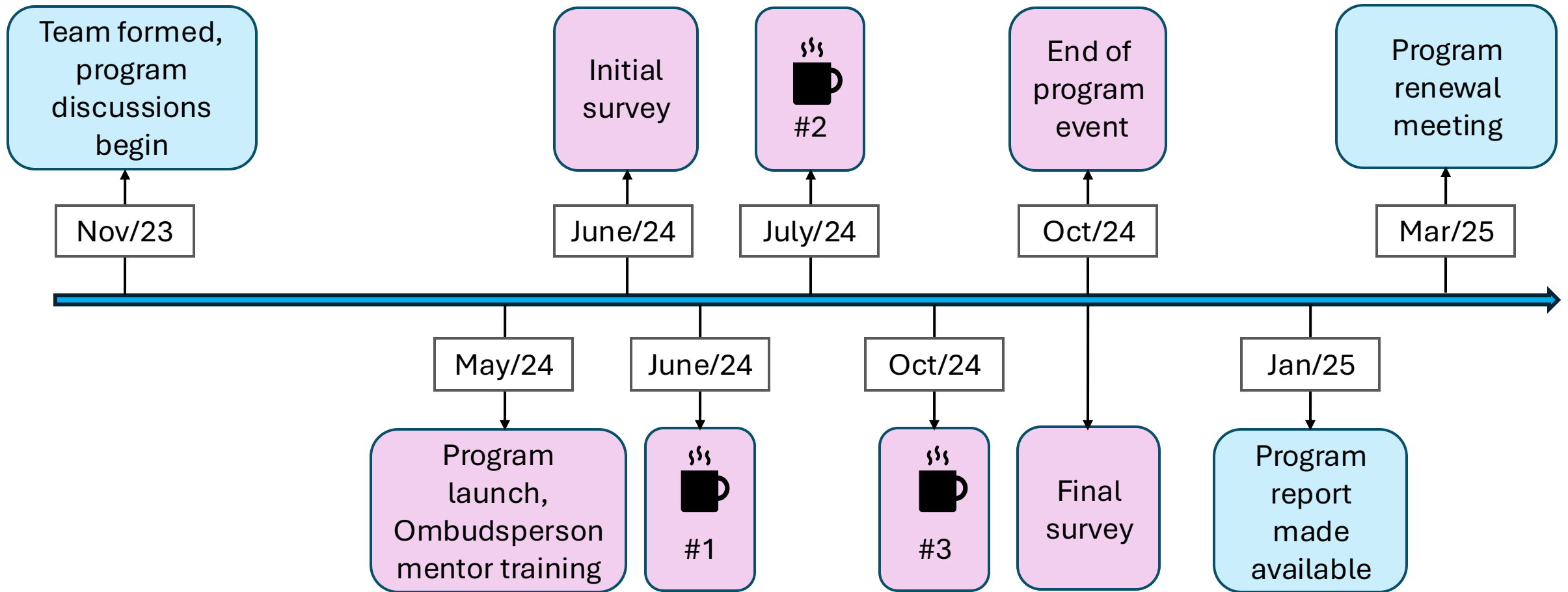
Kathryn Hayashi
CEO, TRIUMF Innovations



Eleanor Dunling
Research Officer,
Therapeutic Isotope
Target Development

A series of **small group discussions** with community leaders to provide **new perspectives** outside of one's mentor and **broaden mentees' networks**.

Program Timeline



Program Monitoring and Evaluation

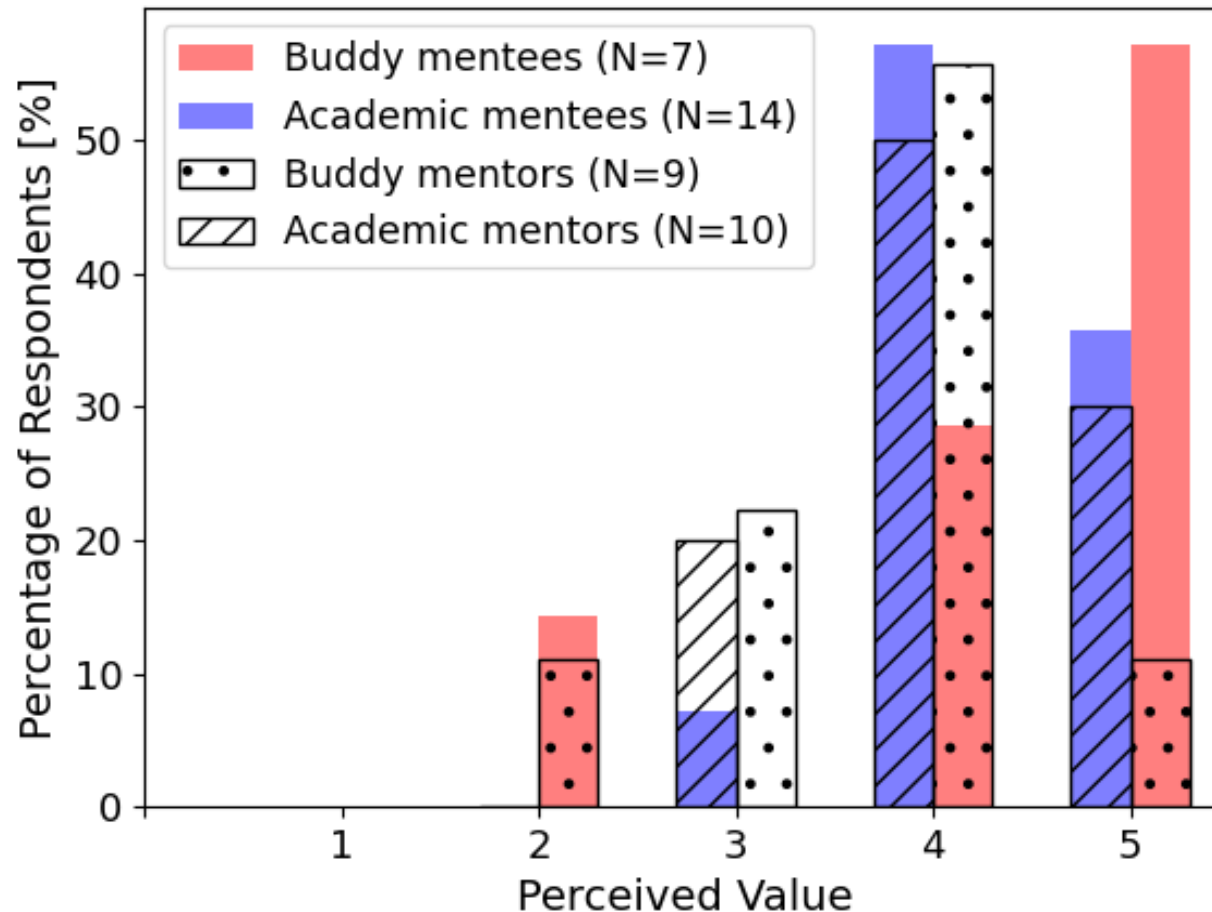
- Two brief anonymous surveys were designed and distributed to mentors and mentees during the program
- Each received ~65% response rate

	Check-in survey	End-of-program survey
Timeline	1 month into program	At completion (6 months)
Delivery Method	Email	In person, email
Number of Questions	11	17
Goals of Logistics Questions	Improve next 5 months, fill any gaps	Look back on program, recommendations for future

- Collected last 4 digits of phone numbers in order to compare initial and final surveys

End-of-Program Survey Results

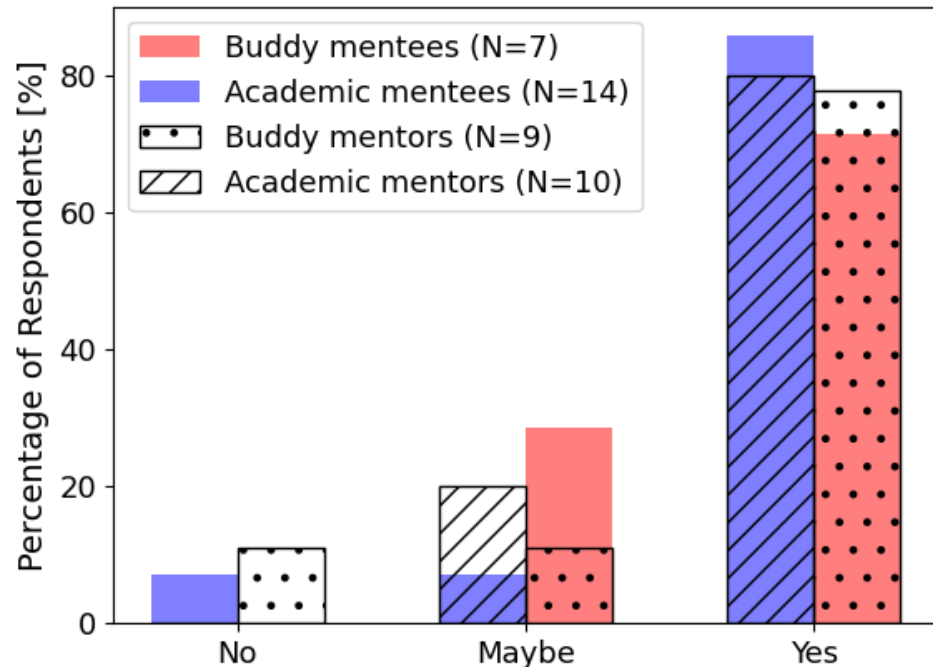
"Rate your perception of the mentorship program at this time"



- 1 to 5 scoring scale:
 - provided little value = 1
 - provided great value = 5
- 90% of mentees gave score of 4 or 5
- Mentee average = 4.3
- Mentor average = 3.9
- Note: responses cannot be correlated (ex. responses cannot be matched by pair)

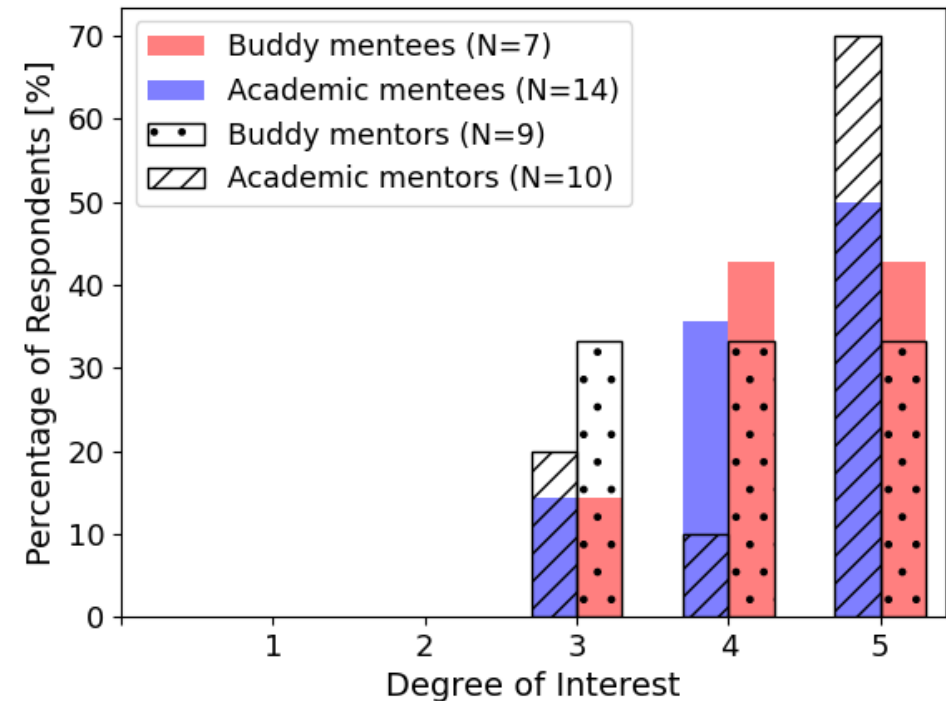
End-of-Program Survey Results

"Were the goals and expectations of your mentor-mentee pairing clear and aligned?"



- > 80% reported their pair's goals and expectations were clear and aligned
- 1 "No" each from mentors, mentees

"To what extent did your mentor (mentee) show interest in helping (allow you to help) you reach your goals?"



- 1 = "not at all interested", 5 = "very interested"
- Average score of 4.3 across all respondents
- 80% of respondents answered 4 or greater

Beyond the Pilot Program

Renewal Status

- Qualitative survey responses were overwhelmingly positive

"Do you think this program should advance beyond the pilot stage and be available for future cohorts of mentees/mentors?"






- **Program approved for renewal by TRIUMF Leadership Team**

Next Steps

- *Returning successful aspects:* custom pair matching, multi-method mentoring, flexible TRIUMF-supported meetings
- *Improvements on the horizon:* September – April program, implementation of semi-formal goal tracking
- *Coming with next iteration:* physics lab mentorship research study with support from Dr. Eden Hennessey!

Recommendations for Future Programs

Our key takeaways:

-  Structure, oversight and incentive are important to maintain participation and interest.
-  Help participants define their goals for the program.
-  Provide pathways to broader, long-lasting connection and skills.

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Feedback is welcome as we develop the program's next iteration!

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BACKUP

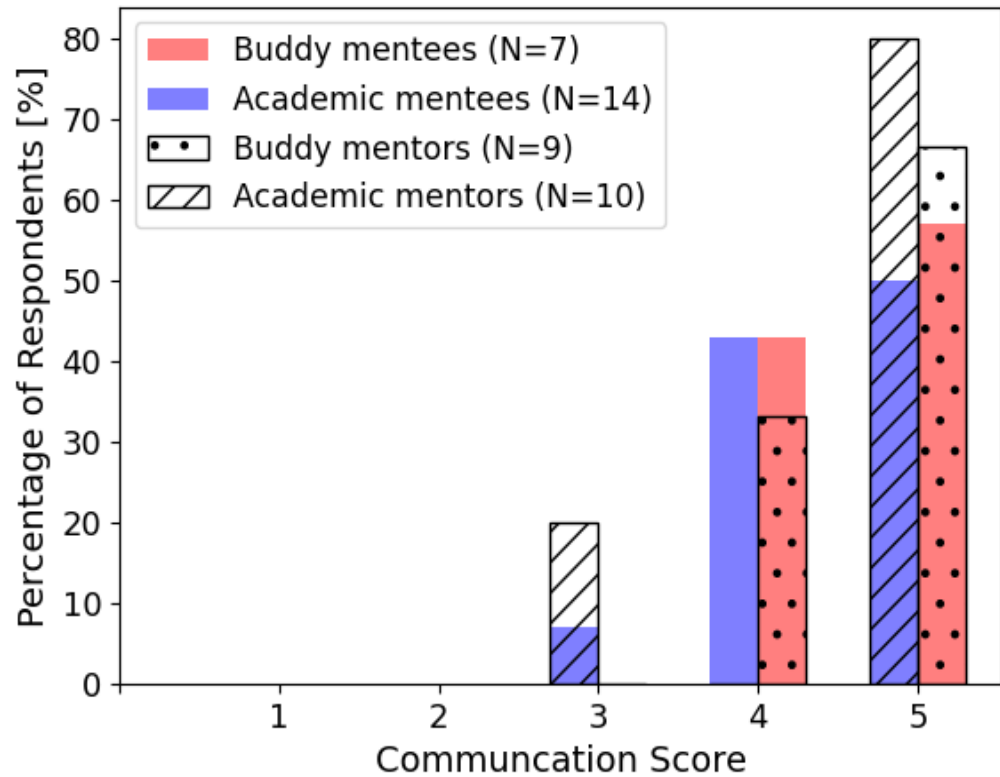
Core survey questions used for both surveys

1. How do you rate communication effectiveness within your mentorship partnership, considering factors such as ease and respectfulness of communication, with 5 being the best?
2. Please rate your perception of the mentorship program at this time, with 1 being “it brought little value to my mentee (me)” and 5 being “it brought great value to my mentee (me)”.
3. Please rate your overall satisfaction with your mentorship pairing, with 5 being the best.
4. To what extent did your mentee (mentor) show interest in allowing you to help them (helping you) reach their (your) goals in this program, with 1 being “not at all interested” and 5 being “very interested”
5. Do you feel the goals and expectations of your mentor-mentee pairing were clear and aligned?

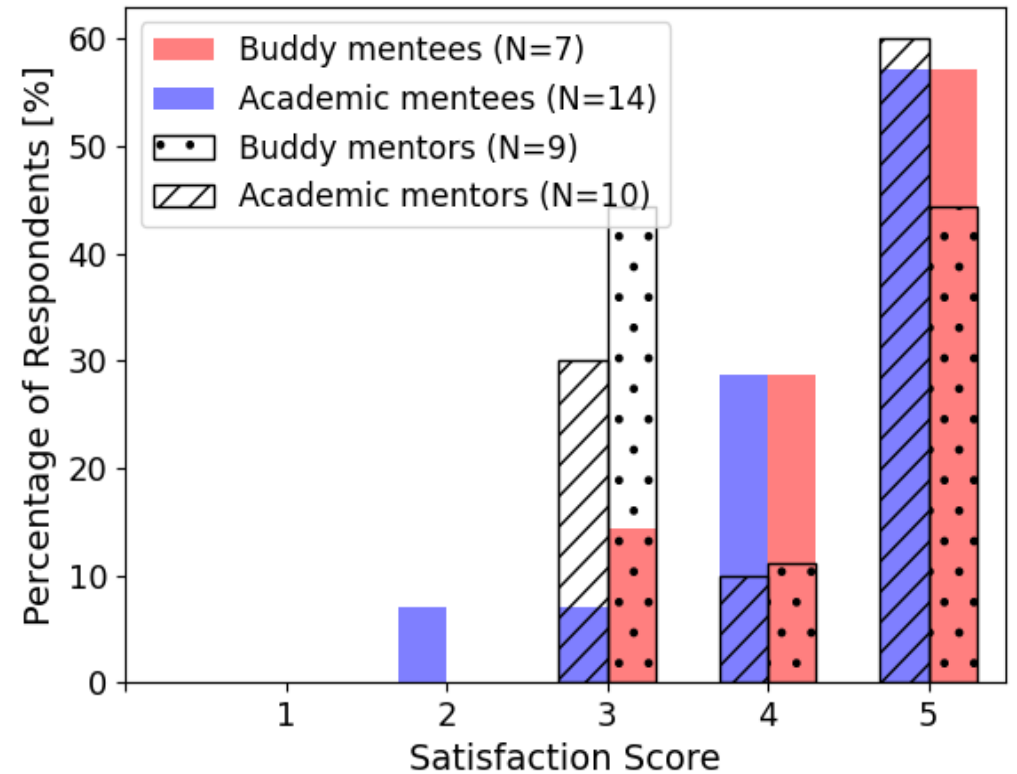
Program organization results from survey

- Mentor-mentee pairs were encouraged to have 3 – 6 meetings
 - Average meeting number was 4
- Best time to start the program was found to be at the start of semesters, with May the favourite for mentees and September the overwhelming favourite for mentors
- The 6-month program duration was supported as a good length by survey results, but some tendency towards slightly too short as well; we will extend to 8 months to align with 2 semesters

How do you rate communication effectiveness within your mentorship partnership, considering factors such as ease and respectfulness of communication, with 5 being the best?



Please rate your overall satisfaction with your mentorship pairing, with 5 being the best.



Consent to share results

- We did not think to ask for consent to share the anonymous surveys results before the surveys were distributed
- Instead, we reached out to all program participants to ask for explicit consent to share these data, providing one month to say yes, or an assumed yes if no response
- 65% of participants provided explicit consent, the rest implicit
- Still, for this reason, no qualitative data were shown
- Full ethics approval will take place before next program iteration