

Building Mentoring Skills

Presented at: FEC 2023

Facilitators:

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Cheyenne Kleiner, Tasia Kendrick



About Us!



Building
Mentoring Skills



Cheyenne Kleiner
she/they
PhD Student
Graduate Assistant



Julie Libarkin
she/they/he
Professor



Melissa McKendree
she/her/they
Assoc. Professor



Tasia Kendrick
she/her
Assoc. Professor

What is Crossing Paths Program?



Building
Mentoring Skills

- The **Crossing-Paths Program's** (CPP) goal is to enhance job-relevant knowledge and skills for students interested in agricultural and food sciences.
- Eighty undergraduate students, **notably underrepresented minorities**, will be recruited to complete:
 - Monthly **career development/networking** meetings
 - **Educational modules** building foundational knowledge
 - Summer Teaching and Extension in America and Korea (STEAK) experience, and
 - Team **marketing competition** to demonstrate cognition and soft skills assessed in the program



United States
Department of
Agriculture

What is Crossing Paths Program?



Building
Mentoring Skills

Economic Impact of Decision Making

- Application of Supply and Demand
- Farm Economic Decision-Making Tools
- Market Development Research

Responsibility of an Agricultural Advocate

- Become a collaborative teammate
- Articulate Personal Attributes Leading to Success
- Community Responsibility



Ethical Considerations

- Animal Care and Welfare
- Research and Society

- Genetic Selection and Performance Potential
- Feed for Animal Growth and Health
- Characteristics of High-Quality Beef Products

Animal Husbandry for Success

What is Crossing Paths Program?



Building
Mentoring Skills

- Modules
 - Farm Business Management
 - Business Marketing
 - Ag Economics
 - Animal Breeding and Selection Genomics
 - Animal Nutrition and Management
 - Meat Quality and Processing
 - Effective Communication and Leadership Skills
 - Animal Ethics
 - Research Ethics
 - Ethical Considerations for Community Improvement

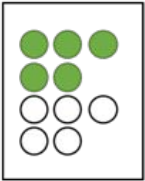
What is Crossing Paths Program?



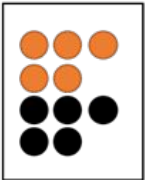
Building
Mentoring Skills

YEAR 1

Spring



Michigan State Univer:
Students



Oklahoma State Univer:
Students

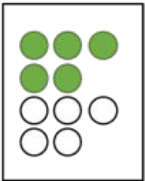
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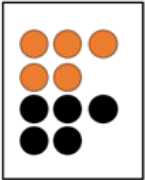
Building
Mentoring Skills

YEAR 1

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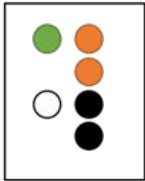


Michigan State University
Students



Oklahoma State University
Students

Summer



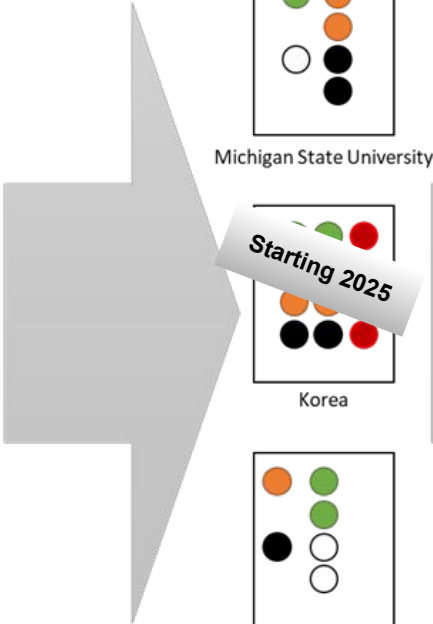
Michigan State University



Korea



Oklahoma State University

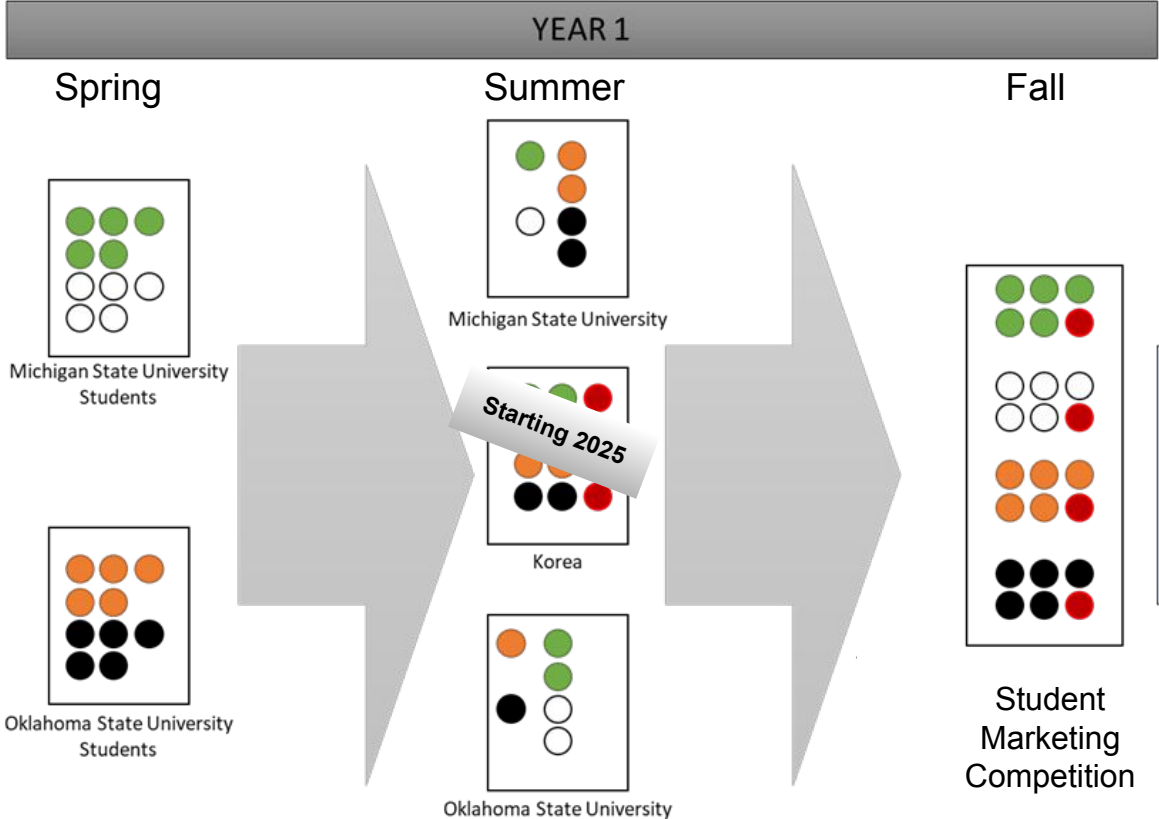


Starting 2025

What is Crossing Paths Program?



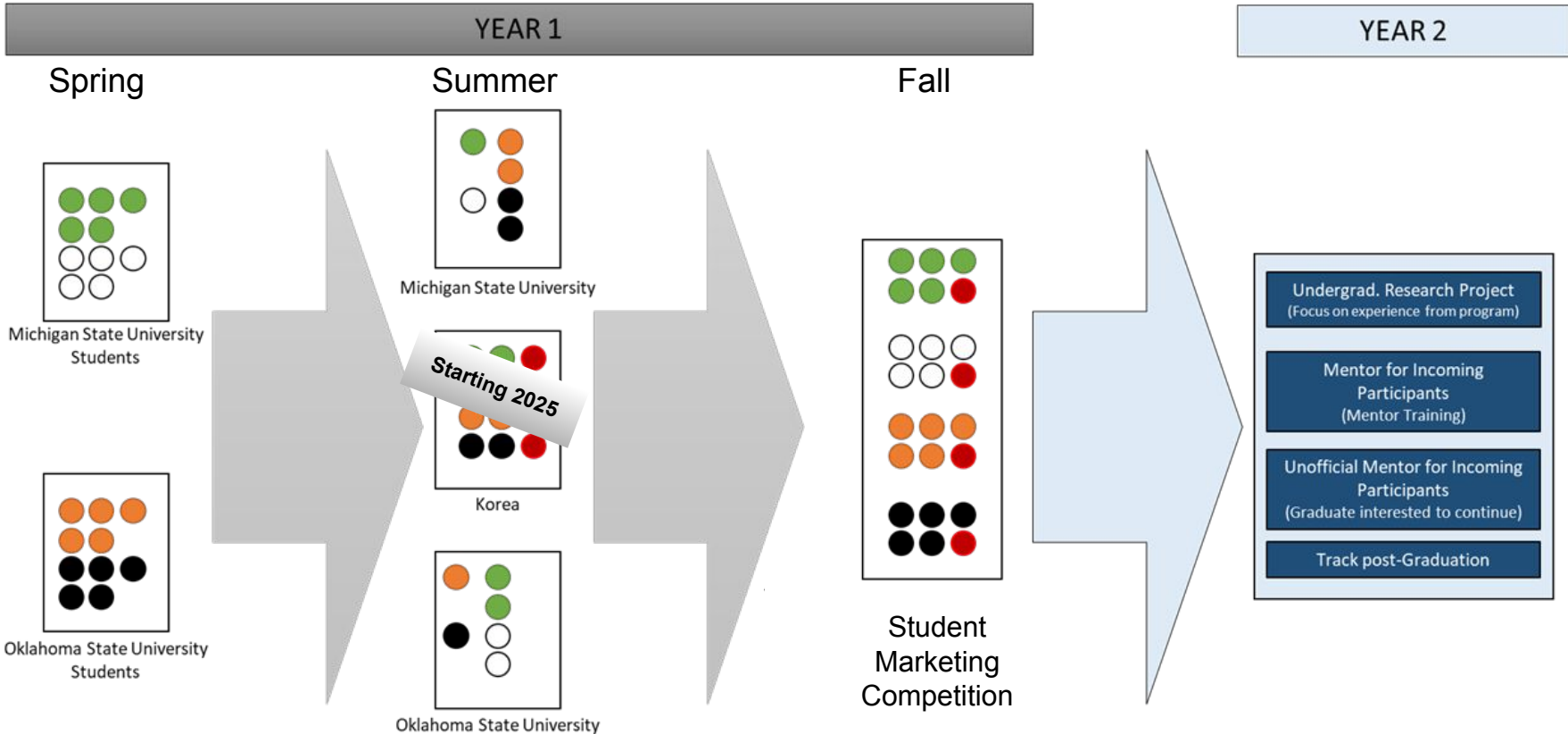
Building
Mentoring Skills



What is Crossing Paths Program?



Building
Mentoring Skills



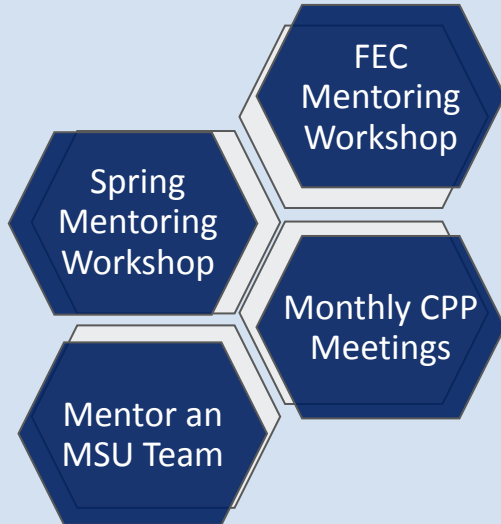
How can you get involved?



Building
Mentoring Skills

Become a mentor (4 per year)

Expectations of Mentors



Other needed roles

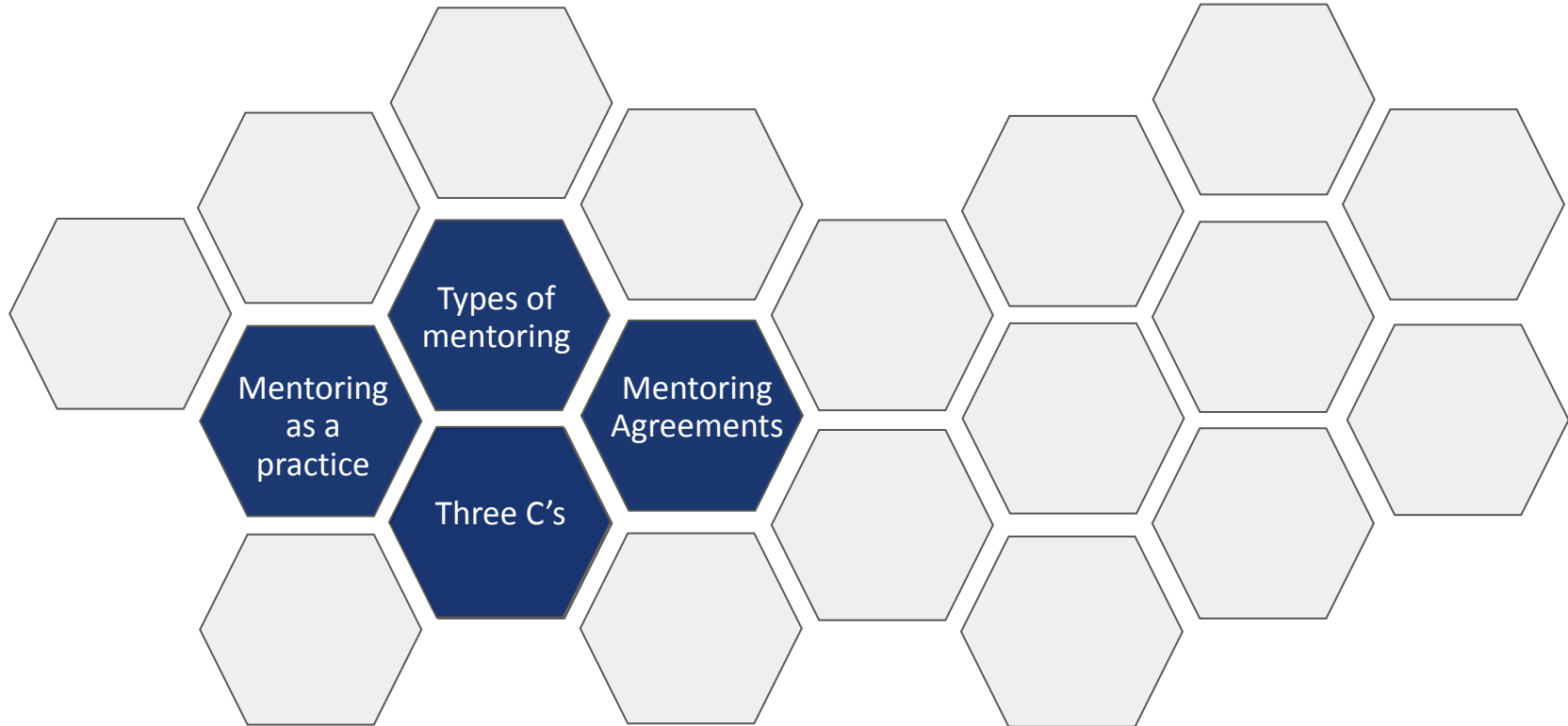
- Help plan Michigan STEAK experiences
- Research projects and extension internships
- Speak at CPP meetings
- Help with student competitions
- Encouraging students to enroll

EXPECTED OUTCOMES



Building
Mentoring Skills

By the end of this workshop you will understand...



Quick Introductions

Turn to your neighbor:

1. First Name
2. Organization
3. Why do you care about mentoring?



What is Mentoring?



Building
Mentoring Skills

DEFINITION

A relationship between two or more people where the mentor plays a supportive and advisory role to the mentee(s).

RELATED TO

Advising, Sponsorship, Coaching

MYTHS

A research advisor is the only or most important student mentor

Benefits of Mentoring



Building
Mentoring Skills

For Mentor:

- Increased job satisfaction
- Improve interpersonal and listening skills
- Recognition of professional and personal skills and ability
- Better understanding and stronger connection to students
- Tangible outcomes (i.e. research projects, promotions, etc.)

For Mentee:

- Expansion of personal network and resources
- Professional career development
- Tangible outcomes (i.e. research projects, promotions, etc.)
- Greater sense of belonging in the professional community
- Increase self-confidence and ability to self-reflect personally and professional

Types of Mentoring



Building
Mentoring Skills

Academic

Focused on course
and program
assistance

Instrumental

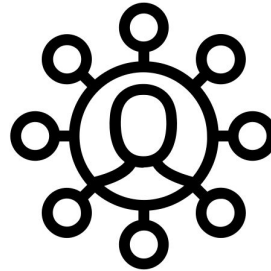
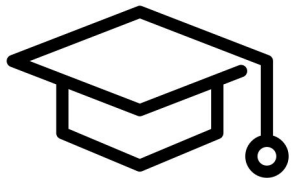
Practical skills
for success
Goal oriented

Psychosocial- General

Interpersonal bonds that
enhance professional &
personal growth

Psychosocial- Belonging

Acceptance, inclusion, and
identity as a member of a
group



Focused on course and program assistance



What are some examples of academic mentoring?

- Math tutoring
- Writing skills
- **Your thoughts...**
- **How to fill out reports, keep track of software, timesheets - logistics**
- **Research design methods, specific knowledge sets - agronomy**
- **Food preservation**
- **What equipment do you need?**
- **How to collect/prep data**
- **How to recruit for programs**



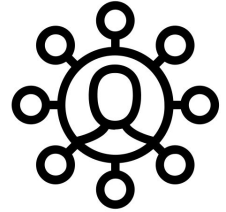
Practical skills for success; Goal-oriented



What are some examples of instrumental mentoring?

- Resume/CV development
- Interview tips
- **Your thoughts...**
- **Applying for specific types of jobs (government)**
- **Networking and connecting mentees with the right opportunities**
- **Certification opportunities**
- **Facilitation of meetings, navigating technical issues and accessibility issues, etc**
- **How to present and attend conferences**
- **How to communicate effectively**
- **Where to look for jobs**





Interpersonal bonds that enhance professional/personal growth;

What are some examples of psychosocial mentoring?



- Spending time with students and listening holistically is necessary!*
- Asking about family
- **Your thoughts...**
 - Bring favorite snacks, write on business cards - keep a spreadsheet!
 - Seeing folks in person if possible
 - Sending personal notes, birthdays, holidays
 - Encourage folks to share good things
 - Sharing your own barriers - sharing when you fail
 - Engaging with hobbies - walking meetings, getting outside
 - Social events - don't make it required
 - Offering your time, open door policy, having times that you are available (office hours)
 - Set expectations and boundaries
 - Empathy!



Interactions that make individuals feel as if they belong in a given space

What are some examples of sense of belonging mentoring?



- “You belong here.”
- Your thoughts...
- “You are ready for the next step - you are meant to do this - you are more than capable”
- Let people know when they are doing something right - “Good job! Thank you!”
- Congratulate folks when they get grants, make achievements, give shout outs
- Nominating people for awards, taking time to celebrate others
- Let people see their recommendation letters
- Be clear about how folks roles fit into the mission of the organization
- Acknowledge mistakes and learn from them

Types of Mentoring



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Mentoring Skills

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Focused on course
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Goal oriented

Psychosocial- General

Interpersonal bonds that
enhance professional &
personal growth

Psychosocial- Belonging

Acceptance, inclusion, and
identity as a member of a
group



Which form of mentoring feels EASIEST to you?

- ACADEMIC
- INSTRUMENTAL
- PSYCHOSOCIAL - GENERAL
- PSYCHOSOCIAL - BELONGING

Types of Mentoring



Building
Mentoring Skills

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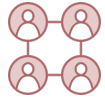
Which form of mentoring feels HARDEST to you?

- ACADEMIC
- INSTRUMENTAL
- PSYCHOSOCIAL - GENERAL
- PSYCHOSOCIAL - BELONGING

Activity: Setting the Stage...



Building
Mentoring Skills



10 mins.

You have just onboarded
new people whom you are
going to mentor.

What barriers might new people encounter / how will you help?

How will you ensure each person gets what they need?

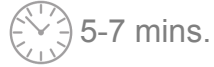
What aspects of mentoring are YOU most excited about?

Activity: Setting the Stage...



Building
Mentoring Skills

What barriers might new people encounter / how will you help?



Transition from one environment/workplace to another - onboarding process, setting expectations; Remote/hybrid work - do social events over zoom; Vagueness in roles - be transparent; Feeling isolated - in person team building opportunities, identifying other organizations nearby to connect with; Lacking professional experience/transition from high school to college, or college to workforce

How will you ensure each person gets what they need?

One location with all the resources!!!- better organization! Teach people about organization and executive functioning skills.

What aspects of mentoring are YOU most excited about?

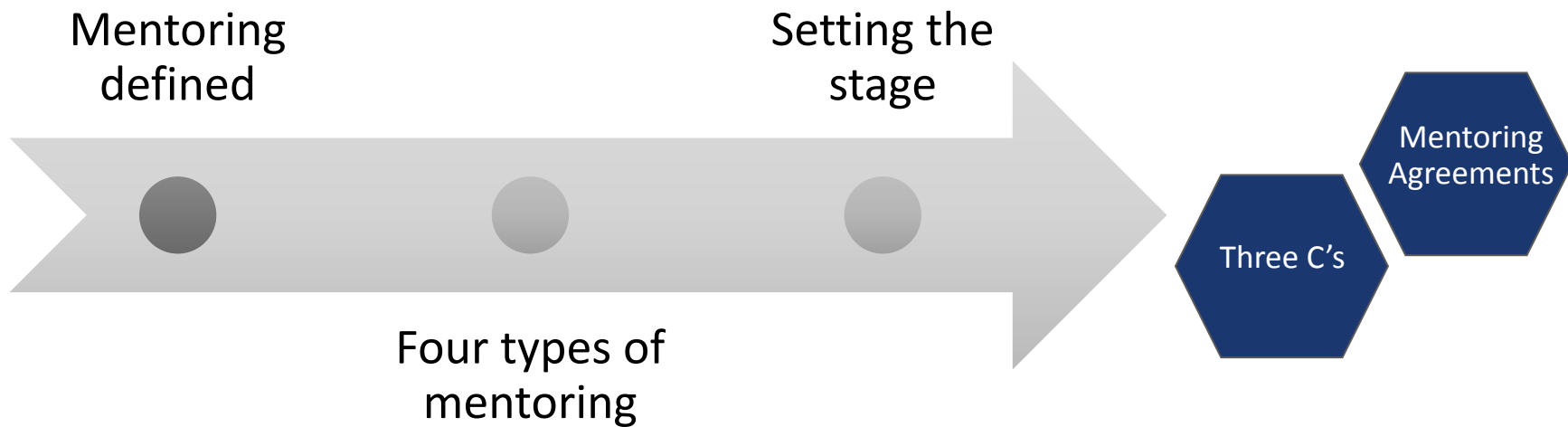
Building relationships. Changing the current culture. Seeing people succeed and smile. Seeing people's passion/in their element. Filling your cup, recognizing capacity.



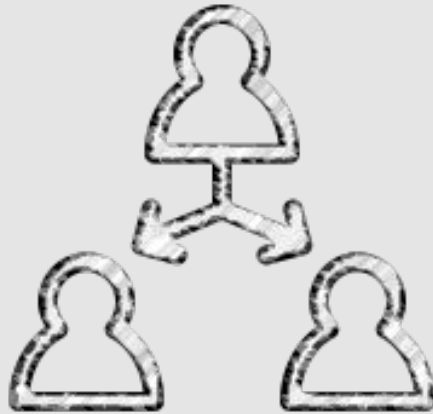
Wrapping it up...



Building
Mentoring Skills



First half of workshop...



ANY
QUESTIONS?

TAKE A BREAK - Return at...



Introduction to
Mentoring



What are Mentoring Skills?



Building
Mentoring Skills

DEFINITION

The traits and abilities that help you to offer valuable assets and resources to your mentee

RELATED TO

e.g. academic, psychosocial, instrumental, sense of belonging

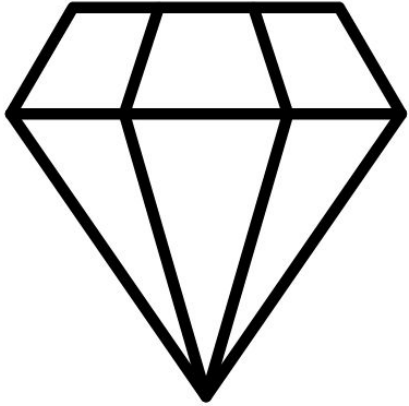
MYTHS

Mentoring is innate and not a skill that can be learned

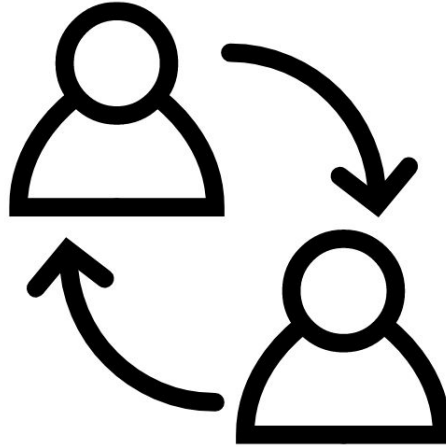
What are the Three Cs of Mentoring?



Building
Mentoring Skills



CLARITY

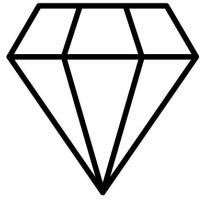


COMMUNICATION



COMMITMENT

What is Clarity?



Being transparent and specific about roles and expectations

Guide 1: One-on-One meetings with mentee in the beginning and during project.

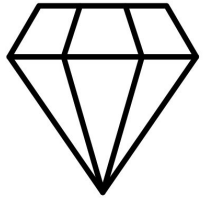
Guide 2: Develop a mentoring contract

Guide 3: Maintain open and regular communication

What is Clarity?



Mentoring Skills &
Practices



Being transparent and specific about roles and expectations

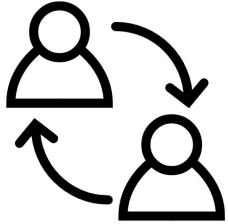
Provide one tip about being transparent with mentees!

text...

What is Communication?



Mentoring Skills &
Practices



a process by which information is exchanged between individuals through a common system of symbols, signs, or behavior

Guide 1: Be clear about how you want your mentee to communicate with you

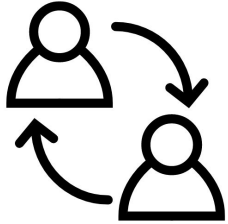
Guide 2: Ask your mentee what is the best way to communicate with them

Guide 3: Establish protocols for the possibility of a breakdown in communication

What is Communication?



Mentoring Skills &
Practices



a process by which information is exchanged between individuals through a common system of symbols, signs, or behavior

Where do you struggle when it comes to communication?

text...

What is Commitment?



the state or quality of being dedicated to a cause, activity,
Ask yourself:

What is your commitment to your mentee?

What is your institution's commitment to your mentee?

What is your commitment to being a good mentor?

What is Commitment?



Mentoring Skills &
Practices



the state or quality of being dedicated to a cause, activity,
Ask yourself:

How do you and your organization demonstrate commitment?

- Show up for your community and co-workers
- Respecting boundaries
- Providing incentive structure and supports
- Follow through

Mentoring Agreements (help the Three C's)



Building
Mentoring Skills

DEFINITION

Formal document that clearly sets out the structure of the relationship between you and your mentor, and the roles and responsibilities of both parties

IMPORTANCE

Misunderstandings can arise when needs and expectations don't match.

MYTHS

Mentoring is organic!

Mentoring Agreements



Mentoring

<https://www.togetherplatform.com/blog/mentoring-relationship-phases>



Learn Ag Science

Ag Science Training

After Training

Mentoring Agreements



Mentoring

<https://www.togetherplatform.com/blog/mentoring-relationship-phases>



Learn Ag Science

Mentoring Agreements

Ag Science Training

After Training

Count off: 1, 2, 1, 2, 1, 2...

Crossing Paths 2023

Mentoring Agreement

We want to explore what your expectations are for mentoring. We hope mentees and mentors can work together to align their expectations. Every mentor-mentee collaboration is different. One of the most important parts of building effective relationships is understanding shared goals and aligning collaborative expectations with those goals. Having clear and agreed upon expectations right from the start is key for building trusting relationships and having productive and successful projects that work for everyone involved.

In addition, we recommend that all Case Study Teams and Team Mentors explore the resources available from the National Institute of Health regarding collaboration and team science: [Field Guide](#)

Participants and mentors should respond to these questions individually.

TO BE COMPLETED BY THE PARTICIPANT

1. How do you expect to be treated as a mentee?
2. What do you need to feel like a member of a community and to feel valued?

02

Engagement

- Building rapport and trust
- Working out action-plan for goals
- Getting to know each other

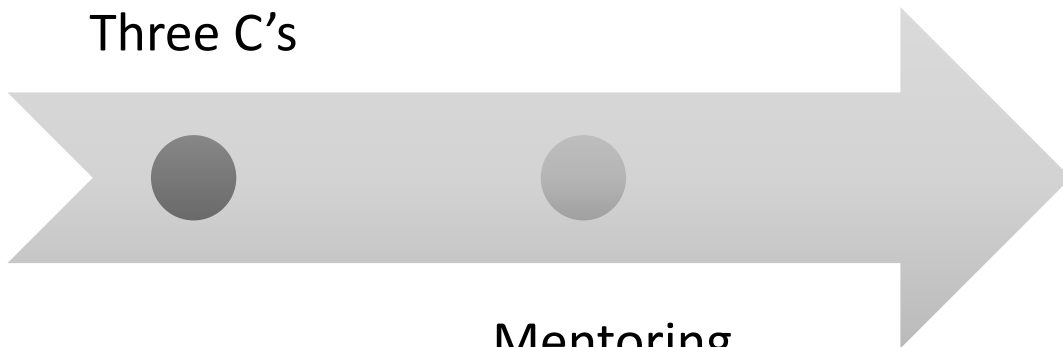


Wrapping it up...



Setting Goals and Expectations

Three C's



Mentoring
Agreements

Crossing Paths 2023

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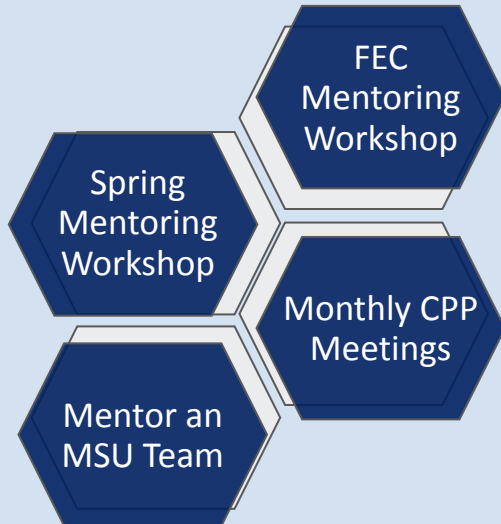
How can you get involved?



Building
Mentoring Skills

Become a mentor (4 per year)

Expectations of Mentors



Other needed roles

- Help plan Michigan STEAK experiences
- Research projects and extension internships
- Speak a CPP meetings
- Help with student competitions
- Encouraging students to enroll

How to get involved in CPP



Introduction to
Mentoring

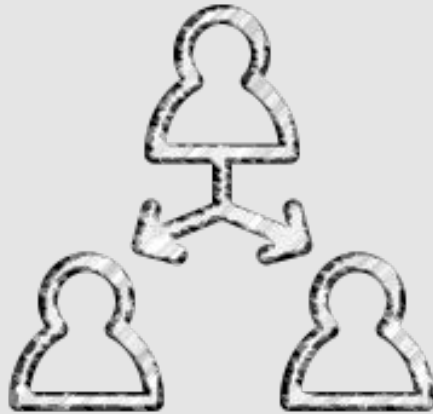
Email Us!

Tasia Kendrick
(taxistas@msu.edu)

or

Melissa McKendree
(mckend14@msu.edu)

Thank You!



ANY
QUESTIONS?

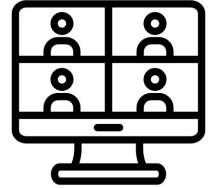
Building Your Mentee's Network



Mentoring Skills &
Practices



Introduce your mentee to people on and off campus



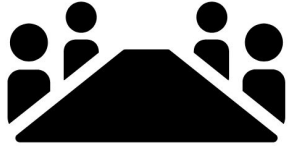
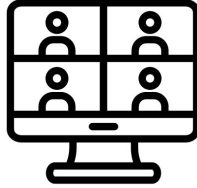
Building Your Mentee's Network



Mentoring Skills & Practices



Introduce your mentee to people in/out of organization



Invite mentee to meetings with other professionals in the field

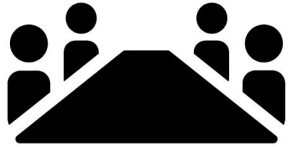
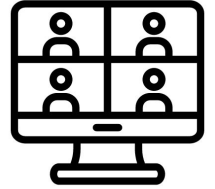
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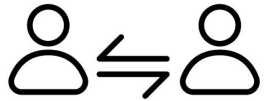
Mentoring Skills &
Practices



Introduce your mentee to people in/out of organization



Invite mentee to meetings with other professionals in the field



Connect mentees with peers

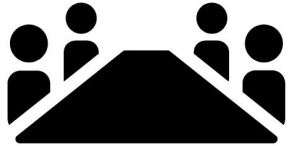
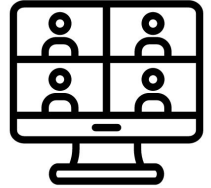
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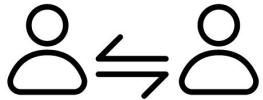
Mentoring Skills & Practices



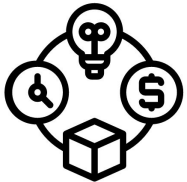
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Connect mentees with peers

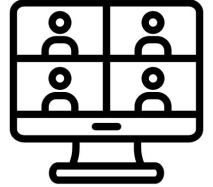
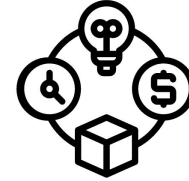
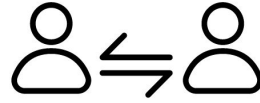


Make mentee aware of resources or opportunities for skill-building

Building Your Mentee's Network



Mentoring Skills & Practices



How did your mentors help you build your network?