

## Suggestions for #IAmAWomanInSTEM Mentors



Thank you for volunteering to serve as a mentor for a UK undergraduate woman who is majoring or minoring in a STEM+H (sciences, technologies, engineering, mathematics, healthcare) discipline. We started the initiative in the winter of 2015 with a call for mentors from UK's Office of Faculty Advancement, UK Human Resources and the Kentucky Girls STEM Collaborative. We are still seeking mentors, so please do not hesitate to share this message with colleagues who may want to join the #IAmAWomanInSTEM initiative and serve as a mentor.

Here are some ideas we have sent out in the past about mentoring in the #IAmAWomanInSTEM initiative – but keep in mind that there are no hard and fast rules for this to succeed. We are partners of Million Women Mentors ([millionwomenmentors.org](http://millionwomenmentors.org)) and they recommend 20 hours of mentoring in a year for effective impact – you might plan to spend 8-10 hours this semester with your mentee(s) – in a group or individually, via phone or webconferencing, in-person at your workplace... there are so many variations to how you might best interact with your mentee.

We recommend that you be up front with your student ambassador about the frequency of meetings you want to have in a particular time period. Be open with her about what expectations you have for a mentee, and be sure to provide the opportunity for your mentee to share her expectations and goals for this relationship, too. Ask her what her desired outcomes from the mentoring entail.

You may also want to think about offering a time for your mentee to visit your workplace. Here are some tried and true creative activities you can offer your student to do at your workplace:

- Interview your colleagues when shadowing you at your workplace
- Observe a business meeting, workshop or class you lead
- Attend a research-based session open to the public, e.g., academic departmental research seminars, graduate degree defenses (those that are open to the public)

You could also provide leads for challenging career-based opportunities, e.g., internship, research project, fellowship, or a conference you know would be valuable for an undergraduate to attend.

Please do not hesitate to contact Randolph Hollingsworth directly ([dolph@uky.edu](mailto:dolph@uky.edu), 859-257-0047) if you have any questions. See more at <http://www.uky.edu/UGE/Women-in-STEM/resources>.