Careers in Chemical Sciences (CiCS) Mentoring Program

April 17, 2017
Agenda

• Background for CiCS – Careers in Chemical Sciences
• What is mentoring?
• CiCS Mentoring Program Objectives
• How does the CiCS Mentoring Program work?
• Is the CiCS Mentoring Program right for you?
CBC@UA is committed to preparing students for their career of choice

CBC Faculty are well positioned to guide students to academic roles

The Careers in Chemical Sciences (CiCS) Program was launched to support students interested in pursuing non-academic careers

The CiCS Program advances efforts to:

- **EXPAND AWARENESS** of opportunities in non-academic roles -- industries and organizations who hire PhD-level scientists with concentrations in Chemistry and Biochemistry
- **PREPARE STUDENTS** and postdocs for successful interactions with potential employers
- **CONNECT INDUSTRY** to the strengths of CBC@UA and the readiness of our students for non-academic careers
What is mentoring?
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Mentoring...
- is the **sharing** of experience, viewpoints and expertise from experienced professionals (mentors) to junior colleagues (mentees) to help them attain goals and grow professionally

Mentors...
- are **trusted confidential advisors**
- clarify perspective by bringing an **impartial view**
- **listen, inform, encourage, inspire, explore**

*Mentoring is a proven lever to assuring career success*
CiCS Mentoring is focused on pursuit of the non-academic career path

We know that access of students to scientific professionals in non-academic roles for guidance and advice can be extremely valuable to:

• identify relevant opportunities
• position themselves for successful navigation of the hiring and onboarding process

We anticipate that CBC graduate students and postdoctoral fellows participating in the CiCS Mentoring Program will help you:

• identify more opportunities of interest
• be better prepared for pursuing available roles
• have greater confidence in their career direction
• successfully secure your first job
How the CiCS Mentoring Program works

We start by identifying potential mentors and mentees and getting to know them through surveys and follow-up contacts

- Mentors – professional experience, areas of expertise, career paths, interests
- Mentees – career aspirations, specific interests, preferences

Establish Mentor/Mentee pairs based on mentor strengths and mentee interests

Orient pairs to the program framework

- Building the mentor/mentee relationship
- Contracting on roles, responsibilities, norms and commitments
- Development discussions and actions

Assess program effectiveness
A strong mentoring relationship is built on several key principles

The mentoring relationship is built on **trust and mutual respect**
- Investing upfront in getting to know each other and committing to norms is essential
- Confidentiality is a must

The **mentee drives the mentoring** agenda
- Identify and secure alignment on goals
- Initiate scheduling and meeting cadence
- Come prepared with clear objectives and updates on progress

The **mentor advice is non-directive**
- Intended to assist mentees in making the best decision for themselves
- Can be directional and/or provocative
Are you “mentorable”?

Are you willing to...

- take ownership and responsibility for the relationship?
- actively listen to the mentor’s perspective?
- reflect on and objectively consider the advice?
- take initiative and follow-through on commitments?
Next steps

- Finalizing mentor pool underway
- Follow-up to mentee surveys in progress
- Communication of mentor/mentee pairs and orientation targeted for May