



**RBHS Staff Mentoring Program  
Virtual Orientation  
January 26, 2021**

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# Felicia LeSure



- Executive Assistant to Chancellor Strom
- Program Manager, Rising Star Program
- Director, RBHS Staff Mentoring Program (SMP)
- 7+ years at Rutgers



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# Acknowledgement of Program Partners

- Dr. Sangeeta Lamba, Vice Chancellor for Diversity and Inclusion, RBHS Faculty Affairs
- Tynisha Coleman, Director of Special Projects, RBHS Faculty Affairs
- Yvonne Gonzalez, Director, Mentoring and Career Development, Office of the Executive Vice President for Academic Affairs

# Orientation Agenda

- First 35 Minutes
  - Welcome & Introductions
  - RBHS Staff Mentoring Program Overview
  - Recommendations for Success
- 3-Minute Break
- Next 45 Minutes
  - Mentoring Partnerships Connect in Breakout Rooms
- Last 5 minutes
  - Reminders and Next Steps



# **30 Second Introductions**

# 30 Second Introductions

- Name
- Title/Position
- Department and School
- Why you wanted to participate in this program
- What hobby or skill have you picked up over the last 10 months

# **Meet the Inaugural Cohort**





Crystal Bedley



Stephanie Bergren



Rajita Bhavaraju



Deneen Blow



Audry Burnett



Casandra Burrows



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Denisse Caban-Santiago



Adriane Cooper-Dula



Robin Covington



Anda Cytroen



Francesca Escaleira



Cynthia Ferrer-Cespedes



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Kathleen Francois



Lauren Giermanski



Yvonne Gonzalez



Marsha Gordon



Asali Guions



Caroline Harris



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Macsu Hill



Sunita Jagtiani-Sanghvi



Rose Jean-Baptiste



Arpita Jindani



Barbara Karpinska



Sarah Kelly



Ravi Maharajh



Desiree Manning



Lynn McFarlane



Shanequa McKay



Matthew Miller



Meredith Mullane



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Karen Muller



Grace Odediran



Stacey Pacheco



Emily Peters



Alicia Picone



Rhena Powell



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Brittany Robischon



Christina Rozario



Lisa Sanon-Jules



Tracy Scott



Amy Smith



Naomi Tate-Riddick



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Kyle Warren



Amy Warsh



Robin Wright



Ping Xu



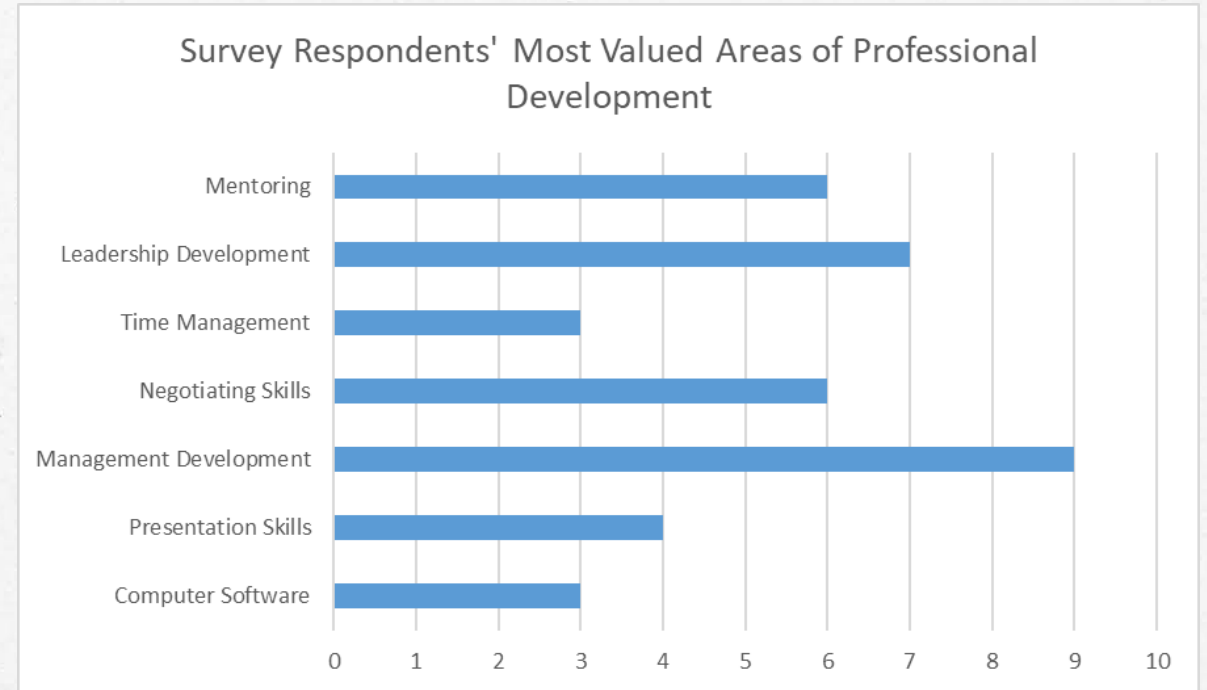
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# Program Overview



# Program Genesis

- Master's Capstone Project
- RBHS IDEA Grant, Office of DEI
- Virtual Café



# What Attracted You to this Program?

- Mentoring is essential to a person's growth and development
- There are few opportunities at the staff level to participate in more formal mentorship programs
- It is a great opportunity to meet, collaborate with, and learn from colleagues across RBHS

# 100% Virtual Program



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# Mentoring Defined Simply

Mentoring is a supportive relationship between two people with the goal of personal and professional development.





# Two Goals:



Promote a  
culture of  
mentorship

Build  
networks  
across  
RBHS



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# Two Mentoring Options

## Traditional Hierarchical Mentoring (mentee/mentor)

- More experienced mentor w/ less experienced mentee
- Focused on advancing goals of mentee

## Mutual Mentoring (peer-mentor)

- Usually, but not always, at similar career stages
- Focused on advancing the goals of both partners
- Peer-mentors take turns being mentor and mentee – within the same relationship

# Successful Mentors

More focused on  
helping you  
problem-solve than  
giving you advice



Ask questions to  
understand



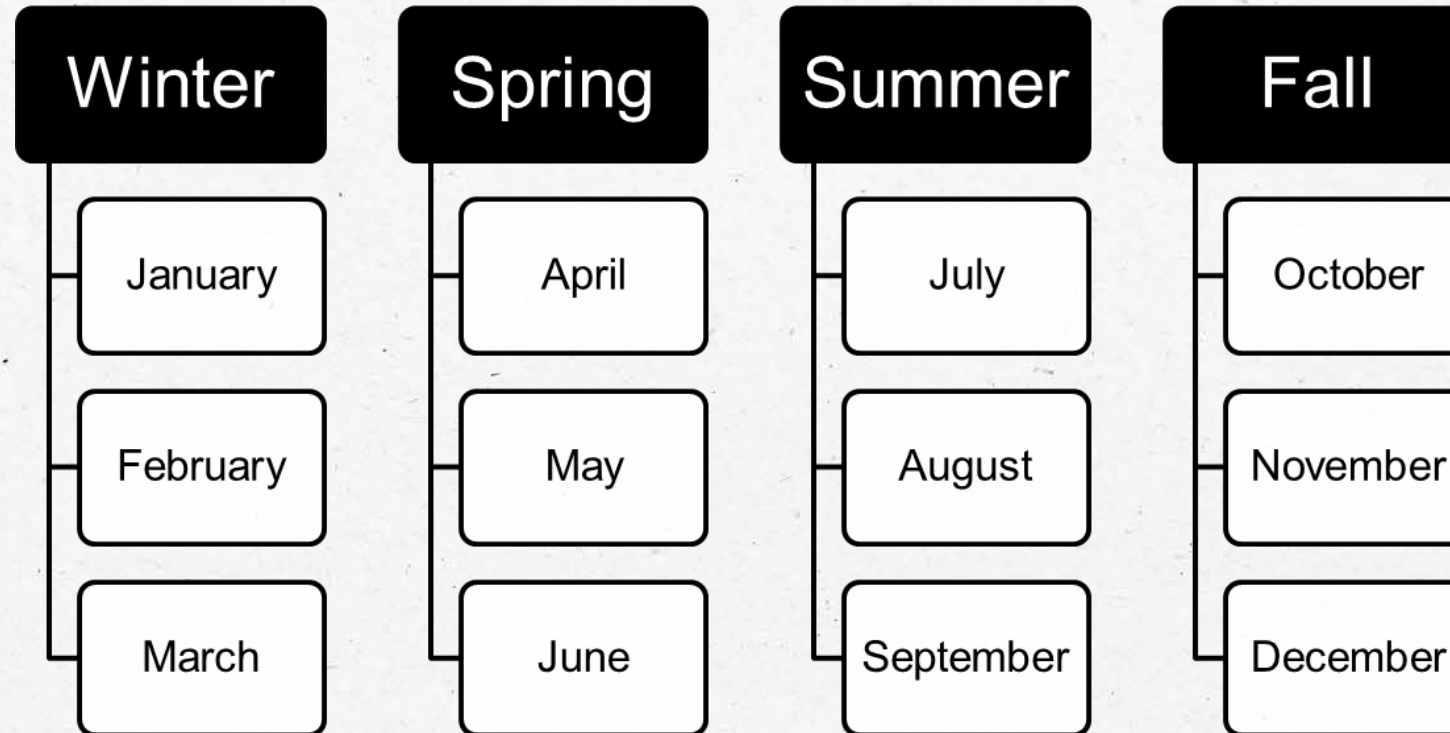
Promote self-  
reflection and mind  
clarity



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# Virtual Monthly Mentoring Meetings for a duration of 1 hour





# Common Themes of Mentoring Sessions

## Balance and Health

- Managing family and home commitments
- Work-life balance/harmony; time management

## Progressing Towards Goals

- Building networks, allies, advocates
- How to advance, get promoted, prepare for the future

## Difficult People

- Dealing with a difficult boss/supervisor
- Dealing with demanding and difficult colleagues, patients, students, collaborators



# Future Zoom Workshop Sessions

**February 23** – Strength Finders Assessment (Yvonne Gonzalez) and Rutgers Leadership Academy (RLA) presentation (Christine Goldthwaite)

**March 23** – Debrief of Strength Finders Assessment (Yvonne Gonzalez)

**April 27** – Goal Setting (Sangeeta Lamba)

**May 18 (DATE CHANGED)** – Networking and Human Resources



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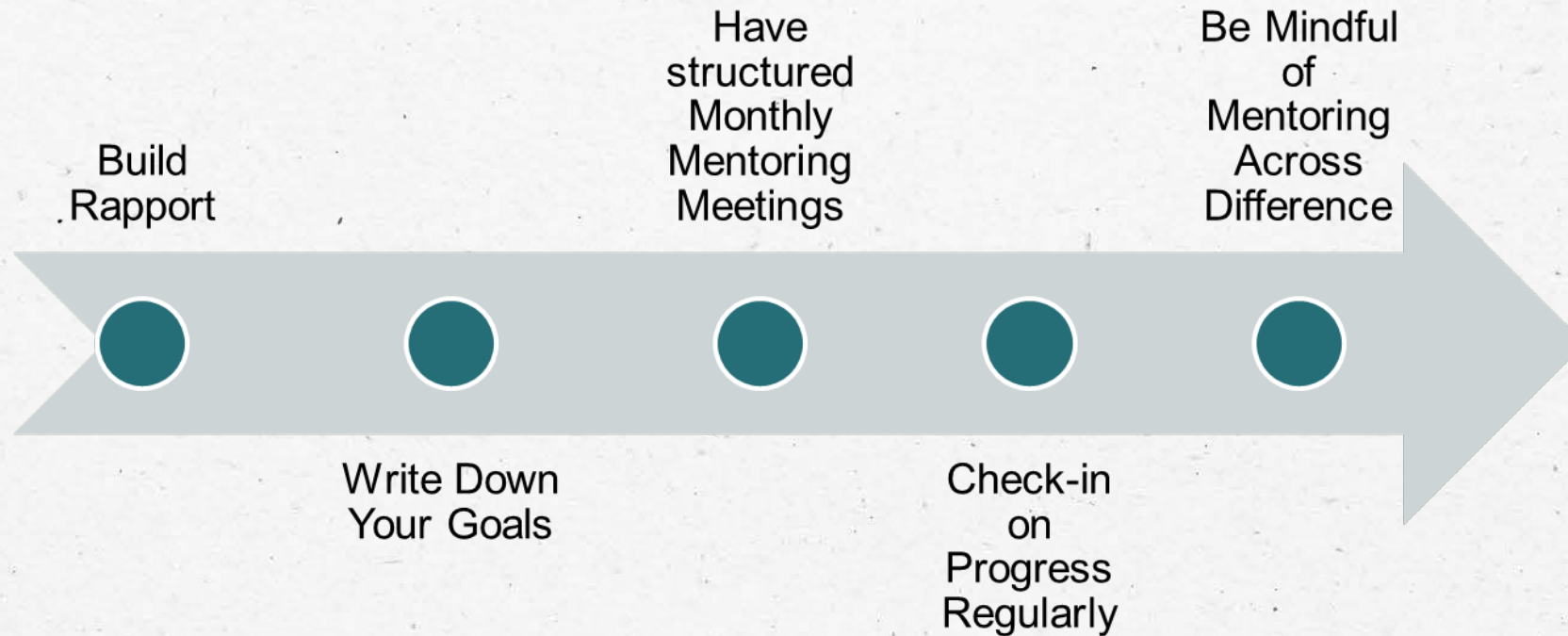
# 5 Recommendations for Success



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# 5 Recommendations for Success



# 5 Recommendations for Success

## #3: Have structured monthly mentoring meetings

- The most successful mentoring partnership are **intentional** about their one hour together.
- The mentee may bring an **agenda** or communicate how they plan to use their hour in advance; may have pre-session and post-session follow-up items to make progress and stay connected in-between monthly meetings.
- By default **mentees** are encouraged to be proactive and take ownership. This means setting dates for future meetings, maybe sending reminders and agenda topics in advance, etc.

# 5 Recommendations for Success

For your monthly mentoring meeting, **decide together**:

- What preparation should be done for monthly meetings?
- What type of in-between follow-up would be helpful?
- Where/how will we meet (phone, Zoom, etc.)?
- **How will we handle a meeting cancellation?**
- How will we provide feedback to each other?
- What does success look like:
  - for our relationship?
  - for our monthly meetings?

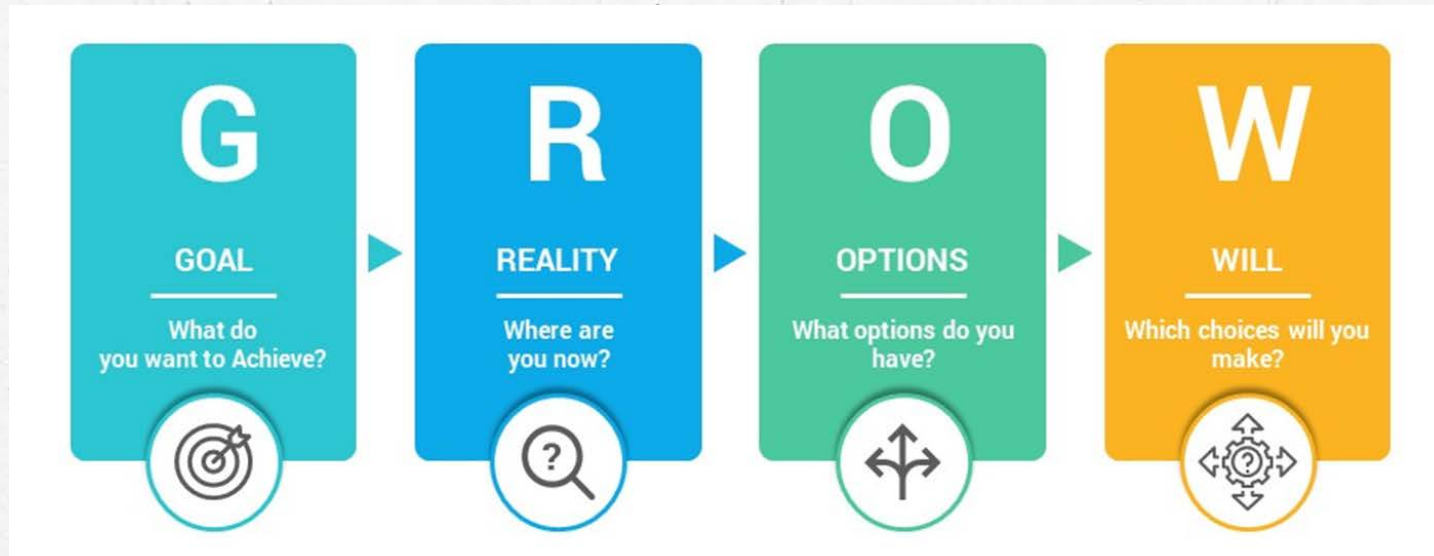




# 5 Recommendations for Success

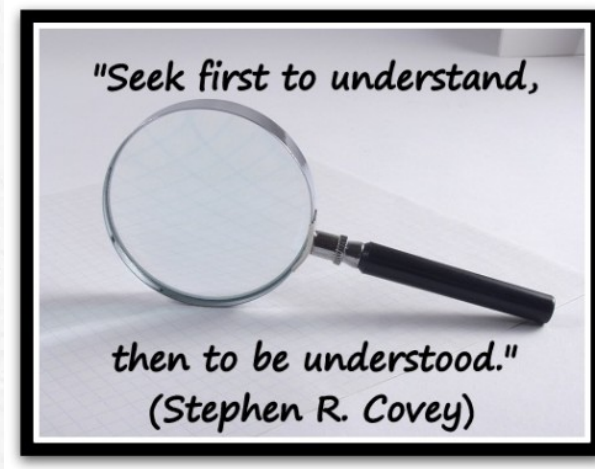
## #4: Check-in on Progress Regularly:

- How are you doing with making progress?
- What are the obstacles to making progress?
- Consider using the **G.R.O.W.** model to check-in:



# 5 Recommendations for Success

## #5: Be Mindful of Mentoring Across Difference.

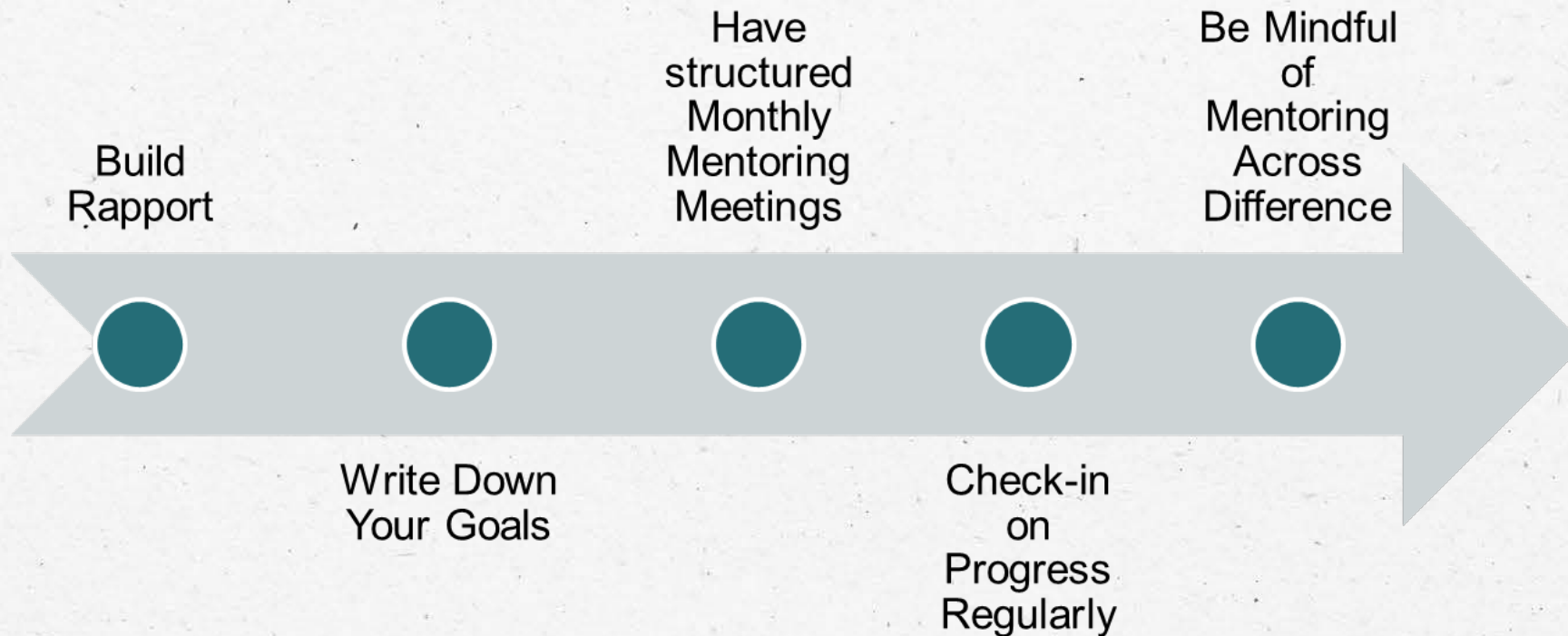


- Sometimes what worked for you won't work for someone else.
- Age, gender, background, socioeconomic status race/ethnicity, – **all of that matters!**
- Focus on listening and helping to problem-solve in a way that fits the mentee's needs.



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# 5 Recommendations for Success





# Connecting with Your Partner via Breakout Rooms



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# Connecting with Your Partner

- Introduce yourselves and take turns to both share:

*What do you hope to gain  
from the mentoring  
relationship?*



# Reminders and Next Steps



# Reminders and Next Steps

## Schedule Monthly Mentoring Meetings



February, March, and April



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# 2021 Mentoring Executive Committee



Felicia LeSure



Tynisha Coleman



Sangeeta Lamba



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# Questions!



[felicia.lesure@rbhs.rutgers.edu](mailto:felicia.lesure@rbhs.rutgers.edu)



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**Thank You!**