Teaching module on communication styles for mentors and mentees. This module is for use in an orientation course for first year graduate students. It was developed by Brad Taylor for the Applied Ecology Department. These three segments are incorporated into the syllabus for AEC 502, Introduction to Biological Research.

**Introduction to Biological Research**

**AEC 502 - Fall 2021**

**Detailed Schedule with Links to Readings and Assignments**

Instructor: Dr. Brad W. Taylor

**August 26: Building your team - advisor, committee, your peers, and you!**

∙ We will discuss committee formation and how you should use your committee to support your research and graduate success.

∙ Come to class ready to discuss 3 potential committee members and briefly describe what they would contribute to your graduate program.

∙ Developing an agenda for your committee meetings? How often should you have a committee meeting? Setting goals and developing a timeline for completion.

∙ Mentor-mentee communication [Powerpoint](https://drive.google.com/file/d/14qNK4KpkqeYZPX9UooQUm06DMIcHS7Gh/view?usp=sharing) – [mentor-mentee worksheets](https://drive.google.com/file/d/1KjleKM-MNR104GJ-Iv9s4TZ6zWRe2-VQ/view?usp=sharing)

∙ Building a peer network within your lab, department, and the program and university.

∙ Graduate peer mentoring network [information](https://docs.google.com/document/d/1DsZ3CznqmMg3-L0OfeEv8_FX1GvhU4-Q/edit?usp=sharing&ouid=110931049096349262175&rtpof=true&sd=true)

*Readings:*

[Chapter 2](https://drive.google.com/file/d/15ZU1I-cWxeJOqG9tJqDp7aReYyVEwwQv/view?usp=sharing) in [A field guide to grad school](https://catalog.lib.ncsu.edu/record/NCSU4960376) by J. Calarco

[Choosing and Managing Your Committee](http://appliedecology.cals.ncsu.edu/absci/wp-content/uploads/Choosing-and-Managing-Your-Committee.pdf) by Peters (chapter 15)

[A Mentoring Model for Enhancing Success in Graduate Education](https://pubs.asha.org/doi/10.1044/cicsd_35_S_4) by Wright-Harp and Cole

[Beyond the Myth of the Perfect Mentor](https://drive.google.com/file/d/1k6fl4WdB0UZrbdMj8XZdpU6ODnRoWoMH/view?usp=sharing): Building a Network of Developmental Relationships by Hill and Kamprath

Create an Individual Development Plan (myIDP): [create an account and evaluate your skills, values, and interests.](https://myidp.sciencecareers.org/) We will revisit your myIDP at the end of the course. What is an [IDP](https://www.sciencemag.org/careers/2012/09/you-need-game-plan?_ga=2.197862511.1503656563.1629765317-416992150.1625204704)?

Other resources to build your team [National Center for Faculty Development and Diversity](https://ofd.ncsu.edu/events-and-programs/ncfdd-membership/). It is free for all NCSU graduate students, postdoctoral scholars, and faculty. Provides professional development, training, and mentoring that could increase your productivity and your sense of well-being. The [National Research Mentoring Network](https://nrmnet.net/)is a free network to receive and provide mentoring at various stages.

What to do if conflicts arise. If possible, try to resolve them with the person, your advisor, your committee, or Departmental Graduate Program (DGP) representative. For issues involving sex-based discrimination, racial harassment, or other abuse reach out to the Office for Institutional Equity and Diversity ([Title IX office](https://diversity.ncsu.edu/title-ix-consultation-and-guidance/)) Email: [equalopportunity@ncsu.edu](mailto:equalopportunity@ncsu.edu) Phone: 919-513-0574. Another good option for independent advice on resolving conflicts with your advisor or others in your department or program is the [Ombuds Office](https://facultyombuds.ncsu.edu/). For concerns related to personal safety of yourself or others call 911, the above resources are also required to report threats to personal safety to the police.

**October 21: Diversity, Equity and Inclusivity and the AGEP-NC**

∙ An open and wide-ranging discussion on diversity, equity and inclusivity

∙ Complete [NCSU Required DEI Training](https://diversity.ncsu.edu/cultural-competence-training/) by [Office for Institutional Equity and Diversity](https://diversity.ncsu.edu/)

∙ Discussion of the goals of the [AGEP-NC Program](https://agep-nc.org/index.php/agep-nc-alliance/resources/)

∙ Broader Impacts and grant proposal merit review criteria

***Readings:***

[Racism, inequity, injustice, and land-grant universities](https://www.hcn.org/issues/52.4/indigenous-affairs-education-land-grab-universities?fbclid=IwAR1-rIrsrqqL2yLI0EO5xLHQ5_fM7Hc7pTtQqL-5jHN0ZLXFCeaS1eD775U) by Lee and Ahtone

[COVID-19 and the Black Lives Matter Movement: Managing Academic Realities](https://asm.org/Articles/2020/July/COVID-19-and-the-Black-Lives-Matter-Movement-Manag) by Katti

[Ten simple rules for building an anti-racist lab](https://ecoevorxiv.org/4a9p8/?fbclid=IwAR1aVIM3I3Ieyyb4VYSVXyCdjAcFNP0iy8dxu1HjAU9s66yrt8VAJCQH_PQ) by Chaudhary and Berhe

[Rooted in the Soil: The Social Experiences of Black Graduate Students at a Southern Research University](https://www.researchgate.net/publication/236806356_Rooted_in_the_Soil_The_Social_Experiences_of_Black_Graduate_Students_at_a_Southern_Research_University) by Johnson-Bailey et al.

[Assimilating the culture of no culture in science: Feminist interventions in (de)mentoring graduate women.](https://www.researchgate.net/publication/276293664_Subramaniam_B_Wyer_M_1998_Assimilating_the_culture_of_no_culture_in_science_Feminist_interventions_in_dementoring_graduate_women_Feminist_Teacher_121_12-28) Subramaniam and Wyer

[Visibility matters: increasing knowledge of women’s contributions to ecology](https://drive.google.com/file/d/1dl9uw5ZEtABsIyEBCsuz9PMDyhQCd9yC/view?usp=sharing) by Damschen

[LGBTQ scientists are still left out](https://drive.google.com/file/d/1jsIXhBRAVNps5g290mb2m3qqi662N25_/view?usp=sharing) by Freeman

Others:

[Decoloniality and anti-oppressive practices for a more ethical ecology.](https://www.nature.com/articles/s41559-021-01460-w) by Trisos et al.

**November 4: Mentor-mentee communication part 2**

Getting to know yourself

Getting to know your mentor

Communication styles, which ones resonate with you?

Expanding your mentor network – mentor mapping

Take the [DISC test](https://discpersonalitytesting.com/free-disc-test/) – Dominant, Influencing, Steady, Compliant

Which DISC styles do you (or your mentors) identify with in this [video](https://www.youtube.com/watch?v=_VqvjeXgUi4)?

Take the [Social Styles quiz](https://docs.google.com/document/d/1cTWewS48qqfp6JqCd5r8VI6sk5s-zGcT/edit?usp=sharing&ouid=110931049096349262175&rtpof=true&sd=true) - Control/Emote and Ask/Tell, and [use this information](https://docs.google.com/document/d/1cSXwCqkrNpwyEPmIBzhgM2Otuo6_F6l2/edit?usp=sharing&ouid=110931049096349262175&rtpof=true&sd=true) to interpret your score.

Which Social Styles do you (or your mentors) identify with in [this video](https://www.youtube.com/watch?v=t15w2isdWLI)?

Think about how you can use this information from the [DISC](https://www.youtube.com/watch?v=g7uZyXH0qQo) and [Social](https://www.youtube.com/watch?v=0m_sY7C4n60) styles tests to enhance your interactions, communication, and success in graduate school.

Read ["How accurate are personality tests?" (Scientific American)](https://www.scientificamerican.com/article/how-accurate-are-personality-tests/)

Please complete the [mentor mapping worksheet](https://docs.google.com/document/d/1cJnibQkjkSrAz2HggDgqG0oUwG99dB0B/edit?usp=sharing&ouid=110931049096349262175&rtpof=true&sd=true) to formalize how you will utilize multiple mentors.

\*\*Bring your mentor-mentee communication worksheets from August to class.

\*\*\*Revisit your [myIDP](https://myidp.sciencecareers.org/) and be prepared to discuss progress and/or changes.