**What is Speed Mentoring?**

Speed mentoring resembles speed dating:

Mentees sequentially experience quick but focused interactions with multiple mentors on career issues that are important to them.

**Organizing an Event**

The most time consuming element in your initial event is telling people what speed mentoring is and convincing them that it is effective. Please use our handout, or refer to http://www.as.miami.edu/seeds/speedmentoring

- **Checklist for your event**
  - Select mentors carefully
  - RSVPs for both mentors and mentees
  - Timer and timekeeper
  - Pamphlet of mentor descriptions and contact info
  - Assessment surveys for mentors and mentees
  - Schedule a room with tables for ~2 hours
  - Order modest food for networking and group dynamics to follow the event

**Supplying Appropriate Ambience**

- Set up a navigation system, so people know where to go next. If the numbers of mentees and mentors do not match, provide "time out" chairs where people can sit out one cycle.

**Brief Interactions Do Offer Useful Feedback**

It seems more popular (and more effective) to let mentors direct interactions according to their own needs, rather than mandating a single focus for an event.

Mentors may offer short documents for discussion: CV, specific aims, cover letter, job application.

Mentees may offer a question or issue of concern: "taking the next step in my career," "finding a new position," "family/career balance." "Taking the next step in my career." "Finding a new position." "Balancing family and career."

**Using Flexible Formats**

Even one-on-one reviews of networking, moved to networking after mentoring, began with food and immediately after, generally with food, to reinforce outcomes through group dynamics.

**Embedding in a Longer Event**

This multi-mentor event began with food and networking, moved to networking, moved to one-on-one reviews of junior faculty CVs, and ended with a facilitated discussion of issues identified.

**Networking After Mentoring**

- **Benefits to Mentors**
  - Mentors learn how well—or how poorly—their unit is mentoring faculty, postdoctoral scholars and students.
  - Evaluations ask mentors if they see a recurring theme. Often one is identified, which can become a topic for faculty-wide discussion.
  - An event sometimes identifies mentees who are being mentored poorly by an assigned mentor, which allows timely correction and better instruction of mentors.
  - A common mentor remark is that the event "was more useful than expected."

- **Benefits to Mentees**
  - Focused interactions and concentrated advice on a crucial career issue that the mentee identifies.
  - Exposure to multiple potential mentors which helps them to identify criteria for selecting a good mentor and identifies solid contacts for future interactions (or avoidance).
  - Opportunity to interact with faculty and students from a variety of departments and schools.

**Accommodating Varied Populations**

Our speed mentoring events have paired:

- Senior and junior faculty
- Faculty and postdoctoral scholars
- Faculty and graduate students
- Faculty across different disciplines

Graduate students have in turn proposed pairs of:

- Senior and junior graduate students
- Graduate students and senior undergraduates who are concerned about career direction
- Graduate students and undergraduates who are doing research projects

**Effectiveness**

When asked, participants identified new plans the event stimulated, suggesting that the mentorship is effective:

- Manage my time better
- Learn more about the field
- Develop a new career path
- Properly submit documents for promotion
- Decide what type of research I should apply for
- Decide what to request when getting/applying to jobs
- Contact collaborators who can help write grants
- Prepare for grant application way before the deadline

Since the RSVP list for these events provides contact information, people can be sent follow-up inquiries.

**Conclusion**

- Speed mentoring fosters focused, one-on-one interactions with multiple mentors who benefit both mentee and mentor.

**Expanding Diversity and Success**

- Scientists and Engineers

Cataloging an Event

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