

Supplemental Material

CBE—Life Sciences Education

Womack *et al.*

Culture Box Instructions

We are asking everyone to prepare a "culture box" and bring it with you on Saturday to the ASPET Mentoring Network Kick-off.

A "culture box" contains at least three physical objects that represent important parts of your life story, especially as related to your social identities. We recognize that you are traveling to the meeting so it will be hard to bring large items. In those instances, a picture or something representative will be fine.

"Social identities" include, for example, race, gender, ethnicity, age, ability status, religion, sexual orientation, socioeconomic class, job status, nationality, veteran status, etc.

Please focus on whatever social identities you feel are most important to your personal story, but make sure at least one of your objects reflect your experiences with your racial identity.

The goal of the box is to help others gain a better understanding of some of the experiences that have made you who you are, including joyous and/or difficult challenges that you may have encountered related to your identities.

Please let the "culture box" become a way for your colleagues to get to know you even more fully and richly. Be creative, take prudent risks to tell your story (but please don't feel any pressure to reveal anything you don't wish), and have fun!

*These instructions are adapted from the Northwestern University Change Makers Program

<http://www.northwestern.edu/womenscenter/programs-events/change-makers.html>



ASPET Mentoring Network: Coaching for Career Development

Agenda for Activities at EB 2018

Please note that all Mentoring Network activities will take place in the Marriott Marquis San Diego Marina. Our sessions will be facilitated by Dr. Rick McGee (RM) and Dr. Veronica Womack (VW).

Friday, April 20

Room: Torrey Pines 3

- RM** 2:00 - 3:00 pm Coaches, students, and postdocs meet together
- Introductions of everyone in the room
- Introduction to the rationale of coaching groups to complement research mentoring; Discuss ASPET Mentoring Network qualitative findings from Cohorts 1 & 2; Social science concepts underpinning thriving in scientific communities and the coaching group design
- VW** 3:00 - 3:30 pm Discussion of the pre-meeting online module
- 3:30 - 3:45 pm Break
- VW** 3:45 - 4:30 pm Group facilitation approaches and skills
- Both** 4:30 - 5:30 pm The ASPET Mentoring Network: expectations and options for the coming 12 months

Note: we will be taking a group photo at 5:30 PM

Room: Grand Ballroom Terrace

- 6:00 – 8:00 pm Reception (includes heavy hors d'oeuvres, beer, wine, and soft drinks)

Saturday, April 21

Room: Torrey Pines 3

Note: for Saturday's sessions, you will sit with your coaching group. Coffee and tea will be available in the morning.

- Both** 8:30 - 9:15 am Getting to know each other: Group introductions and Culture Box
- RM** 9:15 - 9:45 am Constructing a career plan

9:45 -11:30 am Coaching group time
Getting to know everyone and the 'stories' that brought them to today
What do you hope to get from the group over the next year?
What do you hope to get from the group during EB 2018?
How would the group like to 'work'? What topics should we cover in virtual meetings? How often should we meet? What virtual technology will we use?

Both 11:30 - 11:45 am Share coaching group plans

Room: Rancho Santa Fe 2-3

11:45 am – 1:00 pm Networking luncheon with 2017 and 2016 ASPET Mentoring Network members

During the ASPET Annual Meeting, coaches will schedule brief meetings to talk one-on-one with each member of their group. Coaching groups may also choose to meet again during the meeting or at one of the activities. We encourage you to use the ASPET Member Lounge (San Diego Convention Center, Room 17B) to connect with one another.

Additional sessions of interest for ASPET Mentoring Network Trainees and Coaching Groups

Saturday, April 21

1:30 - 4:00 pm **Graduate Student-Postdoctoral Colloquium: Tools and Tricks for Success in Science**

Marriott Marquis San Diego Marina, Grand Ballroom 1-3

4:30 - 6:00 pm **ASPET Business Meeting and Awards Presentation**

San Diego Convention Center, Room 16AB

7:00 – 8:30 pm **All-Society EB Welcome Reception**

Sails Pavilion

Sunday, April 22

7:30 - 9:30 am **Diversity and Inclusion Breakfast (RSVP required): Diversity and Inclusion in STEM – What Does it Mean to be Diverse?**

San Diego Convention Center, Room 14B

6:30 - 8:30 pm **ASPET Student/Postdoc Poster Competition**

San Diego Convention Center, Ballroom 20BC

8:30 -11:00 pm **ASPET Student/Postdoc Mixer**

Marriott Marquis San Diego Marina, Grand Ballroom 10

ASPET Mentoring Network
Student/Postdoc Feedback #1
End of Day – Saturday, April 21, 2018

Demographic Information

First Name

Last Name

Email

Coaching Group (names of Coaches)

Mentee Preparation

We are interested in learning about how well we prepared you for participation in the ASPET Mentoring Network. We define preparation as high comfort in engaging in conversations about thriving as scientists in social environments.

Please rate how useful the following activities were for your preparation as a Mentee.

(1= Not very useful 2= Somewhat useful 3= Very useful)

Culturally Aware Mentoring On-Line Module	1	2	3
Creating Culture Box	1	2	3
Social Science Theories Discussion	1	2	3
On-Line Module Discussion	1	2	3
Group Facilitation Discussion	1	2	3

1. Were there activities where you wish we could have spent more time? (open-ended)

ASPET Mentoring Network Programming Evaluation

Introduction to Social Science Theories

2. How understandable was the introduction to social science theories?

(Very understandable Somewhat understandable Not understandable)

3. What might have made it more understandable? (open-ended)

4. How translatable did the social science theories seem to be to your past experiences

(Very translatable Somewhat translatable Not translatable)

5. Did this section trigger any 'ah ha' moments or new insights? Like what? (open-ended)

6. In what ways do you see yourself using what you learned in your current or future research environments? (open-ended)

Design of the Academy & ASPET Mentoring Network

7. How helpful (useful) was the presentation on the history, design and findings from the Academy Coaching Experiment?

(Very useful Somewhat useful Not useful)

8. How helpful (useful) was the discussion of the ASPET Mentoring Network from last year?

(Very useful Somewhat useful Not useful)

Group Facilitation Skills

9. How much of what was discussed was new to you?
(Most of it Quite a bit Some of it Almost none of it)
10. How effective was the method of teaching this topic?
(Very effective Somewhat effective Not effective)
11. What could have made the presentation and discussion more effective? (open-ended)
12. In what ways do you see yourself using what you learned in the future? (open-ended)

Friday night reception

13. About how many graduate students and postdocs did you meet and talk with at the reception? (open-ended)
14. Was the reception helpful for meeting and getting to know the coaches? How many coaches, did you meet at the reception? (open-ended)
15. Please provide any other comments about the reception (open-ended).

Culture Box

16. What was it like when you thought about and identified the 3 items to bring as part of your Culture Box? (open-ended)
17. How easy or difficult was it to talk about your culture identifiers with those in your group?
(Very easy Somewhat easy Somewhat difficult Very difficult)
18. What did you learn about yourself through the Culture Box activity? (open-ended)
19. What did you learn about others through the Culture Box activity? (open-ended)
20. How would you rate this as an activity to help get to know others better?
(Excellent Good Fair Poor)
21. How would rate this activity as a way of recognizing and understanding the differences that people bring into their research worlds?
(Excellent Good Fair Poor)

Getting to know the other members of your group

22. How well did you get to know others in your group through the discussions about your interests and career goals?
(Very well Pretty well Not very well Not at all)
23. What, if anything, were you hoping to learn more about the others in your group? (open-ended)

Constructing a Career Plan

24. How similar or different was this from previous IDP or career planning activities you have done in the past?
(Very similar Quite similar Quite different Very different I had never done something like this before)
25. How useful was the activity in helping you think about and plan for your future?
(Very useful Somewhat useful Not very useful Not useful at all)
26. What new ideas or questions did you come away with from this activity?(open-ended)

Coaching Group Time

27. Did you have enough time with your coaching group? (Yes/No)
28. In what ways do you feel like your group implemented the facilitation skills taught on Friday? (open-ended)

Coach/Coaching Group Evaluation

29. In what ways has the ASPET Mentoring Network turned out to be what you expected? (open-ended)
30. In what ways has the ASPET Mentoring Network turned out to be different from what you expected? (open-ended)
31. I know what I can expect from my Coach.
(Strongly agree Somewhat agree Somewhat disagree Strongly disagree)
32. I know what I can expect from my Coaching Group.
(Strongly agree Somewhat agree Somewhat disagree Strongly disagree)
33. In what ways did your Coach effectively facilitate your Coaching Group? (open-ended)
34. How might your Coach improve on facilitating your Coaching Group in the future? (open-ended)
35. How comfortable are you with your Coach?
(Very comfortable Somewhat comfortable Somewhat uncomfortable Very uncomfortable)
36. To what degree do you think this comfort will change with time as you get to know him/her? (open-ended)
37. How comfortable are you with your Coaching Group peers?
(Very comfortable Somewhat comfortable Somewhat uncomfortable Very uncomfortable)
38. To what degree do you think this comfort will change with time as you get to know them? (open-ended)
39. What would you like to get from your Coach over the next 12 months? (open-ended)
40. What would you like to get from your Coaching Group over the next 12 months? (open-ended)
41. Overall, how valuable were today's activities of the ASPET Mentoring Network for you? (open-ended)
42. Do you have any concerns about your Coach or Coaching Group we should be aware of? (open-ended)

ASPET Student/Postdoc Feedback #2

End of Experimental Biology Meeting – Thursday, April 26, 2018

Demographic Information

1. First Name
2. Last Name
3. Email
4. Coaching Group (names of Coaches)

Networking Luncheon

5. How many people from the 2017 cohort did you talk to? (open-ended)
6. Did you learn new things about the ASPET Mentoring Network that will be helpful going forward? (Yes/No)
7. Did you have enough time to get to know the 2016 cohort? (Yes/No)

Coach/Coaching Group Evaluation

8. How many times did you meet with your Coach one-on-one?
9. How much time total did you spend with your Coach one-on-one?
10. The amount of one-on-one time with your Coach was
(Excessive Just right Not enough)
11. In what ways were the one-on-one conversations with your Coach useful? (open-ended)
12. What more would you have liked from your Coach? (open-ended)
13. How comfortable would you be raising a professional question to your Coach?
(Very comfortable Somewhat comfortable Somewhat uncomfortable Very uncomfortable)
14. How comfortable would you be raising a personal question to your Coach?
(Very comfortable Somewhat comfortable Somewhat uncomfortable Very uncomfortable)
15. How many times did you meet as a Coaching Group during the ASPET/EB meeting? (open-ended)
16. About how many times did you talk with 2018 ASPET Mentoring Network participants?
17. About how many times did you talk with 2017 ASPET Mentoring Network participants?
18. About how many times did you talk with coaches other than your own during the meeting?
19. In what ways were the conversations with your Coaching Group useful? (open-ended)
20. What more would you have liked from your Coaching Group? (open-ended)
21. How comfortable would you be raising a professional question to your Coaching Group?
(Very comfortable Somewhat comfortable Somewhat uncomfortable Very uncomfortable)
22. How comfortable would you be raising a personal question to your Coaching Group?
(Very comfortable Somewhat comfortable Somewhat uncomfortable Very uncomfortable)
23. What would you like to get from your Coach over the next 12 months? (open-ended)
24. What would you like to get from your Coaching Group over the next 12 months? (open-ended)
25. Do you have any concerns or any other information that you would definitely like for us to provide to your Coach, for them to take into consideration? (Don't worry, all concerns and information will be provided to the Coaches ANONYMOUSLY). (open-ended)

ASPET Mentoring Network Cohort 3 Follow-up Survey – 11 months after kick-off

Survey questions:

Who was your primary coach: (4 listed)

Did you reach out to any other coaches? If so, who (4 listed)

How would you describe the amount of time you had with your coaching group since the ASPET meeting? (not enough, about right, too much)

How would you describe the amount of time/contact you had with your coach since the ASPET meeting? (not enough, about right, too much)

How would you describe the topics covered in your coaching group meetings? (missed a lot of what I wanted, covered most of the topics I wanted, covered much that was not relevant to me)

Comment Box: If the meetings missed topics of importance, what were they?

As a result in participation in the ASPET Mentoring Network, I:

(5 point scale from strongly disagree to strongly agree)

am more aware of career options open to me.

have a better idea of how to achieve my preferred career choice(s)

feel my preferred career choice(s) are more achievable.

see my peers in my coaching group as future colleagues and/or resources.

see my coach as a future colleague and/or resource.

am more aware of the structural barriers that influence the experiences of individuals from underrepresented groups.

am more effective at facilitating small group discussions.

appreciate more how each person brings their cultural self as well as their scientific self into a research group or larger scientific community.

am more likely to continue engagement with ASPET for my professional community.

recommend ASPET as a professional society to my colleagues.

recommend the ASPET Mentoring Network to my colleagues.

Open Ended Questions

In what ways was the ASPET Mentoring Network most valuable or impactful for you?

In what ways did the ASPET Mentoring Network not provide what you hoped it would provide and/or fell short in the past year?

How would you describe your relationships with your peers in your coaching group?

How would you describe your relationship with your coach?

Are there any ways that the Network has influenced your thinking about career options?

Have you realized any professional benefits from the Network? If so, please explain.

How could the ASPET Mentoring Network (either the initial events at the annual meeting or the ongoing group activities) be improved or made more effective?

ASPET Mentoring Network Interview Questions 11 Months after Kickoff

Think back to kick-off of the ASPET Mentoring Network in San Diego last year.

What do you remember most about the Friday evening and Saturday events?

What do you remember most about the ASPET meeting related to your coaching group?

What have you realized during the past year about the initial event or the ASPET meeting that you might not have realized at the time?

How would you describe your relationships with your peers in your coaching group?

How would you describe your relationship with your coach?

If you had to pick the most important 1 or 2 elements of the Network, what would they be?

Was the amount of time you put into the Network a good investment of your time?

How could the ASPET Mentoring Network (either the initial events at the annual meeting or the ongoing group activities) be improved or made more effective?

In what ways, if any, has the Network made you feel engaged with ASPET and/or likely to continue going to ASPET meetings?

Would you/have you recommended the ASPET Mentoring Network to others?



ASPET Mentoring Network Career Mentoring Group and Coach Resources

What follows is a compilation of resources collected from coaches in the ASPET Mentoring Network. The following is not an exhaustive list, but is meant to provide a sense of common topics and frequently used resources. Many prior coaches have invited guest speakers to share perspectives on a particular topic during a monthly group call. Some have also assigned topics to each mentee for them to lead a discussion.

Topics for monthly group calls have included:

- Networking How-Tos
- Resume *versus* CV writing *versus* biosketch; when each is appropriate and differences in CVs and cover letters for pharma/biotech, research-emphasis faculty positions or teaching-emphasis faculty positions
- Writing a Draft Letter of Recommendation/Accurate Self-Assessment
- Diversity of Careers for Pharmacologists
- Grantsmanship
- Reproducibility and Rigor in Scientific Research
- Job Shadowing/Informational Interviews
- Transitions – Grad Student/Postdoc & Postdoc/1st Job
- Unconscious/Implicit Bias
- Work/Life Balance
- Life Transitions (new location, new spouse, new child, etc.) and work Implications
- Stress, Mental Wellness, and Resilience
- Imposter Syndrome
- Emotional Intelligence
- Interviewing Skills
- Leadership Skills
- Negotiation and Conflict Resolution Skills
- Entrepreneurship
- Advocacy/Activism
- Time Management - Short-term and Long-term Goal setting.
- Mental health issues anxiety and depression and talking through this in/out of the workplace
- Elevator Speeches/Presentation Skills
- Open discussion of current challenges mentees are facing
- Creating a Competitive Job Package
- Book clubs to discuss relevant career-development books
- How to choose a lab/mentor
- Mentoring (or managing) up
- Strategies for transitioning to Independence
- Individual Development Plans (IDP)
- Characteristics for a successful candidate for research emphasis vs teaching emphasis
- Hostile work environment and conflict resolution in the workplace.
- Diversity and inclusion, challenges to diversity and inclusion, and how to handle challenges to diversity and inclusion.
- Job Information and understanding job title versus job description
- Finding positions in and ex US/ funding and creating positions
- People/project management
- Salary negotiation
- Where to publish

Guests:

2019-2020 mentoring groups are actively interviewing guests invited to describe their own early career path to the groups – i.e. how they got there, a 'day in their life', the balance of \$, long term job/career perspectives. These guests are drawn from coaches and ASPET networks and include a diversity of careers under the umbrella of the following:

- Biotech/University spin-outs
- Academic Drug Discovery centers
- Contract Research Organizations
- Pharmaceutical Companies, including internships
- Entrepreneurship
- Advocacy/ non-profit Organizations
- Washington Fellows/public policy positions
- Scientific/Medical Communications and writing
- Regulatory within Pharma or Government
- Differences in academic jobs, R1 vs R2 vs regional university or undergraduate institution

LinkedIn:

We maintain a LinkedIn group for the Mentoring Network, which includes both current and prior participants. This is a good place for mentees to pose questions, or to find potential contacts. Everyone will receive an invitation to join the group after the EB meeting.

Useful websites, documents, and books:

Transitioning into non-academic careers:

The Cheeky Scientist Association (<https://cheekyscientist.com/association-learn-more/>)

Versatile PhD (<https://versatilephd.com/>)

Jobs on Toast (<http://jobsontoast.com/>)

Guide to resumes and CVs:

https://www.training.nih.gov/assets/Guide_to_Resumes_&_Curricula_Vitae.pdf

Guide to cover letters: https://www.training.nih.gov/assets/OITE_Guide_to_Cover_Letters.pdf

Implicit bias: <https://implicit.harvard.edu/implicit/takeatest.html>

LinkedIn tips: <https://www.linkedin.com/pulse/24-important-dos-donts-powerful-linkedin-profile-jason-gordon/>

Communication: The Alan Alda Center for Communicating Science: <https://www.aldacenter.org/>

Networking: *Never Eat Alone, And the Other Secrets to Success, One Relationship at a Time* (2014 book by Keith Ferrazzi)

Negotiation/Conflict Resolution: *Getting to Yes: Negotiating Agreement Without Giving In* (2011 book by Roger Fisher, William L. Ury, and Bruce Patton)

Emotional Intelligence: *Emotional Intelligence 2.0* (2009 book by Travis Bradberry and Jean Greaves)

Leadership: *Strengths Based Leadership: Great Leaders, Teams, and Why People Follow* (2009 book by Tom Rath and Barry Conchie)