

# **IHPCSS MENTORING: INTRODUCTION FOR MENTORS**

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# 1 ANNOUNCEMENTS

## **1.1 VACCINE STATUS**

**Will be checked at the *reception***

## **1.2 STAFF LANYARD**

**Make sure you have GREEN lanyard**

## **2 MENTORING AT THE SUMMER SCHOOL**

## 2.1 COMMITTEE

- Scott Callaghan (lead)
- Weronkia Filingher
- Elsa Gonsiorowski
- Ilya Zhukov

## **2.2 MENTORING PROGRAM**

- Each student is assigned a mentor; mentors have 2-3 students
- There are 5 returning mentors, students from previous years who were selected to attend
- We have a number of mentoring sessions planned throughout the week (schedule included later)
- Sign up to help!

## 2.3 SESSION HELP OPPORTUNITIES

- Monday morning: parallel programming hands on
- Tuesday morning: parallel programming hands on
- Tuesday afternoon: **Mentoring Resource Fair**
- Wednesday morning: HPC python / performance analysis hands on
- Friday morning: Deep learning hands on



## 2.4 MENTORING PROGRAM SUCCESS

- Students consistently rate the mentoring program as the most valuable and distinctive part of the summer school
- You have something to offer every student
- Matching is a best guess based on the surveys
  - Not just matched on technical topics
  - If not a good match, that's ok; students can request a change
  - Students will have opportunities to talk with other staff

# **3 WHAT IS MENTORING?**

## 3.1 MENTORING BASICS

- Partnership between 2 people
- Give support, guidance, maybe advice
  - Listen, understand, validate
  - Favor guiding over telling
- Based on mutual trust and respect
- Ask questions and challenge, but be encouraging

## 3.2 TOPICS FOR MENTORING

- Not just technical topics
- Students are interested in hearing about:
  - Career progression
  - Work-life balance
  - Dealing with tough advisors
  - Future of HPC
- You may need to bring up these topics
- Ultimately, these conversations can have a huge influence on their career paths

# **4 MENTORING AT THE SUMMER SCHOOL**

## **4.1 MENTORS**

staff-bios.pdf

## 4.2 MENTORING SCHEDULE

Time	Session
Sunday Evening	Introduction to Mentoring
Monday 10:00	Staff & Returning Mentors Introduction
Monday lunch	Lunch in mentor groups, goal setting
Tuesday 16:30	Resource Fair
Wednesday 16:30	Career Breakout Sessions
Thursday 11:30	One-on-ones with Mentors
Friday 13:30	Returning mentor lightning talks
After	Stay in touch on email, slack, etc.

## **4.3 MONDAY 10:00 – STAFF & RETURNING MENTORS INTRODUCTIONS**

- **Brief** staff introductions
- Returning mentors will give 2 minute lightning talks on their research area



## **4.4 MONDAY LUNCH – MENTOR GROUPS & GOAL SETTING**

- Please sit with your mentor group
- Play the ice-breaker game if you haven't yet
- Can sit with another mentoring group and play the game cross-group
- Discuss goal for the week, what do the students hope to get out of the summer school?
- Start getting your mentees to think about career paths and what they might want to discuss during Thursday's one-on-ones

## 4.5 TUESDAY 16:30 – RESOURCE FAIR

- Please sign up for a topic
- Opportunity for students to discuss non-technical topics
- Break out into small, informal groups for discussion
- Work/life balance
- Switching departments
- Diversifying your research; growing beyond your advisor
- 2-body problem
- Power dynamics in academia; how to deal with your advisor
- Working at a national lab
- Microaggressions
- Starting a family
- Working remote
- How to avoid people
- Careers in academia
- Impostor syndrome

Future trends in HPC Interviewing tips Pursuing a career in a new country Science Policy Networking

## **4.6 WEDNESDAY 16:30 – CAREER BREAKOUT SESSIONS**

- Brief introduction to career paths
- Breakouts:
  - Resume Review
  - Presentation Skills
  - Networking & Elevator Pitch
  - Interview tips

## **4.7 THURSDAY 11:30 – ONE-ON-ONES WITH MENTORS**

- 20 minutes to talk with each mentee in your group
- Your opportunity to really connect and do some mentoring
- Hopefully they have gotten to know you throughout the week and trust you enough to have some deep conversations

## **4.8 FRIDAY 13:30 – RETURNING MENTOR LIGHTNING TALKS**

- 2 minute talks to review their career paths since leaving the summer school

# 5 FINAL WORDS

## 5.1 IMPOSTOR SYNDROME

- Students feel like frauds and like they don't deserve to be here, or in research in general
- Doesn't matter what others tell them: success dismissed as luck, timing, not real, or deception
- May look like lacking ambition or claiming lack of expertise

## 5.2 IMPOSTOR SYNDROME: WAYS TO HELP

- Share that these thoughts of common and don't mean students don't belong
  - 70% of academics at some point; 40% of academics right now
- Help students become more aware of thought patterns: feeling like a failure does not make it true
- Ask students what they would tell someone in their position
- Some of you have personal experience with impostor syndrome – your perspective is powerful



## 5.3 ASK FOR HELP

- It can be really powerful to tell your mentee that you don't have all the answers
- Use your network (everyone here) to help your mentee with things you don't know how to address
- Please don't hesitate to reach out to the mentoring committee, in person, on slack, or over email
  - Elsa Gonsiorowski <gonsie@me.com>
  - Scott Callaghan <scottcal@usc.edu>
  - Weronika Flinger <w.flinger@epcc.ed.ac.uk>
  - Ilya Zhukov <i.zhukov@fz-juelich.de>.

# 6 CREDITS

Created with [Emacs](#), [Org Mode](#), and [RevealJS](#).

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