



AERE Scholars Program

Best Practices for Scholars

The AERE mentoring program aims to engage a diverse group of early career environmental and natural resource economists in AERE while providing invaluable career guidance, skill development, and networking opportunities. We envision that as a result of this program AERE will exhibit substantially greater diversity and will help make economics a field that is respected both for its contributions to addressing the world's problems and for embracing an inclusive culture. After reviewing a number of resources (cited below), we identified the following commonly acknowledged best practices for mentees and added input from the scholars:

- 1. Work with your mentor to establish clear purpose, expectations, and goals for your mentor-mentee relationship, including**
 - a. expectations for each other
 - b. time commitments and frequency of communication
 - c. reciprocity (i.e. take an interest in your mentor, ask how/what they are doing)
 - d. confidentiality and the extent to which confidentiality can and will be secured
 - e. be proactive, ask questions
 - f.

- 2. Identify your individual goals and professional needs, and discuss specific ways that your mentor can provide support.**
 - a. create an individual development plan (IDP) and discuss specific ways your mentor can support your professional growth (deadlines help)
 - b. update your IDP
 - c. identify personal and professional goals
 - d. establish personal and professional goals in the short- medium- and long-run, and discuss how your mentor can support you in achieving them.
 - e. identify your professional needs and discuss them with your mentor.
 - f. be reflective, share your experiences and challenges
 - g. additionality: identify one thing you would not do without this program

- 3. Solidify the mentoring relationship by communicating regularly and exchanging feedback**
 - a. create collegiality
 - b. listen reflectively
 - c. establish regular communication
 - d. exchange regular feedback between mentor and mentee
 - e. build a supportive environment
 - f. build trust (i.e. use openings and closings for your meetings among other things)
 - g. share ideas across mentor-mentee groups : Slack or other platform
 - h. pool/source questions with other mentees

4. The mentee/scholar should drive the mentoring relationship

- a. set the meeting agendas and share the agenda in advance of the meeting
- b. actively seeking advice
- c. ask questions

References

- Baich, Tina. Elements of Good Mentoring. IUPUI Mentoring Symposium, Indianapolis, IN, November 27, 2018. <https://scholarworks.iupui.edu/handle/1805/17829>
- Nick, J.M., T.M. Delahoyde, D. Del Prato, C. Mitchell, J. Ortiz, C. Ottley, P. Young, S.B. Cannon, K. Lasater, D. Reising, and L. Siktberg. 2012. "Best Practices in Academic Mentoring: A Model for Excellence." *Nursing Research and Practice* 2012:1–9.
- University of Michigan. 2012. "How to Get the Mentoring You Want: A Guide for Graduate Students." Rackham Graduate School, University of Michigan. Ann Arbor. <https://rackham.umich.edu/downloads/student-mentoring-handbook.pdf>

Resources

- New style of mentoring: <https://www.insidehighered.com/advice/2013/07/22/essay-calling-senior-faculty-embrace-new-style-mentoring>
- Be a coach, not a guru: <https://www.insidehighered.com/advice/2013/07/29/essay-coaching-style-mentoring>
- Mentoring for diversity and inclusion: <https://cfe.unc.edu/2018/10/mentoring-for-diversity-and-inclusion/>

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