

# INCLUSIVE RESEARCH MENTORING - MICRO-CREDENTIAL

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The Center for Teaching & Learning and the Graduate School's Inclusive Research Mentoring (IRM) micro-credential prepares graduate student instructors/mentors, postdoctoral scholars, faculty and staff to enhance their academic mentoring in research environments.

Our program is based on the CIMER mentoring curriculum and provides participants with skills and knowledge to mentor student scholars and less experienced members of their research team.

Participants are required to complete the following requirements: mentor self-assessment, eight 90-minute CIMER-based training workshops (12 hours), three DEI workshops offered through the Center for Teaching & Learning, the CU Dialogues program, or other offerings across campus, and a post-program self-reflection. Faculty participants additionally will have the option to participate in an external mentor assessment and develop advising agreements with mentees. Other participants will participate in a campus mentoring initiative.

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## Eligibility

Graduate students, postdoctoral scholars and faculty.

## Delivery Mode

Hybrid of in-person and online delivery.

## Credit Status

Noncredit

## Academic Level

Intended for graduate students, postdoctoral scholars and faculty.

## Time to Completion

Two semesters.

## Requirements

1. Participating in all eight of the CIMER based training modules offered jointly by the Center for Teaching & Learning and the graduate school. Substitutions may be made on a case-by-case basis.
2. Participating in three DEI-focused or CU Dialogues workshops (20). These can be fulfilled by multiple campus offerings, including those from the Graduate School, CTL, ODECE, OVA, OIEC, CISC, or outside organizations, including CIRTLL.
3. Mentor self-assessment ([https://journals.lww.com/academicmedicine/Fulltext/2013/07000/The\\_Mentoring\\_Competency\\_Assessment\\_Validation\\_of.32.aspx](https://journals.lww.com/academicmedicine/Fulltext/2013/07000/The_Mentoring_Competency_Assessment_Validation_of.32.aspx)). This will be completed both before and after participating in the workshops and modules.
4. Post-program self-reflection. Upon completion of the workshops and training modules, the participants will perform a structured reflection as part of a more comprehensive self-reflection with the aim of future mentoring growth.

5. Faculty to develop advising agreements (<https://www.colorado.edu/graduateschool/services-resources/mentoring/>) with mentees. All mentors will be required to develop mentor agreements with at least one of their mentors, with support from CTL or grad school teachers.
6. Grad students to participate in an official campus mentorship program or participate in a community mentorship program. They must provide proof/documentation that they have met or communicated with their mentee a minimum of six times per academic year.
7. Exit survey ([https://cuboulder.qualtrics.com/jfe/form/SV\\_1LJppw9C2F9q7FY/](https://cuboulder.qualtrics.com/jfe/form/SV_1LJppw9C2F9q7FY/)) completed

## Criteria

Each individual session of the CIMER training has learning objectives, though no formal assessment of learners is performed during each.

- **Post-program self-reflection.** Upon completion of the workshops and training modules, the participants will perform a structured reflection as part of a more comprehensive self-reflection with the aim of future mentoring growth.
- Faculty to develop mentoring agreements ([https://www.colorado.edu/engineering-facultystaff/sites/default/files/attached-files/advising\\_agreement\\_final\\_final.pdf](https://www.colorado.edu/engineering-facultystaff/sites/default/files/attached-files/advising_agreement_final_final.pdf)) with mentees. All mentors will be required to develop mentor agreements with at least one of their mentors, with support from CTL or grad school teachers.
- Grad students to participate in an official campus mentorship program or participate in a community mentorship program. They must provide proof/documentation that they have met or communicated with their mentee a minimum of six times per academic year.

## Skills

- CIMER
- Inclusive mentoring
- Mentoring