

EXAMINING STEMM MENTORSHIP WITHIN STUDENT ORGANIZATIONS IN HIGHER EDUCATION THROUGH A CRITICAL LENS

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HELPFUL DEFINITIONS

- **Mentorship**: “a professional, working alliance in which individuals work together over time to support the personal and professional growth, development, and success of the relational partners through the provision of career and psychosocial support” [1]
- **Mentorship indicators**: components and activities related to mentorship
- **Critical mentorship**: a type of mentoring relationship that is “at once reciprocal, collaborative, participatory, emancipatory, and transformative” [2]
- **Student organizations**: student-operated extracurricular organizations whose membership is limited to current students of a given institution of higher education
- **Historically marginalized communities (HMC)**: groups of people who have been systematically oppressed and regarded as insignificant in society
- **Synergistic effect**: add-value

MENTORSHIP TYPES

Traditional	Effective	Critical
<ul style="list-style-type: none">• Mentee development is mentor-driven and occurs either through assimilation or emulation• Assumes that mentees can only be positively impacted by institutions of higher education	<ul style="list-style-type: none">• An improvement to the traditional paradigm wherein mentors can increase their mentoring skills to better serve their mentees• Developed in the context of university research	<ul style="list-style-type: none">• Mentor-activists empower mentees to critically engage with and challenge inequitable institutional systems, and work together with the mentee towards institutional change

REFERENCES

1. Committee on Effective Mentoring in STEMM, Board on Higher Education and Workforce, Policy and Global Affairs, and National Academies of Sciences, Engineering, and Medicine, The Science of Effective Mentorship in STEMM. Washington, D.C.: National Academies Press, 2019, p. 25568. doi: 10.17226/25568.
2. T. Weiston-Serdan and B. Sánchez, Critical Mentoring: A Practical Guide, 1st ed. New York: Routledge, 2023. doi: 10.4324/9781003443872.