Type them into questions box!

“Why am I muted?”
Don’t worry. Everyone is muted except the presenter and host.
Thank you and enjoy the show.

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Hundreds of presentations from the best and brightest minds that chemistry has to offer are available to you on-demand. The Library is divided into 6 different sections to help you more easily find what you are searching.

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  Learn how to write better abstracts, deliver more engaging presentations, and network to your next dream job. Brush up on your soft skills and set a new career path by mastering what cannot be taught in the lab.

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  The Drug Design Delivery Series has built a collection of the top minds in the field to explain the mechanics of drug discovery. Discover the latest research, receive an overview of different fields of study, and gain insight on how to possibly overcome your own mad chemist roadblocks.

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https://www.acs.org/content/acs/en/acs-webinars/videos.html

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From ACS Industry Member Programs

✦ Industry Matters Newsletter

ACS Member-only weekly newsletter with exclusive interviews with industry leaders and insights to advance your career.

Preview & Subscribe: acs.org/indnews

✦

Connect, collaborate, and stay informed about the trends leading chemical innovation

Join: bit.ly/ACSinnovationhub
ACS Career Navigator: Your Home for Career Services

Whether you are just starting your journey, transitioning jobs, or looking to brush up or learn new skills, the ACS Career Navigator has the resources to point you in the right direction.

We have a collection of career resources to support you during this global pandemic:

- Professional Education
- Virtual Career Consultants
- ACS Leadership Development System
- Career Navigator LIVE!
- ChemIDP
- College to Career
- ACS Webinars
- Virtual Classrooms

Visit [www.ACS.org/COVID19-Network](http://www.ACS.org/COVID19-Network) to learn more!

ACS Department of Diversity Programs

Advancing ACS’s Core Value of Diversity, Inclusion & Respect

We believe in the strength of diversity in all its forms, because inclusion of and respect for diverse people, experiences, and ideas lead to superior solutions to world challenges and advances chemistry as a global, multidisciplinary science.

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[https://app.suggestionox.com/r/DI_R](https://app.suggestionox.com/r/DI_R)
Diversity@acs.org

@ACSDiversity

acsvoices.podbean.com/

www.acs.org/diversity
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Pay it forward with a donation to the ACS Scholars Program today!

www.donate.acs.org/scholars

ACS Scholars Endowment Founder Joe Vacca, retired Vice President of Chemistry, Merck & Co., meets with his 2018 ACS Scholar Johanna Masterson, now a grad student at Princeton University.

“Chemistry has been good to me...so I wanted to make a significant gift to provide that opportunity to others.”

ACS Office of Philanthropy
Chemistry for Life®

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ACS Webinars
SOLVING the plastic waste PROBLEM
Novel Chemical Pathway Upcycling & Chemical Recycling

Date: Thursday, January 28, 2021 @ 2:30pm ET
Speakers: Katrin Kraus, BioCollection Inc. and Philippe Reutenauer, L implies Nature
Moderator: Peter Bouie, Avancare Americas

What You Will Learn:
- Challenges in recycling of plastics and scaling new depolymerization technologies
- Chemical pathways for breaking down single-use plastics with an emphasis on polyethylene
- Synthesis of new polymers from chemically recycled monomers
- How food companies can modify their relationship towards plastics to face the public concerns linked to plastic packaging
- Mechanical recycling and its limitations and the emerging solutions for chemical recycling

Co-produced with: ACS Division of Polymer Chemistry

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ACS Webinars
I CAN BE A SCIENTIST TOO!

How to Create Opportunity in the STEM Classroom

Date: Tuesday, February 9, 2021 @ 7-9pm ET
Speaker: Davis Tran, Wakefield High School / Jason Lowe, Wakefield High School / Nathan Huynh, Wakefield High School / Ana Munoz, Wakefield High School / Minh Khalid, Wakefield High School / Verlou Garhett, Wakefield High School
Moderator: Peter Dorhoit, Iowa State University

What You Will Learn:
- Ideas, insights, and perspectives on cultivating an equitable, inclusive STEM classroom
- Practical takeaways to encourage equity and inclusivity in the STEM classroom
- Overcoming challenges and barriers to achieving equity

Co-produced with: American Association of Chemistry Teachers, ACS Department of Diversity Programs, ACS Diversity, and the ACS Inclusion & Respect Advisory Board

www.acs.org/acswebinars

ACS Webinars
tips for applying to grad school in chemistry

Date: Wednesday, February 3, 2021 @ 1-3pm ET
Speaker: Brian Gobrecht, Brooklyn College and CUNY
Moderator: Bake Aroido, American Chemical Society

What You Will Learn:
- What are your graduate degree options in chemistry
- How to prepare for applying and attending graduate school in chemistry
- What is the exam in graduate school in chemistry

Co-produced with: ACS on Campus

www.acs.org/acswebinars
This ACS Webinar will begin shortly...

Using the Science of Mentorship for Mentorship in Science

Renetta Garrison Tull  
Vice Chancellor of Diversity, Equity and Inclusion, University of California, Davis

Sonia Zárate  
Program Officer, Howard Hughes Medical Institute

Jodi Wesemann  
Assistant Director for Educational Research, American Chemical Society

Presentation slides are available now! The edited recording will be made available as soon as possible.

www.acs.org/acswebinars

This ACS Webinar is co-produced with ACS Education.
Which of the following elements are part of your mentorship experiences? (select all that apply)

• Trust
• Self-reflection
• Explicit expectations
• Mentorship education

* If your answer differs greatly from the choices above tell us in the chat!
• The impact of effective mentorship
• The attributes of effective mentorship
• How you can use evidence-based approaches
What is Mentorship?

*Mentorship* is 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.

Read the Report
www.nap.edu/MentorshipInSTEMM

Use the Online Guide
www.nap.edu/resource/25568/interactive

Listen to the Podcast
thescienceofmentorship.transistor.fm

Learn about the Project
www.nas.edu/mentoring

Join the Conversation
#NASEMmentoring or #ScienceOfMentorship

Ask a Question or Make a Comment
mentoring@nas.edu
A range of structures support mentees’ development, including:

- **Mentor-Mentee Dyad**
- **Triads**
- **Collective or Group**
- **Network**

**Audience Survey Question**

Answer the question on blue screen in one moment.

What best describes the status of your mentorship network?

- A few key individuals
- Several collectives
- A mix of individuals and collectives
- A rich constellation of individuals and collectives

*If your answer differs greatly from the choices above tell us in the chat!*
Mentorship Elements

**Trust** develops when mentors and mentees work together to identify and respond to their mutual goals, needs, and priorities. These change over time and thus may require adjustment.

**Self-reflection** Critical and honest self-reflection occurs at multiple stages of effective mentorship processes.

**Expectations** Explicit declarations of the expectations of both mentors and mentees at the initiation of mentorship—revisited periodically and possibly recorded in writing—can help create an effective mentoring relationship.

**Education** Mentorship is a learned skill, and mentorship education influences mentor and mentee attitudes, self-efficacy, and behaviors.

---

Attributes for Effective Mentorship Relationships

<table>
<thead>
<tr>
<th>RESEARCH SKILLS</th>
<th>PSYCHOSOCIAL &amp; CAREER SKILLS</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Developing disciplinary research skills</td>
<td>• Providing motivation</td>
</tr>
<tr>
<td>• Teaching and Learning disciplinary knowledge</td>
<td>• Developing mentee career self-efficacy</td>
</tr>
<tr>
<td>• Developing technical skills</td>
<td>• Developing mentee research self-efficacy</td>
</tr>
<tr>
<td>• Accurately assessing mentees’ understanding of disciplinary knowledge and skills</td>
<td>• Developing science identity</td>
</tr>
<tr>
<td>• Valuing and practicing ethical behavior and responsible conduct of research</td>
<td>• Developing a sense of belonging</td>
</tr>
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<thead>
<tr>
<th>SPONSORSHIP SKILLS</th>
<th>INTERPERSONAL SKILLS</th>
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</thead>
<tbody>
<tr>
<td>• Fostering mentees’ independence</td>
<td>• Listening actively</td>
</tr>
<tr>
<td>• Promoting professional development</td>
<td>• Aligning mentor and mentee expectations</td>
</tr>
<tr>
<td>• Establishing and fostering mentee professional networks</td>
<td>• Building trusting relationships / honesty</td>
</tr>
<tr>
<td>• Actively advocating on behalf of mentees</td>
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<table>
<thead>
<tr>
<th>DIVERSITY/CULTURALLY-FOCUSED SKILLS</th>
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<tr>
<td>• Advancing equity and inclusion</td>
</tr>
<tr>
<td>• Being culturally responsive</td>
</tr>
<tr>
<td>• Reducing the impact of bias</td>
</tr>
<tr>
<td>• Reducing the impact of stereotype threat</td>
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</table>

Putting Research into Practice

From The Science of Effective Mentorship in STEMM, 2019 ([www.nap.edu/MentorshipinSTEMM](www.nap.edu/MentorshipinSTEMM))

**BOX 5-2**

**Effective Mentor Behaviors Adapted from Entering Mentoring**

*Entering Mentoring* describes the following set of mentor competencies or behaviors:

- **Align expectations**: Mentors make expectations explicit and create a safe space for mentees to make their expectations explicit. Together they engage in negotiations to ensure that expectations of all parties can be met.
- **Assess understanding**: Mentors work with mentees to understand what the mentees know and are capable of and consider what the mentees can do to further develop and achieve success.
- **Communicate effectively**: Mentors engage in active listening with mentees, provide timely and constructive feedback, recognize that communication styles differ, and work with mentees to accommodate their personal communication styles.
- **Address equity and inclusion**: Mentors reflect on and account for the biases and assumptions they may bring to a mentoring relationship and acknowledge and account for how their background might differ from the background of their mentees.
- **Foster independence**: Mentors work to motivate mentees, build their confidence, stimulate their creativity, acknowledge their contributions, and navigate their path toward independence.
- **Promote professional development**: Mentors help mentees to set career goals, develop and refine plans related to career goals, develop a professional network, and access resources that will be helpful in their professional development. Mentors also recognize the influence they have as a professional role model.

- National Research Mentoring Network ([https://nrmnet.net/](https://nrmnet.net/))
- Center for the Improvement of Mentored Experiences in Research ([https://cimerproject.org/](https://cimerproject.org/))
- The Science of Effective Mentorship in STEMM Online Guide V1.0 ([www.nationalacademies.org/MentorshipinSTEMM](www.nationalacademies.org/MentorshipinSTEMM))

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**Gilliam Mentor Training**

- **134 MENTORS TRAINED SINCE 2016**
- **30 HOURS OF CULTURALLY RESPONSIVE MENTOR TRAINING**

Building inclusive environments for students in science by working with faculty to:

- Become aware of their own cultural identities
- Understand the critical role of listening
- Feel comfortable engaging across cultures

Howard Hughes Medical Institute (hhmi)  
Center for the Improvement of Mentored Experiences in Research (CIMER)
What type of mentorship skills are you MOST interested in developing?

- Research skills
- Sponsorship skills
- Psychosocial & career skills
- Interpersonal skills
- Diversity/culturally-focused skills

* If your answer differs greatly from the choices above tell us in the chat!

Discover more about Science Mentorship with this Resource!

https://www.acs.org/content/dam/acsorg/events/professional-development/Slides/2021-01-27-mentorship-resources.pdf

*These resources are provided for informational use only. Inclusion on this list does not constitute an endorsement by ACS*
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