

PARADIGMS

transition to research

BASIC RESPONSIBILITIES TO QUALIFY AS A MENTOR

- make time (for both one-on-one + group meetings)
- advocate for your mentees
- be aware of the messages you might be sending through your (in)actions
- leave space for everyone to be themselves

FOSTER AN ENVIRONMENT FOR GROWTH

- model my own learning - eg through performative question asking
- show vulnerability, apologize, admit mistakes
- normalize feedback
- criticize/correct in private

ATTEND TO YOUR LANGUAGE

- avoid pernicious tropes "as you learned in kindergarten", "trivial", "recall"
- a PhD does not presuppose any particular career path
- respond to questions in a way that encourages your students to ask more
- point out how mathematical age/experience colors our interactions

TRANSCEND HIERARCHIES

- if it's worth someone doing, it's worth being done by ME
- for advice, I give an argument + then its counterargument (and leave it there)
- your mentees can also be mentors
- but don't forget you are not like their peers and not in the same place

WORK IN PROGRESS / STILL FIGURING OUT

- navigating appropriate boundaries w/ students + postdocs
- connecting with + supporting students who prefer to learn on their own
- allyship across differences