

## Small Particles, Big Issues: PRIORITYze DEI

Issue 40 13/05/2025: Mentorship in STEM

Dear all,

We hope this email finds you well.

What makes a good mentor in science? And more importantly, can mentorship be taught?

A recent article published in *Ecology and Evolution* by Hund et al. (2018) offers a compelling answer: **yes, mentorship is a teachable, essential skill**, and investing in it can transform not only individual careers but entire academic environments.

Despite the well-documented benefits of effective mentoring, higher productivity, better mental health, and increased retention of underrepresented groups, most academics receive no formal training in how to mentor. This lack of preparation has consequences: poor mentoring is linked to stress, decreased research output, and attrition at all career levels.

But there's good news: the study outlines a model of mentorship training implemented at the University of Colorado Boulder, showing that even short, structured interventions can have lasting impact. Participants gained confidence, improved relationships with mentees, and developed skills in:

- **Communication:** setting expectations, resolving conflict, active listening
- **Flexibility:** adapting styles to mentees' needs and career stages
- **Trust:** building safe, ethical, and inclusive mentoring environments

Survey data also reveal a widespread desire for more mentorship training, yet few institutions currently support this.



You can read the full article here: <https://doi.org/10.1002/ece3.4527>

Best regards,  
Mariasole and Camilla  
COST Action CA20101 PRIORITY