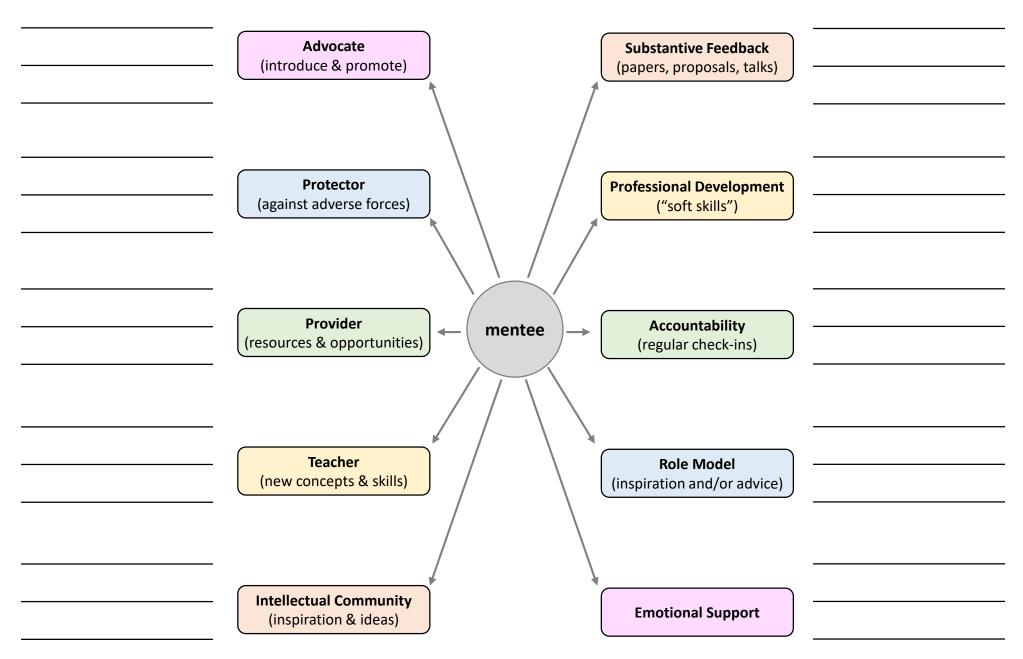
Graduate Mentorship Map

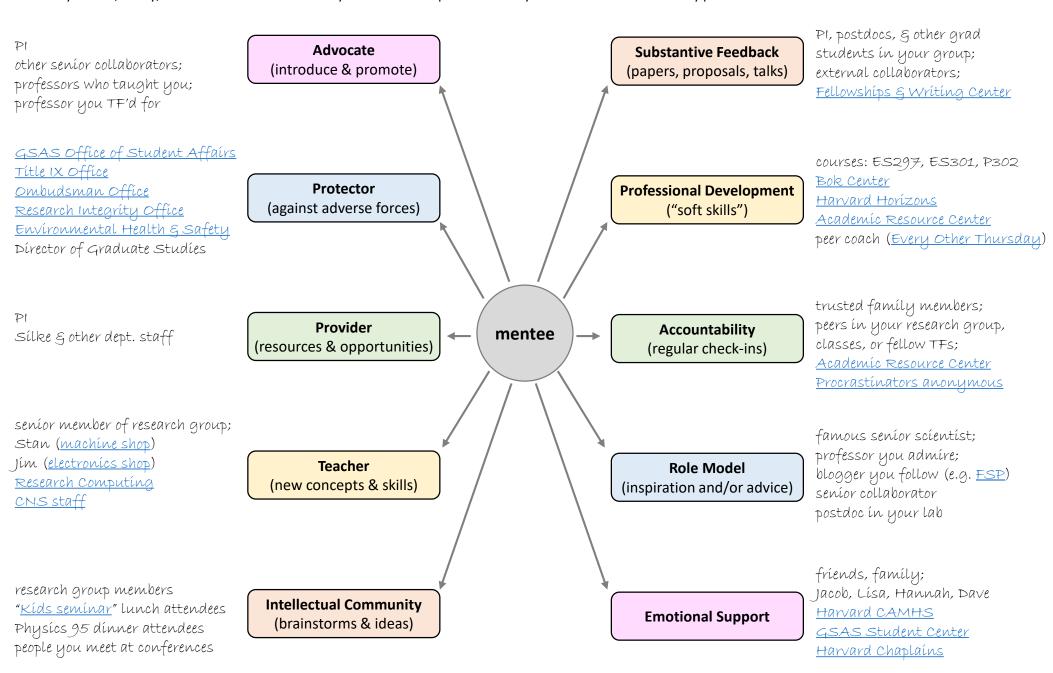
The road to a PhD is a long, and you will need a lot of support to survive and thrive. It's not realistic or desirable for one human (or even a committee of 3 humans with PhDs) to provide 100% of your support, so it's important for **you** to think proactively about who in your life can fill each of these roles. Some roles (e.g. advocate & provider) may be filled primarily by your PI. Some roles (e.g. substantive feedback, intellectual community) should be filled by your PI *and* others. Some people will fill multiple roles in surprising ways, e.g. a teaching preceptor or technical staff or department administrator may provide professional development or emotional support, or a postdoc may be your role model. Some roles will be filled by friends, family, or other contacts unrelated to your academic department. Many of these roles can be filled by peers.



Adapted by <u>Hoffman</u> from NCFDD: <u>https://www.facultydiversity.org/</u> See also Raggins & Cotton (1999) <u>doi:10.1037/0021-9010.84.4.529</u>

Graduate Mentorship Map (Harvard Physics Dept.)

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See also: https://equityinclusion.physics.harvard.edu/files/physics-ei-test/files/physics department resource list.pdf