



Mentoring Faculty in an Inclusive Climate: Supporting Women and URM STEM Faculty at UC

Roundtable Pre-Readings

The Roundtable pre-readings are designed to provide Roundtable participants with a research context for the theme of the meeting: the particular mentoring needs of women and underrepresented minority faculty in STEM. In order to ensure maximum engagement at the Roundtable, participants should review the three pre-readings listed below prior to the meeting. Links to the articles are provided.

Blau, F. D., Currie, J. M., Croson, R. T. A., and Ginther, D. K. (2010). **Can mentoring help female assistant professors? Interim results from a randomized trial.** *American Economic Review: Papers and Proceedings*, (100) May 2010, pp. 348-352. www.aeaweb.org/articles.php?doi=10.1257/aer.100.2.348

Cho, C. S., Ramanan, R. A., and Feldman, M. D. (2011). **Defining the ideal qualities of mentorship: A qualitative analysis of the characteristics of outstanding mentors.** *The American Journal of Medicine*, 124 (5), 453-458. <http://amjmed.com/article/S0002-9343%2811%2900008-8/fulltext>

Trower, C.A. (2009). **Toward a greater understanding of the tenure track for minorities.** *Change: The Magazine of Higher Learning*, 41 (5). pp. 38-45. <http://www.tandfonline.com/doi/abs/10.3200/CHNG.41.5.38-45>