

UTSA Faculty Success

Tips and Advice for PMT Mentors

We asked some of our successful Peer Team Mentors (Alex Testa, Rita Mitra, Maho Sonmez, & Jelena Todic) for some tips and advice to Peer Mentors. Here's some of what they said!

Mechanics and Getting Started

- Follow the suggestions in the [First Three Meetings Guide](#).
- Send a short survey to your mentees ahead of time soliciting feedback on what topics they would like to discuss.
- Prepare and share an informal agenda for each meeting based on your peers' interests, and send a follow-up note with any information shared.
- Generate a schedule ahead of time to set tentative meeting dates/times and topics to create organization.
- If conducted on Zoom, record meetings so any mentees who cannot make a meeting will have access to information.
- Negotiate goals and expectations early on regarding the nature/mode/frequency of meetings; at the same time, be prepared to adjust as the semester progresses.
- At the very first meeting, discuss confidentiality. It is important to assure the group that, while you are a part of the university-initiated program, you are not reporting conversations to anyone. Each member will set their own boundaries for sharing, but the peer mentor's commitment to confidentiality should be clear and explicit.

Your Role as a Mentor

- Be willing to share personal materials to provide clear examples.
- Be willing to listen and hear your mentees' experiences. You can often learn as much from them as they learn from you.
- Focus on facilitating community of care: ask what the members need, then integrate them with your ideas.
- Mentoring from a place of compassion is important. I think about things that I struggled and continue to struggle with-- then brainstorm together about how to handle these situations.
- Remember that you are only a facilitator and that there is a lot of wisdom in the group.

Best Practices for the PMT

- Mutual Respect: get all participants involved in the process.
- Value Learning: learn from one another.

- Transfer (Sharing) of Knowledge and Experience: allow everyone equal chance to share their knowledge, experience and best practices.
- Problem Solving: be motivational, provide constructive feedback to one another.
- Encourage safe, confidential, and respectful discussions around race, gender, current events, and other important but potentially sensitive topics.
- Make a concerted effort to acknowledge and appreciate the unique expertise and insights that each peer brings to the collective.