

## STUDY OUTCOMES

### EXERCISE DESIGN

Three themes were generated regarding the exercise design:

- Modelling supported dialogue
- Value of intra-team processing time
- Multiple rounds (of peer assessment) contributed

### THREATS TO A THRIVING ECOSYSTEM

Three primary themes regarding threats to a thriving mentoring ecosystem were identified:

- Department variability in commitment
- Lack of (mentoring program) formalization
- Convening the right team for (assessment)

### PRACTICAL IMPLICATIONS

- Dedicate and recognize time for ecosystem assessment
- Start where you are and set the scope appropriately
- Ask questions in the spirit of exploring opportunities

To maximize campuses' investment of time and energy, we recommend the intentional construction of teams, cohorts, and protocols for engagement. There is a valued place for mentoring programs and, we hope, initiatives that intentionally bring these programs into connection with one another. Such efforts are crucial for advancing mentoring, student success and faculty success in higher education.