

# 2021 CAM Program Mentee Expectations

The Career Advancement and Mentorship (CAM) Program is focused on building professional networks for early-career scholars to bridge academic, government, and other research-oriented organizations and helps define the character and culture of NAREA while fostering a leadership pipeline to support NAREA, AAEA, AERE, and broader professional organizations.

## Who can be a CAM mentee?

CAM mentees will have demonstrated a desire to expand their professional networks and support the NAREA CAM Program mission and vision.

A successful mentee is someone who:

1. is an early-career agricultural, environmental and natural resource economist working at a university, government organization, research institute, or nonprofit organization.
2. demonstrates commitment in and initiative to their own career growth and development.
3. values participation in open discussions and is receptive to feedback.
4. assumes responsibility and accountability for developing and implementing their own program goals.
5. is interested in playing a role in making economics a more diverse and welcoming field.
6. seeks to expand and diversify network of early-career agricultural, environmental and natural resource economists

## What is expected of a CAM mentee?

Mentees are expected to

1. provide an outline of expected goals (in an individual development plan) to the mentor for the year-long program and track progress on these goals.
2. set expectations with mentors for how and when you will contact each other.
3. communicate about communication style, needs, approach, etc.
4. initiate contact and set meeting agendas.
5. respond to all communications in a timely manner.
6. seek out opportunities to meet with the mentors if such opportunities arise (such as attendance at a same conference, or talks/meetings in nearby locations).
7. share information about professional experiences.
8. share ideas and resources about professional development.
9. approach the mentoring relationship with an open mind, professionalism, and respect.
10. communicate problems with the mentoring relationship to the CAM Program director.
11. attend the NAREA meetings for the two program years
12. meet with, and contribute to, a peer working group
13. keep an open mind
14. keep what is shared with the mentor and peer group confidential
15. advertise the CAM program with other colleagues, so the network can expand and more people can engage in future cohorts.

## **What is *not* expected of a CAM mentee?**

Mentees are not expected to

1. initiate *all* contact with their mentor.
2. always defer to and implement advice provided by their mentor.
3. collaborate on papers with their mentor.
4. to share beyond their comfort level

## **What is expected of the peer working groups?**

The working groups are expected to

1. establish a communication strategy and meet regularly with the peer working group.
2. support and engage with the cohort over the course of the program.
3. share institutional knowledge on the hidden curriculum, and “unspoken rules” that we learn
4. share networks and initiate introductions
5. work together to build trust and advance our common mission and vision
6. stay connected with the CAM Program Committee
7. develop and request topics of Interest for the mentee group to hear from mentors or previous CAM cohorts (ex. P&T, research productivity tips, time management/balancing responsibilities, COVID-19 impact statements, manage collaboration relationships etc.)
8. be a supportive group for discussion of early stage research projects
9. create the space and opportunity to present ideas and get feedback.
10. create a space to share positive experiences and challenges
11. be open to changing or reorganization of groups as needed by all members
12. keep a short log or record of the progression of the group (Be accountabilibuddies!)