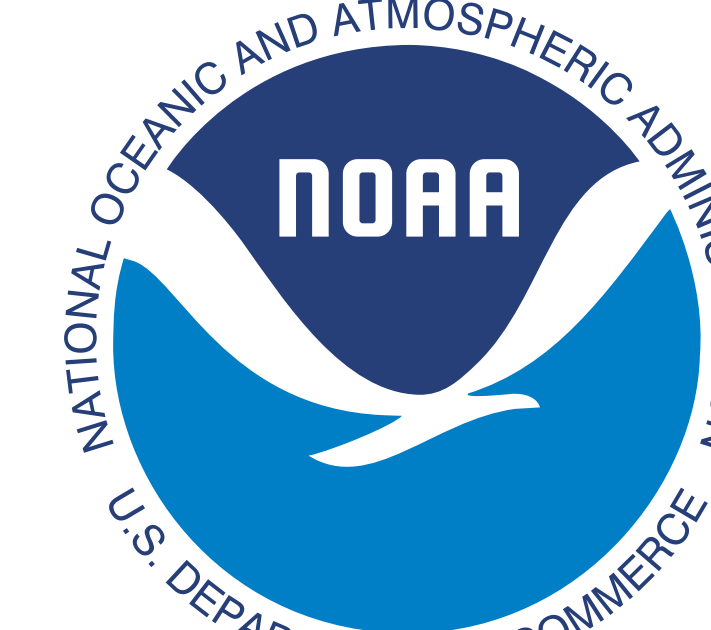




CIRES MENTORING PROGRAM

Current mentoring program committee: Youmi Oh (CIRES/ GML), Jimena Ugaz (CIRES HR), Hui Ding (CIRES/ PSL), Hilary Peddicord (CIRES CEEE), Audrey Payne (CIRES NSIDC), Guoqing Ge (CIRES/ GSL), Han Huynh (CIRES/ CSL), Jianhao Zhang (CIRES/ CSL)



PURPOSE

To foster professional growth and career development for mentees and mentors in the CIRES-NOAA ecosystem. Through an exchange of professional knowledge, skills, insights and experience, mentors can support mentees with planning career goals, navigating work-life balance, and getting past roadblocks. In return, mentors benefit from the program by developing leadership skills and self-reflection.

Interested in helping to improve the mentoring program?

Come join the Mentoring Program Committee!
Email us at ciresmentoring@colorado.edu if you wish to learn more.

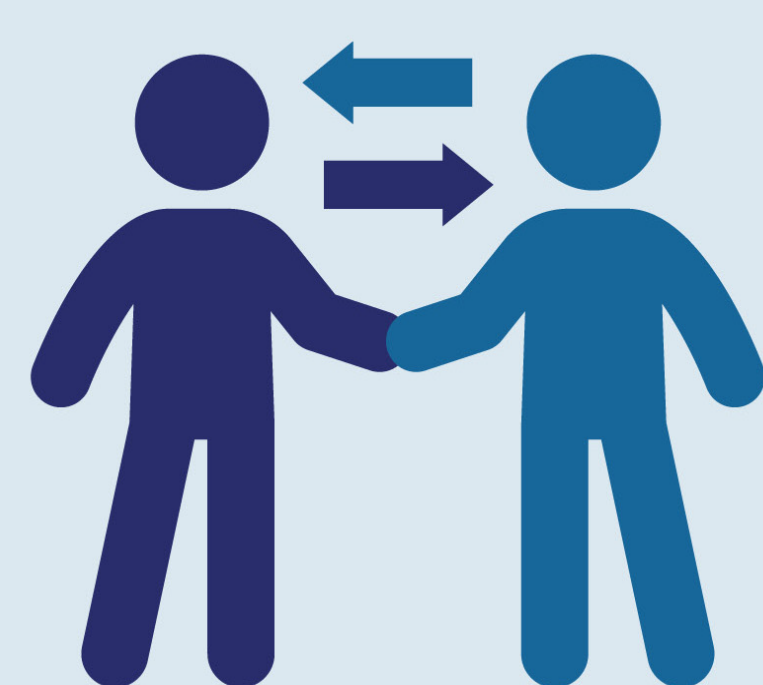


Prepared by CIRES mentoring committee with infographics provided by Christine Okochi and Ami Nacu-Schmidt at CIRES Center for Education, Engagement, and Evaluation (CEEE).

<https://ciresmentoring.colorado.edu>

PROGRAM HIGHLIGHTS

CMP Participants 2023-2024



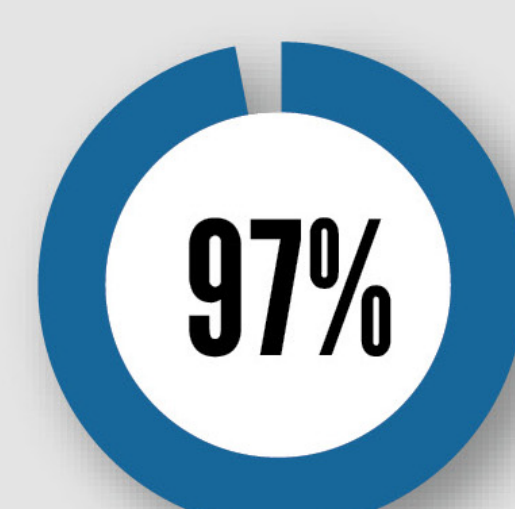
A total of **43**
Mentor-Mentee Pairs

39%

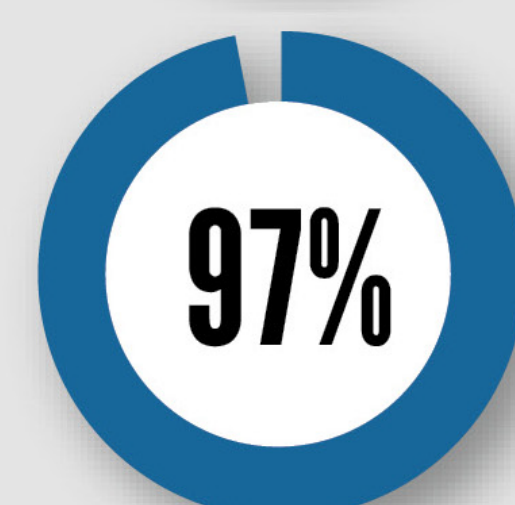
39% of mentors were Federal partners

61%

all mentees and 61% of mentors were CIRES employees



Respondents would recommend it to others.



Respondents felt the program positively impacted their sense of belonging at the cooperative institute.

Some themes discussed this year within mentor- mentee pairs:

- * Communication and Presentation Skills
- * Work-Life Balance
- * Emotional Intelligence
- * Management and Leadership Skills
- * How to Write a Peer Review
- * Advocating for Yourself and your Science

Testimonials on Program Value ...



“ I was given a lot of helpful guidance for navigating my career at CIRES and NOAA and for pursuing and defending my scientific ideas. My mentor had both experience on the

CIRES and federal side and was able to provide valuable insight on career paths. They also really helped me navigate difficulties I was having with my supervisor and provide valuable perspectives and resources for next steps. ”



“ Having a mentor to check in, not just on my

work progress, but how I was doing personally in the workplace, positively affected my sense of belonging and community. ”



“ I did not come in with any agenda - just a desire to help if I could. I think the biggest professional benefit I received

was simply practice: the more you do something the more lessons you learn and hopefully the better you become at it. So, I hope this experience has helped me to develop my mentoring skills. ”

2025-2026 PROGRAM TIMELINE & COMMITMENT

Mentor/mentee pairing process

Program kick-off breakfast

Mid-year feedback survey

2025

2026

September

October

November

December

January

February

March

April

May

June

July

August

Registration period

Mentors: CIRES & FEDERAL employees

Mentees: *only* CIRES employees

Program dates

Commitment: ~1 hour/month
(up to mentor/mentee pair)

End-of-year
feedback survey