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Mentorship Philosophy

Every mentee is unique and can be at various career stages, including students, fellows, staff, and faculty.

As a mentor, I will take time to recognize my mentees' personal goals and seek to identify what motivates them. I will foster opportunities that can help mentees reach these goals. Moreover, I will cultivate the strengths and talents of each mentee and build upon these in order to prepare them for successful scientific careers.

I will balance the overall goals of my research program with the goals of my mentees. This begins with the identification of suitable mentor/mentee partnerships. Therefore, I will not accept new mentees unless I am confident that our goals are well aligned.

Importantly, I will maintain a safe working environment in which mentees feel that it is acceptable to fail and learn from their mistakes. I will promote learning through inquiry and encourage growth through challenges. I will also expect mentees to take ownership of their work and trust that, ultimately, they are accountable for their own actions and career progression.

My relationship with mentees will be grounded in mutual respect. I will strive to remain free of biases and prejudices. Our workplace will be inclusive and respectful of differences in race, ethnicity, sex, gender, age, religion, lifestyle, and any other backgrounds that may experience discrimination of any kind.

I am dedicated to the success of my mentees and firmly believe that they will positively impact Science as well as the health and well-being of the older adults.

*This document is always a work in progress