



National Association of Wetland Managers Hot Topics Webinar Series



**MARSH IS COMING! LEARN MORE ABOUT
THE NEW MENTORSHIP ASSISTED
RESOURCE & SUPPORT HUB**

July 21, 2022

3:00pm - 4:00pm EDT



AGENDA



- 3:00pm – 3:10pm Welcome & Overview
- 3:10pm – 3:15pm Why MARSH? SWS and NAWM Perspectives
- 3:15pm – 3:20pm MARSH Program Overview
- 3:20pm – 3:35pm The Application Process
- 3:35pm – 3:40pm Where to Find Information
- 3:40pm – 4:00pm Q&A Session

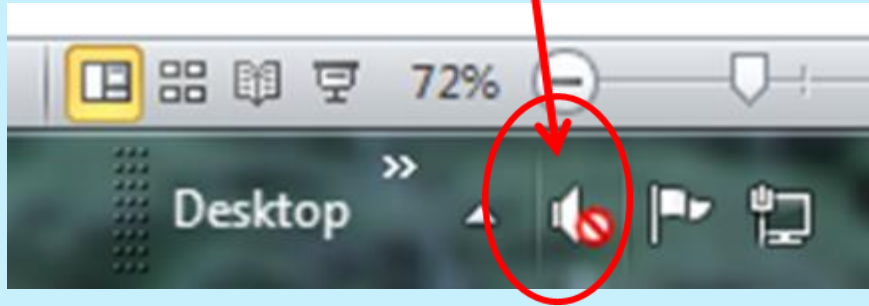


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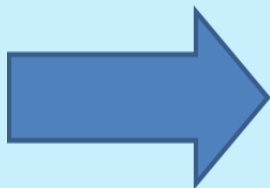
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Questions?

Please submit your questions for the presenters via the question box.



TIP: Close out other non-essential programs on your desktop.

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Audio

Sound Check [Signal Strength] ?

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Speakers/Headphones (Intel SST Aud...)

Talking:

Questions

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TODAY'S PRESENTERS



Greg Noe
Research Ecologist
U.S. Geological Survey



Steffanie M. Munguía
PhD Candidate, Florida
International University



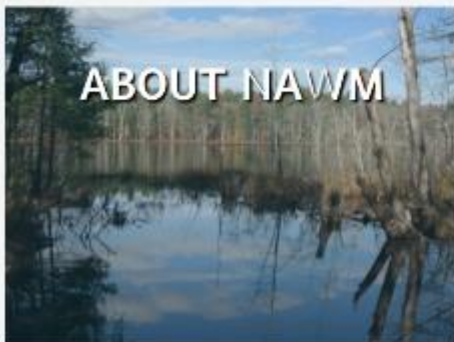
Marla Stelk
Executive Director
NAWM



Donna Downing
Senior Legal Policy
Advisor, NAWM



The mission of NAWM is to build capacity for state and tribal members and foster collaboration among the wetland community of practice by encouraging the application of sound science to wetland management and policy, promoting the protection and restoration of wetlands and related aquatic resources, and providing training and education for members and the general public.



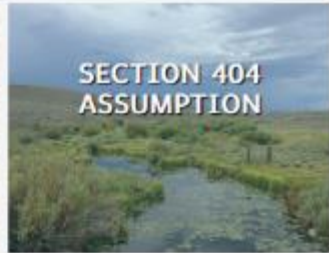
HOW TO ACCESS INFORMATION ABOUT NAWM WEBINARS

WWW.NAWM.ORG



NAWM Webinars

(by Webinar Series)





MARSH

Mentorship Assisted Resource &
Support Hub



Mentoring

Mentoring of future wetland professionals, by established professionals, is essential to furthering wetland science and management

Mentoring is core to the SWS and NAWM missions





NAWM and SWS joint pilot initiatives

- Free joint student membership in 2022
- MARSH, starting soon

What is MARSH?

Personalized coaching, group networking,
and skill-building opportunities

Students, early-career
professionals, and those going
through mid-career changes

One-on-one pairing of mentor and
mentee for a period of one year





MARSH: Mentorship Assisted Resource & Support Hub

Why
What
Who
When
How
Where



MARSH Program Overview

July 21, 2022



MARSH Overview



Photo by: Chris Craft

- MARSH – “Mentorship Assisted Resource & Support Hub”
- MARSH is a new one-year mentoring program for students, early career professionals, and those going through mid-career changes
- MARSH pilot will run from January 1 to December 31, 2023
- Initial geographic focus will be the United States



What are the Goals of MARSH?

- Demystify hiring practices and processes
- Increase diversity in the wetland workforce
- Opportunities for wetland-specific skills training
- Opportunities for 1-on-one mentoring
- Maximizing networking potential
- Support through various academic and professional transition hurdles
- Opportunities to guide the next cohort of wetlanders
- Grow the wetland workforce



Photo by: Dean M. Campbell

Who Can Participate in MARSH?

MENTEES

Students, early career professionals, and those going through career changes

MENTORS

Professionals from all wetlands-related disciplines who are excited to share knowledge and experience. Should have experience in policy, law, management, academia, or other wetland-related areas



ROLL-OUT DATES FOR MARSH

- **Call for Mentor Applications: Aug 9**
- **Deadline for mentor applications: Sept 9**
- **Call for Mentee applications: Oct 10**
- **Deadline for mentee applications: Nov 10**
- **Start program in January 2023!**



WHAT IS THE TIME COMMITMENT?

- Flexible program to match mentor, mentee needs and preferences
- During 12-month program, commit to about 3 to 5 hours/month
 - Individual meetings, program-wide networking and learning opportunities
- Primarily online, although can be in-person depending on mentor-mentees preferences and opportunities

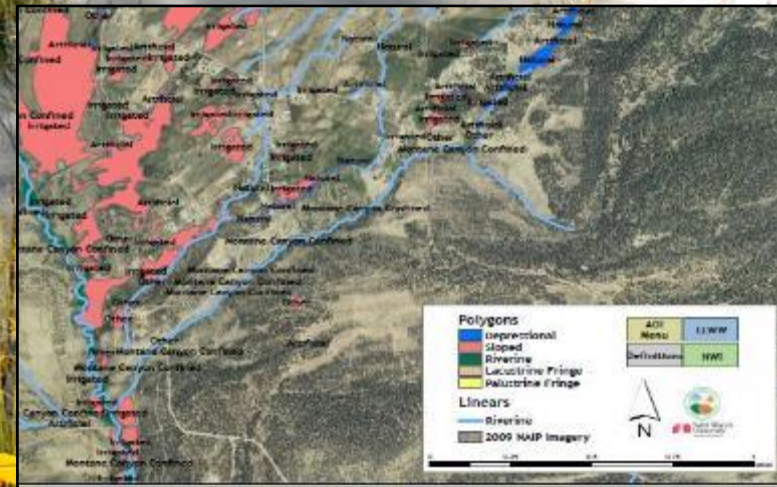




ACCESS
RESOURCES



Where Will Wetlands Take You...





How to apply to and thrive in the MARSH!



How MARSH Compares

We know we aren't the only game in town, but we are doing things a little differently. Here are some of the Society of Wetland Scientists' other mentoring programs and how MARSH differs.

	SWAMMP	HUMMENTOR	MARSH
Direct benefit	Covers conference travel expenses to attend the annual SWS Meeting	Conducting international, high quality wetland research with collaborators from the program	Personalized coaching and group networking and skill-building opportunities to support critical career transitions
Target Audience	Undergrad/grad students who identify as belonging to an underrepresented group in wetland science	Advanced undergraduate or graduate students from Latin America and the Caribbean	College students at all levels, as well as early-career professionals (<5 yrs post-grad), and those going through mid-career changes
Mentorship Details	One-on-one pairing for the duration of the conference (~5 days)	One-on-one to three pairing for a one year, collaborative research project resulting in a publication	One-on-one pairing for a period of one year, with an emphasis on wetland skills training



Why MARSH?



Thanks to web-based forms and an innovative two-way matching system, applying is a breeze!

The Application

Applications for the program will be accepted in two rounds:

First, we'll ask mentors to apply, sharing your areas of expertise, motivations for mentoring, and a little bit about yourselves so mentees can get a sense of who you are.

Then, mentees will submit their applications, complete with information about the type of mentoring support they're looking for, desired fields, and top 3 picks for mentors.

Questions to Expect

Generally, the application forms for both mentors and mentees will have questions in the following three categories:

ABOUT YOUR BACKGROUND

Questions include: disciplinary expertise, current job/degree, certifications held, and what wetland experience you bring to the table.

WHAT YOU'RE LOOKING FOR

Both mentors and mentees will be asked to articulate what they're looking for in a mentor/ mentee relationship and skill-building workshops.

DEMOGRAPHIC QUESTIONS

To track our progress in diversifying the wetland workforce, we'll ask you some questions about your identity. You may choose not to answer.



Key dates to remember

1

AUGUST 9

Open call for mentor applications
opens

3

OCTOBER 10

Open call for mentee applications
opens

5

DECEMBER 2023

Match notifications are sent out!

2

SEPTEMBER 9

Application deadline for
prospective mentors

4

NOVEMBER 10

Application deadline for
prospective mentees

All applications will be accessible through bit.ly/MARSH_info





The Matching Process



MENTEES PICK

When mentees apply, they'll be able to review the mentors' qualifications and bios. They'll submit the names of their top 3 picks for the mentoring program.



MENTORS VERIFY

Mentors will receive a list of prospective mentees who have expressed interest in them and their bios. They select their top candidates and inform the planning committee.



MATCHES MADE

The program committee will review the mentee/mentor selections and finalize the pairings, aiming to give both parties their top choices.

The MARSH program committee is committed to making sure the experience is productive, transformative, and positive for both mentors and mentees. We've designed a thoughtful process for ensuring the best possible pairings.

Matching

What if...?

Mentoring is a relationship, and as with all relationships, your first match is not always the perfect fit.

If you and your mentor or mentee don't click in the first month of the program, you can ask to be re-matched. We'll do our best to identify a suitable new option for you, judgment free.

If we can't find you a new match, you'll automatically be considered in the next application cycle.



What to expect

Once you are in the program, you can expect to receive regular updates, resources, and invitations from SWS and NAWM. Throughout the program, you'll be given opportunities to deepen your learning, expand your network, and gain new skills to succeed in the wetlands sector.



MENTORING SUPPORT

Mentors and mentees will:

- spend 3-5 hours together/month
- complete monthly reflexive worksheets to log growth



SKILL BUILDING

Grow your foundations with:

- Quarterly skill-building webinars
- One-on-one training/shadowing



NETWORKING EVENTS

Get to know your (future) coworkers at:

- Program-wide virtual mixers
- End-of-year symposium
- Possible annual meeting events!



Thriving



What next?

After your one year commitment concludes, both mentees and mentors can:

- Receive a certificate of participation from SWS and NAWM
- Apply to participate in the program again with new partners
- Informally decide to keep working together!

We hope you'll find a lifelong advocate and superfan in this program.



Where to Find More Information

MARSH

MENTORSHIP ASSISTED RESOURCE & SUPPORT HUB

A new, one-year mentoring program for students, early career professionals, and people transitioning between careers to network, gain experience, and receive one-on-one coaching to support their growth as wetland professionals.

Launching January 2023

A Joint Initiative Offered By



In recognition of the growing gap between the demand for wetland professionals and the supply of candidates trained to begin working in wetlands, NAWM joined forces with the Society of Wetland Scientists (SWS) to develop a new mentorship initiative that will be rolling out in the coming months.

The mentorship program will be designed to provide one-on-one mentoring to students, early career professionals, and those going through mid career changes; diversify and demystify hiring; provide opportunities for wetland specific skills training; increase networking potential; and grow the wetland workforce. Soon, we will be looking for mentors who are wetland professionals and excited to share their knowledge and experience with the next cohort of wellanders.

Tentative Roll out Dates:

- Call for mentor applications: August 9
- Deadline for mentor applications: September 9
- Call for mentee applications: October 10
- Deadline for mentee applications: November 10
- Start program in January 2023

An informational webinar, **MARSH Is Coming!** Learn More about the new Mentorship Assisted Resource & Support Hub, will occur on July 21st. The first mentorship cycle is expected to begin in January 2023.



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QUESTIONS?

For More MARSH Program Information:

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THANK YOU!

For More MARSH Program Information:
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National Association of Wetland Managers

207-892-3399

<https://www.nawm.org>

