

## Erin Nishimura

Dr. Erin Osborne Nishimura has mentored 3 graduate students (all advanced to candidacy); 8 undergraduate students; 3 professional scientists; 2 visiting international scientists; 4 rotating graduate students, and 4 high school students. Her mentorship philosophy is based on structured, individualized mentorship plans. She implements the IDP framework, commonly used in industry to help employees define and pursue their individual career goals. Through this approach, she has helped provide career insights to each of the undergraduates, graduates, and staff in the lab. Erin has helped her mentees pursue a variety of extramural opportunities, for example nominating and providing additional support for a student to attend the AAAS Catalyzing Advocacy in Science and Engineering workshop to develop skills in the realm of science policy. Erin has worked to promote diversity and inclusion by serving on the CNS Dean's Standing Committee for Inclusive Excellence, training with the Office of Diversity's Faculty Institute for Inclusive Excellence, and has received funding from the Office of Diversity's Mini Grant for a proposal aimed at improving group cohesiveness in the BMB department.