

Working Together: The Mentoring Relationship

Mentoring Topics

There are a variety of different topics that mentors and mentees can discuss such as:

- Career: Learning the ropes, Preparing for advancement
- Psychosocial: Professional Identity, Sense of competence
- Role Modeling: College Culture, Exemplars
- Students: Advising students, attendance issues, late work/missed exams, keeping files on students,
- Resources: Library, Disability Services, Student Support Services, Technology Center, Media, Travel Funds, Faculty Development Programs, Grants, STP resources
- Publication: Resources for working on publications, where to publish; where to find help; establishing a research program
- Teaching: Sample syllabi, grading policies, retaining papers and exams, office hours, student evaluations, review feedback on course evaluations
- Administrative: Course assignments, committee work, outside service work, book orders, evaluations papers, graduation attendance, being a good colleague
- Life-work Balance

Discussion Questions

1. What are some tips for success in academic life?
2. What are some ways to be effective in an institution?
3. How can you keep your scholarship going, or get it up and going?
4. How do you balancing the needs for competence and humility?
5. How can you stay current and keep your teaching and research fresh?
6. What can you do to avoid burnout?
7. How can you balance professional life and personal life?
8. What are the challenges of balancing parenthood with your professional career?
9. What are some strategies for negotiating salary or startup research funding?

Preparing for your first mentoring session

- Share your questionnaires from your application to STP's program and potentially any mentee self-assessment with each other.
- Get in the mindset and be present to engage with your mentee/mentor.
- Make sure you have your time zones right!

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Preparing for the end of the year

Plan a closing conversation where you discuss your individual plans for the future, how often you will touch base in the future, and anything else that you would like. Mentees- be sure to thank your mentor!

Program Evaluation

Each May, STP will send an evaluation form to mentees and mentors.

Additional Resources

- Individual Development Plans <https://cfe.unc.edu/initiatives/mentoring/individual-development-plan-idp/>
 - Links to individual development plans at several universities. Useful for both mentors and mentees.
- Lee, A., Dennis, C., & Campbell, P. (2007). Nature's guide for mentors. *Nature*, 447(7146), 791.
 - The article contains a self-assessment guide for mentors
- Inclusive Mentoring <https://www.brown.edu/sheridan/teaching-learning-resources/inclusive-teaching/inclusive-mentoring>
 - geared towards faculty - graduate student mentoring relationships
- <https://web.uri.edu/worklife/professional/mentoring/>
 - in addition to other resources, has a link to mentor self-assessment, which could also be used by mentees, to consider topics to cover <https://web.uri.edu/advance-women/files/mentor-self-assessment.pdf>