

Mentoring Relationships

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“A lot of people have gone further than they thought they could because someone else thought they could” Unknown

“Many moments of personal success and fulfillment in an individual’s life come about through encouragement from someone else” George Matthew Adams

What is mentoring?

“A dynamic, reciprocal relationship in a work environment between an advanced career incumbent and a beginner aimed at promoting the development of both”

*Healy, Educational Research, 1990,
19: 17-21*

Mentoring

- In this context:
 - Helps mentees to navigate the institution
 - Development focused
 - Facilitates promotion and retention
 - Potentially long term an future

Mentoring Skills

Mentees	Mentors
Active listening Accountability Application of learning Communication Receiving feedback Relationship management Articulating professional needs	Active listening Accountability Asking the “right” questions Providing feedback Communication Encouragement Facilitation Relationship management Goal setting Building trust Know your limitations

Early Career Mentoring

Key question

“What do I need at this stage in my career?”

- Shifts the dialogue to creating multiplicity of supportive networks

Early Career Mentoring

Most common needs

- Professional development
- Emotional support
- Sense of community
- Accountability
- Sponsorship
- Access to Networks/Opportunities
- Project specific feedback

Ref: Kerry Ann Rockquemore: Faculty Diversity

Some Considerations for Mentees

- Know yourself
- Reflect on what you need now and the most effective and efficient means to get what you need
- Define your goals and be clear about your expectations
 - SMART (Specific, measurable, achievable, realistic, time sensitive)
- Take time to extend your network of support
 - Peer mentors, friends, communities of interest (personal and professional) professional development opportunities

Some Considerations for Mentors

- Be clear about your own goals and expectations
- Identify appropriate resources to which you can direct mentees
- Be sensitive to dimensions of difference
- Establish frequency of mentoring interactions
- Resist going to advice too early

Individual Development Plan

What is/are the skill(s) that I need to acquire or enhance?	What is the gap that needs to be filled?	What is available to help me?	Timeline
		Resources: References: Referrals:	

Ref: Resources, References, Referrals
Kerry Ann Rockquemore, Faculty Diversity



The Mentoring Network

"Mentorship involves a sustained relationship, usually between a senior colleague and junior colleague, the goal of which is the nurturing and development of the junior colleague's career and professional identity. Mentorship goes beyond the simple passing on of knowledge and skills. It also includes encouragement, support, sponsorship, constructive feedback, role modeling, and any other processes that will facilitate the junior colleague achieving their professional and personal goals."

Moss, Teshima, and Leszcz, Academic Psychiatry, 2008

Welcome to the [UofU Mentoring Back Bone!](#) This site hosts a set of topics that have come up from commonly asked questions in workshops around campus. Each topic includes several of the common questions, and a few links to on and off campus resources to help generate the discussion.

You can use this mentoring site two different ways:

1. You can just take a look at the topics within (the whole site is open for you to work with), pick one you would like to discuss, email the link to your mentor / mentee, and arrange a time to talk with them.
2. You can sign up and also sign up your mentor(s) / mentee(s). Then you will all receive a monthly email reminder and a suggested topic for discussion, along with a few informational resources and common questions about this topic. Then, just arrange to meet with your mentor / mentee, or discuss via email, whatever works best for you.

To sign up, send contact information for you and your mentor / mentee to: askVPR@utah.edu. Please send the Names, emails, departments, level of the mentees (first year assistant professor, tenure track, for

Mentoring Resources

- [Faculty](#)
- [Postdocs & Residents](#)
- [Students](#)
- [Staff](#)
- [College & Department Mentoring Programs](#)
- [Workshops & Retreats](#)
- [More Resources](#)
- [Mentoring Contacts](#)
- [Time Savers: Teaching](#)
- [Time Savers: Service](#)
- [Time Savers: Scholarship](#)



Mentoring Resources

For the Mentee:

- [Professional Development Plan for Postdocs](#)
- [Competency Checklist for Postdocs](#)
- [Guide for Postdocs to Understand the Type of Mentoring They Need](#)
- [Resources for Women in Science](#)

For the Mentor:

- [Faculty Resources for Hiring International Postdocs](#)
- [Guidelines for Faculty Mentoring Postdocs](#)
- [Mentoring Toolkit for Faculty](#)

Time Savers

- [Time Savers: Teaching](#)
- [Time Savers: Service](#)
- [Time Savers: Scholarship](#)

Resources

- [For Mentors](#)
- [For Mentees](#)
- [For Graduate Students](#)
- [For Staff](#)
- [Postdocs and Residents](#)
- [Professional Development](#)
- [Graduate Courses in Writing](#)
- [Programs Serving Multiple Constituencies](#)
- [Online Resources](#)
- [Information for Reference](#)
- [Books and Articles](#)

Resources

- University of Utah
 - Center for Teaching and Learning Excellence
 - Marriott Library
 - Office of Academic Affairs
 - Vice President for Research
 - Research Administration Training Services
 - Office of Sponsored Projects

Resources

- Other Resources

- www.insidehighered.com

- www.facultydiversity.org

- CTSciNet:

- <http://community.sciencecareers.org/ctscinet>

- Top 10 Tips for Mentors

- Top Ten Tips to Maximize Your Mentoring

- The One Minute Mentor

- Tomorrow's Professor

- <http://cgi.stanford.edu/~dept-ctl/cgi-bin/tomprof/postings.php>