

Mentoring at CWD



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Variety of Mentoring Programs

- Professional Mentoring Program
- Faculty Graduate Student Mentoring Program
- Chemistry Graduate Student Mentoring Program
- Nanotechnology Graduate Student Mentoring

Mentoring Curriculum

- 1998 PAESMEM Award for Mentoring Curriculum
- Curriculum serves as foundation for development of each program
- All programs include orientation to mentoring, ongoing training opportunities and evaluation

CWD Approach to Mentoring

- ❑ Mentoring is broader than advising
- ❑ Advisors tend to focus more on academic progression and less on personal and/or professional development of their graduate students
- ❑ Advisors can be mentors, but power relationship based on mentor's ability to evaluate is always a factor

Mentoring Defined

- ❑ **Mentoring is** advising, teaching, counseling and role modeling
- ❑ Mentors focus on a mentee's achievements, success in school and preparation for the workforce through a one-on-one relationship that is non-threatening and non-judgmental to both parties
- ❑ It is a relationship that changes over time as each grows, learns, and gains experiences in the relationship

Relationships with Mentors Can be the Most Formative in Student Lives

- ❑ Aspects of academic life that course work doesn't address
- ❑ Key players in the field
- ❑ Politics in academe
- ❑ Hot research topics
- ❑ Conferences to attend and present
- ❑ Journals in which to publish

Benefits of Mentoring Programs

- Address student issues other than coursework and dissertation research
- Seminars and workshops to provide skills and knowledge needed to transition to careers and professional life
- Increased productivity, involvement in the discipline and program satisfaction

Challenges in the Relationship

- ❑ Cross-gender or cross-racial mentoring
- ❑ Unrealistic expectations or excessive time demands
- ❑ Failure to maintain common and professional courtesies
- ❑ Inappropriate match
- ❑ Dependent or romantic relationships

Types of Seminars Offered

- Preparation for the Academic Job Search
- Getting What You Need From Mentoring Relationships
- Industry Panel or So You Don't Want to Be a Faculty Member
- Getting a Jump Start on Publications & Presentations
- Careers, Academia & Children
- Opportunities to meet with UW ADVANCE visiting scholars

Findings from Evaluations

- Students want more of the professional development provided by the seminars
- Mentors from industry are very much in demand
- Mentoring works best when the mentor is actively engaged with the students rather than passively responding to student requests