



# Mentoring: A Key to Unlock the Academy

Mentoring Workshop

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Andrea W. Lawrence



# Points on Mentoring

- ◆ What are the roles of a mentor?
  - Advisor
  - Consultant
  - Role Model
  - Colleague
- ◆ What are some expectations for both mentor and mentee?
- ◆ What are some areas where mentoring can be helpful?



# WHAT IS A MENTOR?

- ◆ According to Homer, a mentor is a wise and trusted counselor
- ◆ A mentor is often defined as someone who helps another person develop
  - A mentor may be an academic advisor – or not!
  - A mentor and mentee should share mutual trust and respect.



# WHY BE A MENTOR?

- ◆ Mentors find satisfaction in working with others.
- ◆ Mentors are able to make a contribution both to individuals and to the discipline.



# What is a mentor?

- ◆ A friend
  - Listening to concerns and ideas
- ◆ An advisor
  - Encouraging and providing information
- ◆ A consultant
  - Sharing experiences and expertise
- ◆ A role model
  - Providing an example
- ◆ A resource finder
  - Directing to other resources beyond yourself
- ◆ A sounding board
  - Listening to new ideas, achievements, and concerns
  - Adapted from Advisor, Teacher, Role Model, Friend. NAP.



# Areas of Mentorship

## ◆ Teaching

- Methods / do's and don'ts
- Experiences
- Resources

## ◆ Scholarship

- Locating publication possibilities
- Constructive feedback
- Expanding networks
- Guidance in seeking grants
- Keeping current through professional meetings

## ◆ Service

- Helping to balance service with other responsibilities.
- Locating possibilities for service in the department, the college, and the wider community.

## ◆ Life Balancing /Schedule Balancing

- ACADEME, Sept-Oct. 2002, pp. 45-48
- ACADEME, Nov.-Dec. 2002, pp. 21 –27.



# Possible Topics for Mentors and Mentees

- ◆ Enhancing research and teaching through technology
- ◆ Traveling the rocky road to tenure
- ◆ Understanding institutional evaluation
- ◆ Staying current in the discipline
- ◆ Building collaborations
- ◆ Contributions that can be made
- ◆ Locating opportunities
- ◆ Ethics in the academy
- ◆ Stages of the academic career