



# Mentoring (not Manatees) FLC

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# What we did

- Spent the fall semester trying to figure out what mentoring involved through reading, discussing, and having a guest speaker.
- Because mentoring is a big and oddly elusive topic, it took awhile for us to get a handle on how to approach it
- In the spring semester, we divided into (3) pairs and each pair focused on one of the following:
  - Mentoring undergraduate students
  - Mentoring graduate students
  - Mentoring junior faculty colleagues



# What did we learn?



- Mentoring is fluid and evolves
- Mentoring is an active process on both sides
- Mentee must be in a place to receive/want to be mentored
- Personality of mentor and mentee matters. There needs to be a good fit.
- Mentoring is more than professional goals/progress
  - Can include (professional) culture, norms, life stage....
- Multiple mentors are valuable for different facets of professional development

Sometimes mentees need to be mentored to make more realistic expectations

- We are not taught how to be in a mentor/mentee relationship, but there are

# Going Forward: Ideas from each pair

- **Undergraduate Student Mentoring:**
  - Work with campus advising office, to help create dept. specific scenarios for use by advisors at summer orientation. Work on/update dept. specific guides for faculty undergraduate advisors
  - Sometimes mentees need to be mentored onto a different path
    - often unspoken and difficult to do!
  - Develop best practices for undergrad and graduate teaching assistants



# Going Forward: Ideas from each pair



- **Graduate Student Mentoring:**

- Organize a mentoring circle to address particularly tough issues and provide support to other mentors
- Continue research to develop solutions to mentoring challenges
- Sometimes mentees need to be mentored onto a different path
  - often unspoken and difficult to do!

# Going Forward: Ideas from each pair

- **Junior Faculty Mentoring:**

- Develop a best-practices guide to help faculty/departments create mentoring plans that work for them
- Work to increase role of mentee in mentoring process
- Work to change departmental culture: mentoring is an opportunity for both mentor and mentee



**PROGRESS IS PROGRESS, EVEN IF IT IS A LITTLE PROGRESS.  
AS LONG AS YOU ARE MOVING FORWARD, THAT IS WHAT MATTERS.**



**YOU ARE DOING A GREAT JOB.  
I AM SO PROUD OF YOU.**

**Thank you!**

