Mentoring

1   Introduction

- Questions from last time...

- Announcements

- Outline for this week. this is a more practical and less ethical week. There are a lot of details here that are very department dependent. Lots of documents online that we won't have time to get through. Also books. Good resources to revisit as you progress through the program and change mentorship needs.

1.1   Warm–up: Academic PEDs

- Read England Report

- Extract quotes from workers

- Discuss

1.2   Warm–up: Advisors as Friends

- Ask Question

- Steer away from formal definitions

- What could go wrong?

- Move from here into Mentor as team, not as apprenticeship. Historical setting and contemporary academia.

2   Mentoring Discussion

2.1   Definitions

For each of these, lead with the question have the students generate answers write on board, suggest missing ones, and have them debate/discuss which parts really fit the definition. Take all the tables from GMIGS. Lead in with MCS 1, note that graduate students sometimes provide poor advice.

- Ask for definitions

- Ask for descriptions

- Ask for examples

2.1.1   What is a mentor? TPS

- lol at ancient greeks

- an experienced and trusted advisor

- More stringent definition in academia

- What differentiates academic mentoring from business mentoring

2.1.2   Why do we need mentors? Why do they need us?

- Table 2.1

- Benefits for Mentee

- Benefits for Mentor

- Table 3.1 and 3.2

2.1.3   What different types of mentors are there? Roles

Should these be chosen or assigned for each one? (or both)

- Tutor

- Confidant

- Advisor

- Supporter

- Sponsor

- Model of Identity

- Disciplinary Guide

- Development Consultant

- Career Consultant

2.1.4   Who can be a mentor?

- Other graduate students

- Faculty

- Other institutions

- Staff

- Must mentors be local? Science Blogs/conference meetings

2.1.5   What can make a mentoring relationship work?

- table 6.1

2.1.6   Good characteristics of mentored students

- What are professors looking for?

2.1.7 Good characteristics of mentors

- Table 4.1 and 4.2
- Communication
- Honest Feedback
- Personality
- Healthy Work Habits
- Actively engaged
- Availability

2.1.8 Formal Responsibilities of Mentoring Arrangement

- What should students do 9.1
- transition to the next section
- Use the position available document here

3 Formal Selection Procedures

How does one go about finding mentors to fill various needs? Different time scales. How to evaluate whether a relationship is working? Progress reports etc.

3.1 Other Departments

Competitive, hierarchical barbarians

3.2 Math Department

Highlight important documents

- First year
- Department Staff
- Qual Committees

- Advisors
- Teaching mentor
- Letter Writers
- Thesis Committee
- Instructors
- Research Group Leaders

4 "Lab Contracts"

- Look at some examples
- Talk about what would be good to have
- How formal should you be
- Exhibit 6.1
- Progress reports

5 Case Studies

5.1 Mentoring Case Studies

- Have students read
- evaluate in terms of previous discussion

5.2 How much help is too much

- Look at each part individually
- Obviously this is dramatized but how realistic is it
- Who should act on these concerns
- Ethical dimensions for each person