

Mentoring, Sponsoring, and Coaching Junior Faculty

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Newly Promoted Associate Professor Workshop

What is mentoring?

Mentors

- Offer guidance, stories, and advice based on their lived experience
- Come from a similar industry, geography or career background
- Provide direct feedback, advice, and practical solutions to day-to-day challenges
- Derive benefits from the relationship by developing communication skills and growing their leadership equity

Mentoring is usually a two-sided relationship

Coaches

- Ask powerful questions to people so that they can come up with the answers themselves
- Take a more holistic by encompassing all areas of life and the person as a whole
- Provide less "advice" and more impartial, non judgmental feedback which should be taken as constructive criticism for achieving better results

Coaching tends to be a one sided relationship

Sponsors

- Are more senior stakeholders, willing to use their reputation and credibility in service of their protege
- Endorse proteges directly, using their influence, power and networking to help give them exposure to better career opportunities
- Are involved in long-term relationships as trust and credibility builds over time

Sponsorship is usually a two-sided relationship

What is mentoring?

Mentoring vs. Counseling

- “A mentoring relationship is ***informal***, meetings are in various settings, and the duration is typically long term. A counseling relationship is formal, sessions are typically in a counselor’s office, and the duration is usually not as long term as a mentoring relationship.
- Another difference is the value of the advice provided. ***A mentor’s advice is well received on a personal and holistic level because of personal familiarity and professional admiration.*** A counselor’s input is respected due to training and how their expertise has helped other patients.
- The cost of both approaches is another big difference between them. Counseling has various levels of cost, as this service is a vocation. Insurance can cover some of the costs, but this is not always the case. ***Mentoring is free.***”

What is *mentoring in the workplace*?

A “relationship between a younger adult and an older, more experienced adult [who] helps the younger individual learn to navigate the adult world and the world of work” (Kram, 1985, p. 2)

- ***career-related support***

- sponsorship, exposure and visibility, coaching, protection, and challenging assignments

- ***psychosocial support***

- role modeling, acceptance and confirmation, counseling, and friendship

What is *mentoring in academia*?

A relationship between a relatively less experienced person and a more experienced person, where the more experienced one helps the other learn to navigate the academia

- ***career-related support***

- Helping to connect with others in the field/campus (i.e., networking), offering advice on how to navigate departmental politics, guiding through the P&T process, job search, salary negotiation, etc.

- ***psychosocial support***

- role modeling, acceptance and confirmation, counseling, and friendship

Supportive Mentor Behaviors

- Promoting
- Guiding
- Teaching
- Protecting
- Counseling
- Affirming
- Personalizing
- Responding

Some personal reflections...

- **Being a mentor**

- Authenticity
- Openness
- Humility

- **Being mentored**

- Intentionality
- Proactivity
- Multiplicity



What does the Butler Center do?

- Mission:

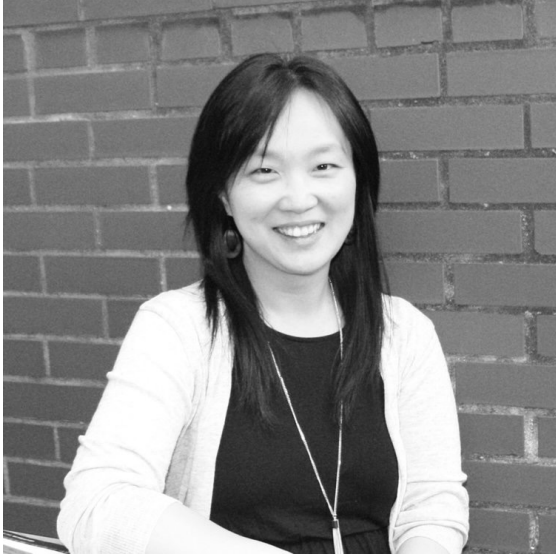
To develop leadership capacity through research, education and collaborations that helps advance and broaden representation in academic decision making... *with a particular emphasis on women*

- Provide research support, educational seminars, workshops, and experiences that enhance both aspiring and experienced (women) leaders' understanding and ability to manage their academic careers



Susan Bulkeley Butler Center for Leadership Excellence

Our Team



Butler Center Advisory Committees

Conference and Workshops Advisory Committee

- Ximena Arriaga, Professor, College of Health and Human Sciences
- Candace Croney, Associate Vice Provost (DIB), Director (Center for Animal Welfare Science), and Professor, College of Veterinary Medicine
- Seema Mattoo, Associate Professor, College of Science
- Dawn Stinchcomb, Associate Professor, College of Liberal Arts
- Sunnie Watson, Professor, College of Education
- Yuehwern Yih, Professor, College of Engineering
- Kate Zipay, Assistant Professor, Mitchell E. Daniels, Jr. School of Business

Outreach Advisory Committee

- Dulcy Abraham, Professor, College of Engineering
- Ourania Andrisani, Distinguished Professor, College of Veterinary Medicine
- Annabelle Atkin, Assistant Professor, College of Health and Human Sciences
- Beth Holloway, Assistant Dean of Diversity and Engagement, College of Engineering
- Cara Putman, Clinical Assistant Professor, Mitchell E. Daniels Jr. School of Business
- David Rollock, Professor, College of Health and Human Sciences
- Regena Scott, Assistant Professor of Practice, Polytechnic Institute
- Jen William, Department Head and Professor, College of Liberal Arts



Susan Bulkeley Butler Center
for Leadership Excellence

Save the Date!

14th Annual Conference for Assistant Professors

September 27-28, 2023

THRIVING AND GROWING TOGETHER

Building a Vibrant, Healthy, and Impactful Community
for Women's Academic Success



Keynote Speaker:

Rachel T.A. Croson

Executive Vice President and Provost
University of Minnesota

Open to all Purdue tenure-track/non tenure-track faculty.

Key Initiatives & Programs

- **MENTORING**

- Speed Coaching Network to be launched next month!
- Mentoring Triads to be launched shortly after (Spring 2024)
- Campus-wide conversations about mentoring “Community of Practice”

- CELEBRATE PURDUE WOMEN

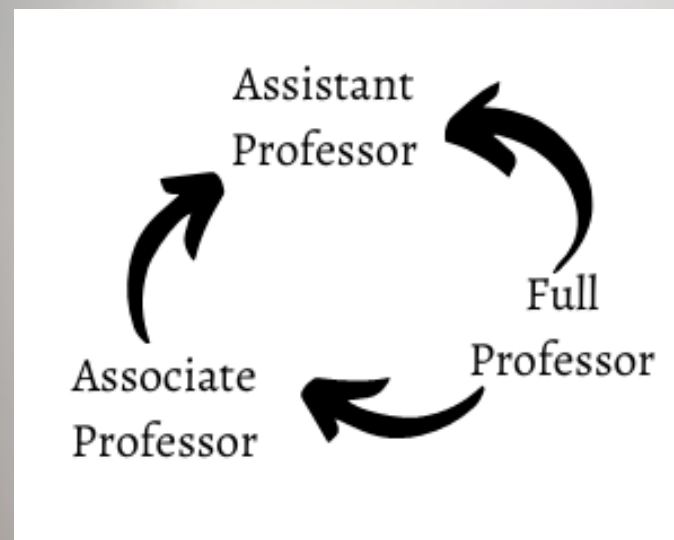
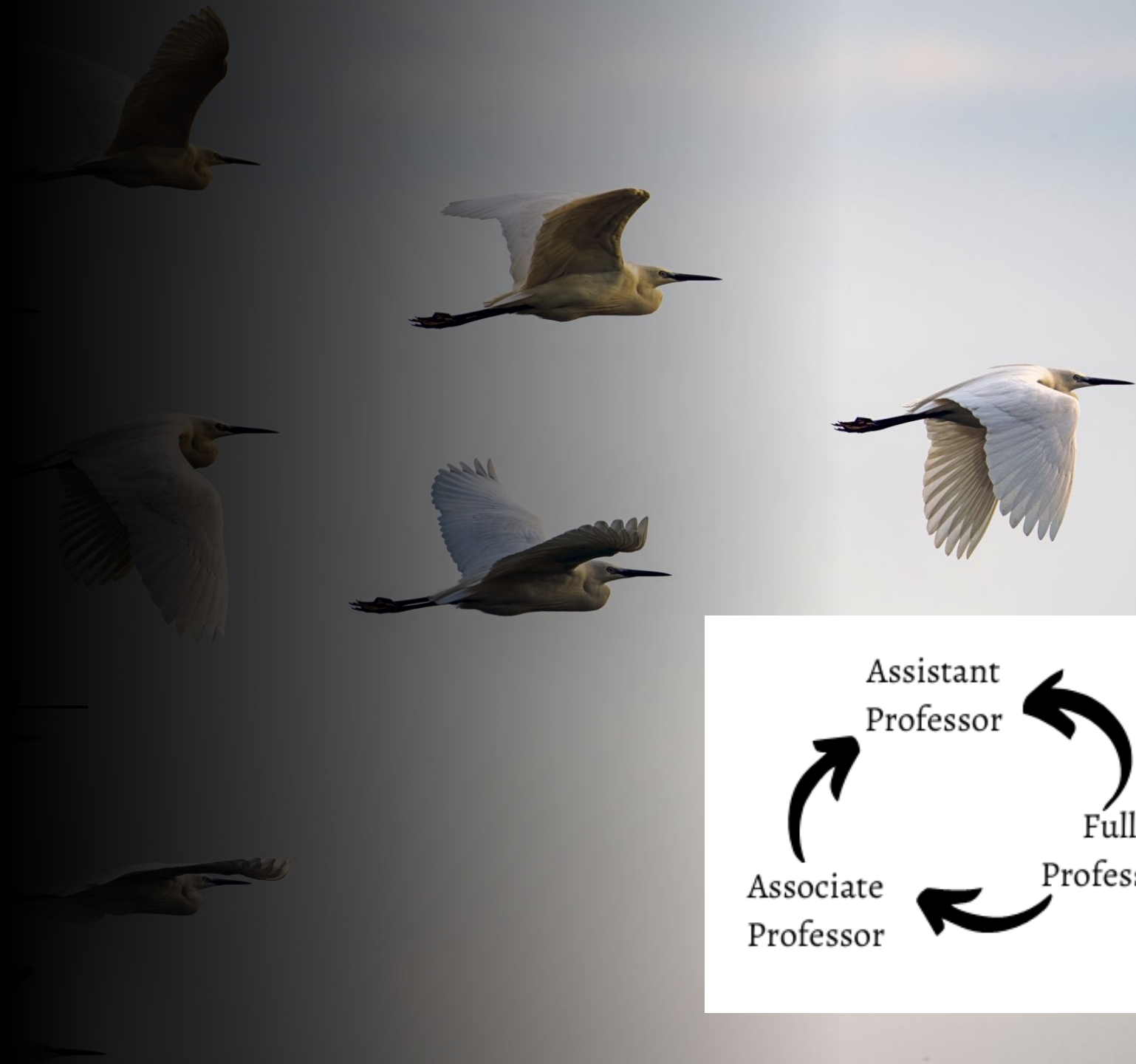
- EDUCATION & PUBLIC OUTREACH

- DEVELOPMENTAL ASSESSMENT CENTER FOR LEADERSHIP





Mentoring Triads



Creating a vibrant, healthy, and impactful **community** that supports leadership excellence and belonging



Stay in touch with us!

Email Sang (sewoo@purdue.edu) or the
Butler Center Team (ButlerCenter@purdue.edu)

Thank you for your attention!



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