

FACULTY MENTORING WORKSHOP

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KEY TOPICS TO COVER TODAY

- Mentoring defined (“WHAT”)
 - How do we see ourselves as mentors and mentees?
 - What constitutes as mentoring?
- Benefits of mentoring (“WHY”)
 - Why is it important
- Effective ways of mentoring (“HOW”)

OPENING QUESTIONS:

- Do you see yourself as a mentor? What topics often come up in your mentoring conversations?
 - This is a conversation starter (share your answers around the table)
- Do you have enough mentors who can support you?
 - [NCFDD Mentoring Map](#)
- What questions do you have about faculty mentoring?
 - Roundtable discussion first → Share with the big group

NCFDD Mentoring Map

Department Colleagues
 1. _____
 2. _____
 3. _____

Professional Editor
 1. _____
 2. _____

Readers
 (see Intellectual Community)


Senior Faculty in Your Department
 1. _____
 2. _____
 3. _____
 4. _____

On Campus Mentors
 1. _____
 2. _____
 3. _____
 4. _____


Off Campus Mentors
 1. _____
 2. _____
 3. _____
 4. _____

Peer Mentors
 1. _____
 2. _____
 3. _____
 4. _____

1. _____
 2. _____
 3. _____

Substantive Feedback 

Professional Development 

Sponsorship 

Emotional Support 

Access to Opportunities 

Role Models 

Accountability
 for what REALLY matters 

Intellectual Community 

Safe Space 

1. _____ 3. _____
 2. _____ 4. _____

On Campus
 1. _____
 2. _____
 3. _____
 4. _____

Off Campus
 1. _____
 2. _____
 3. _____
 4. _____

Friends
 1. _____
 2. _____
 3. _____

Family
 1. _____
 2. _____
 3. _____

Other
 1. _____
 2. _____
 3. _____

1. _____ 5. _____
 2. _____ 6. _____
 3. _____ 7. _____
 4. _____ 8. _____

Readers
0-25%
 1. _____
 2. _____
 3. _____

25-50%
 1. _____
 2. _____
 3. _____

50-75%
 1. _____
 2. _____
 3. _____

75-100%
 1. _____
 2. _____
 3. _____

What is mentoring?

- “A professional, working alliance in which individuals work together over time to support the personal and professional growth, development, and success of the relational partners through the provision of **career** and **psychosocial** support”
- “A collaborative learning relationship and working alliance based on **intentionality, trust, and shared responsibility**”

Why mentoring?

- Mentoring leads to mentee success and well-being (e.g., Allen et al. 2004, Eby et al. 2013, Kammeyer-Mueller & Judge 2008)
- Mentoring someone is an act of generosity!
- Yet, mentors end up benefitting too (Bozionelos, 2004; Dolan & Johnson, 2009; Eby et al., 2006; Gentry et al., 2008; Hayward et al., 2017; Lechuga, 2011; Limeri et al., 2019; Varkey et al., 2012)

LET'S DISCUSS:

- How have you benefited from mentoring?
- How have you benefited from being mentored by someone?
- What things have your mentors done for you that were particularly helpful?

How does one mentor... effectively?

- Effective mentorship provides aspects of both **psychosocial** and **career support**.... and may involve:
 - Role modeling
 - Advising
 - Sponsorship
 - Helping the mentee develop a supportive network of other mentors and peers

How to **mentor** others: Key principles

- Authenticity
- Openness
- Humility

- *Anything else?*

How to **be mentored**: Key principles

- Intentionality
- Proactivity
- Multiplicity

- *Anything else?*

LET'S DISCUSS:

- What do you struggle with most in a mentoring space?
 - Barriers to seeking mentoring support
 - Barriers to offering mentoring support to others

NEXT STEPS

- Overcoming barriers
- Practicing effective mentor behaviors & cultivating coaching mindset
 - *Listening*
 - *Storytelling*
 - *Emotional labor*
 - *Giving and receiving help*

***Stay tuned for the Spring 2025
workshop events!***

Further Resources

- Eby, L. T., Allen, T. D., Hoffman, B. J., Baranik, L. E., Sauer, J. B., Baldwin, S., Morrison, M. A., Kinkade, K. M., Maher, C. P., Curtis, S., & Evans, S. C. (2013). An interdisciplinary meta-analysis of the potential antecedents, correlates, and consequences of protégé perceptions of mentoring. *Psychological Bulletin*, 139(2), 441–476. <https://doi.org/10.1037/a0029279>
- Eby, L. T., & Robertson, M. M. (2020). The psychology of workplace mentoring relationships. *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 75–100. <https://doi.org/10.1146/annurev-orgpsych-012119-044924>
- National Academies of Sciences, Engineering, and Medicine (2019). *The Science of Effective Mentorship in STEMM*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25568>. [[LINK](#)]
 - [Online Guide](#)
 - [Podcasts and more](#)