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VCU Faculty Mentoring: Tips for a Successful Experience

VCU Office of the Provost

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VCU Faculty Mentoring: Tips for a Successful Experience

MENTORS

DO	DON'T
<ul style="list-style-type: none">● Reach out and be proactive at the beginning to establish the mentoring collaboration● Be available, authentic and engaged● Have a clear, consistent communication method through meetings at least monthly● Create a confidential space where mentee is comfortable discussing difficult topics● Promote independence by encouraging mentee to move beyond their comfort zone● Share instances from your own career● Invite mentee to attend programs, events, and networking opportunities	<ul style="list-style-type: none">● Assume the role of problem solver for mentee● Complete tasks mentee should be doing themselves● Threaten, coerce or use undue influence to force mentee in one direction● Condemn (Honest mistakes or lack of agreement are not career-altering disasters)● Divulge information shared in confidence● Take Credit● Expect the mentee to follow your same approach and path● Make promises of promotion or guarantee how future evaluations will turn out

MENTEES

DO	DON'T
<ul style="list-style-type: none">● Drive the partnership by determining pace, route and destination● Create a clear work plan consistent with mentee's and mentor's department's objectives● Come to meetings on time and prepared to work hard● Communicate agenda and goals with mentor prior to meeting● Request honest, constructive feedback and be open to hearing it● Know future promotion and tenure policies and discuss them with mentor● Practice self-reflection	<ul style="list-style-type: none">● Be passive; don't wait for the mentor to initiate interactions● Expect your mentor to solve all problems or do all of the work● Bottle up and avoid talking about problems● Shy away from new learning experiences● Let your ego get in the way● Stay in a mentoring relationship when it is no longer helpful

Sources:

https://scholarscompass.vcu.edu/cgi/viewcontent.cgi?article=1013&context=facaffairs_pubs

<https://www.bgsu.edu/content/dam/BGSU/provost/center-undergraduate-research-scholarship/documents/Dos-and-Don-ts-of-Montors-and-Mentees.pdf>

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