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Mentor Circles

Professional Development Day

January 29, 2019

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What is Mentoring?

Christine S. Grant, PhD, Associate Dean of Faculty Advancement
Professor of Chemical and Biomolecular Engineering, North Carolina State University

"Mentoring is not a one-size-fits-all process, but should evolve and mature with time. The overarching goal is to empower your career success and professional growth while identifying a healthy integration with your personal life."

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What is Mentoring?

Leni Ritmaleni, PhD
Faculty of Pharmacy, Gadjah Mada University, Yogykarta, Indonesia

"Mentoring is not an authoritarian teacher-dependent student process in which a passive mentee is the repository of knowledge. The mutual discovery process has both parties bringing something to the relationship that broadens the perspectives of the other, and nurtures the development of knowledge and wisdom."

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What is Mentoring?

CWRU Graduate Student Mentoring Guidebook

"[Mentoring] involves supporting students throughout all aspects of their graduate careers and beyond. This is not meant to suggest that a mentor should try to fulfill all the roles described herein for every student. In fact, one of a mentor's responsibilities is to help students cultivate multiple mentoring relationships, and to do so both inside and outside the University's community of scholars."

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State of Mentoring at CWRU

How are we doing?

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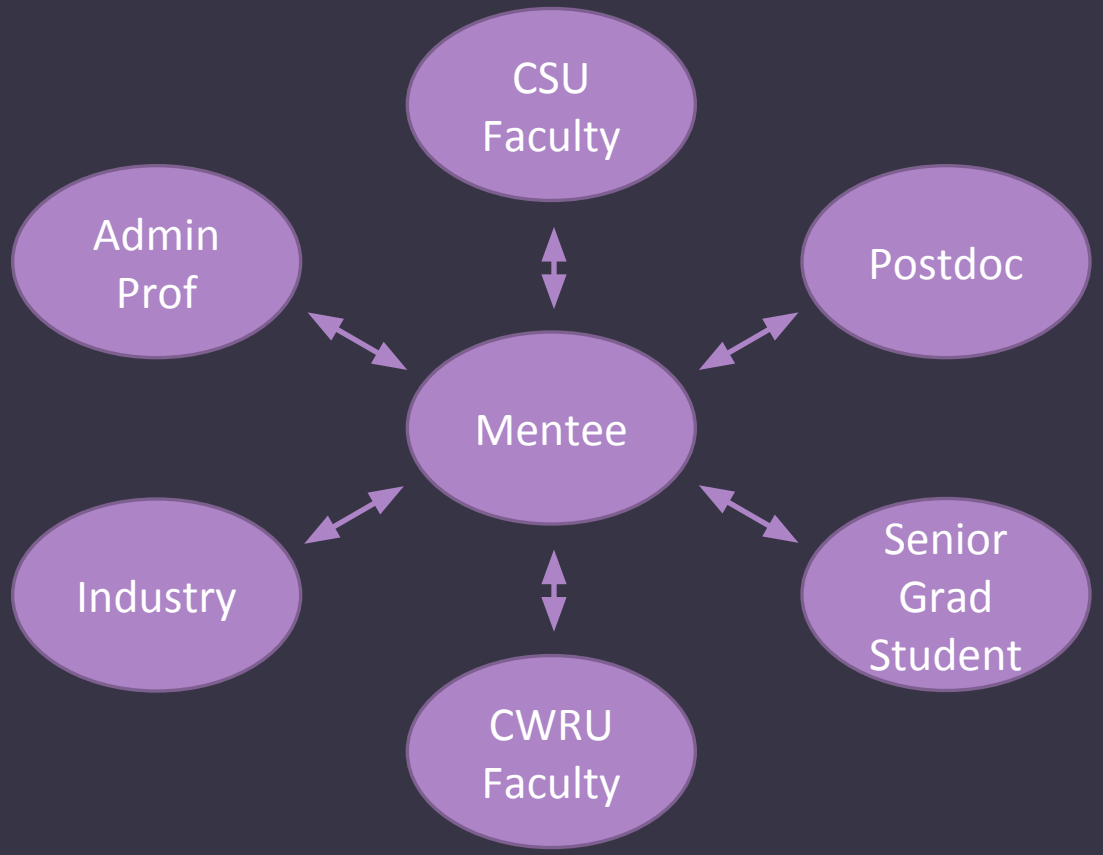
Mentor Circles

A Purposeful Network of Support

- Plenary Event
  - Socialize with prospective mentors/mentees
  - Establish mentoring norms
  - Explore the Mentor Circles model
  - Define identity responsibilities



Mentor Circles Partner Campuses

Toledo & BGSU plenary event: April 11, 2018

CSU & CWRU plenary event: November 8, 2017

Kent, Akron, & Youngstown plenary event: April 9, 2018

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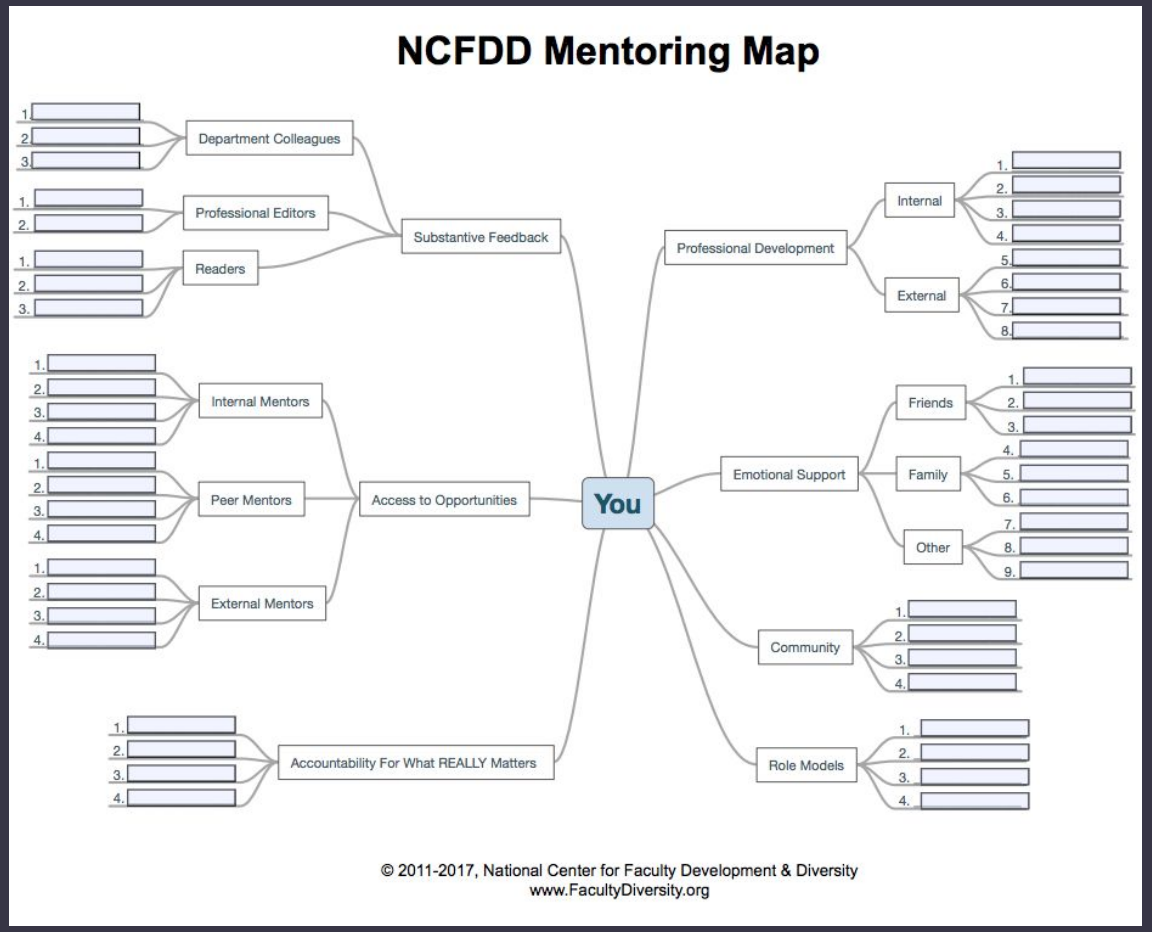
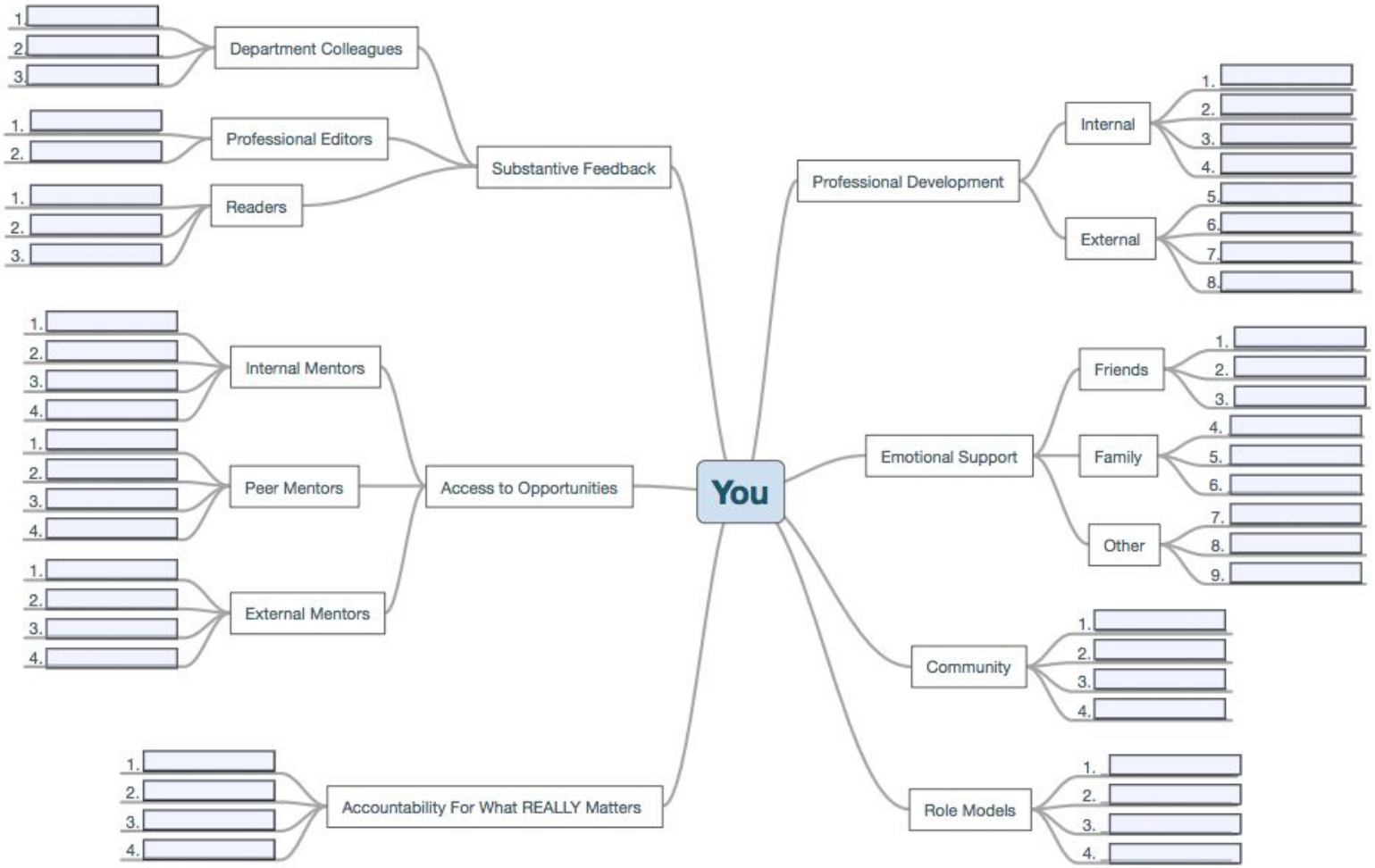
Mentor Circles

A Purposeful Network of Support

- Post-Plenary
  - Mentees self-identify mentors and their roles
  - Mentors meet with mentees at least once per semester
  - Mentor-mentee agreement
  - Monthly newsletter to prompt dialogue
  - Incorporate NCFDD Mentoring Map after feedback from External Advisory Board



NCFDD Mentoring Map



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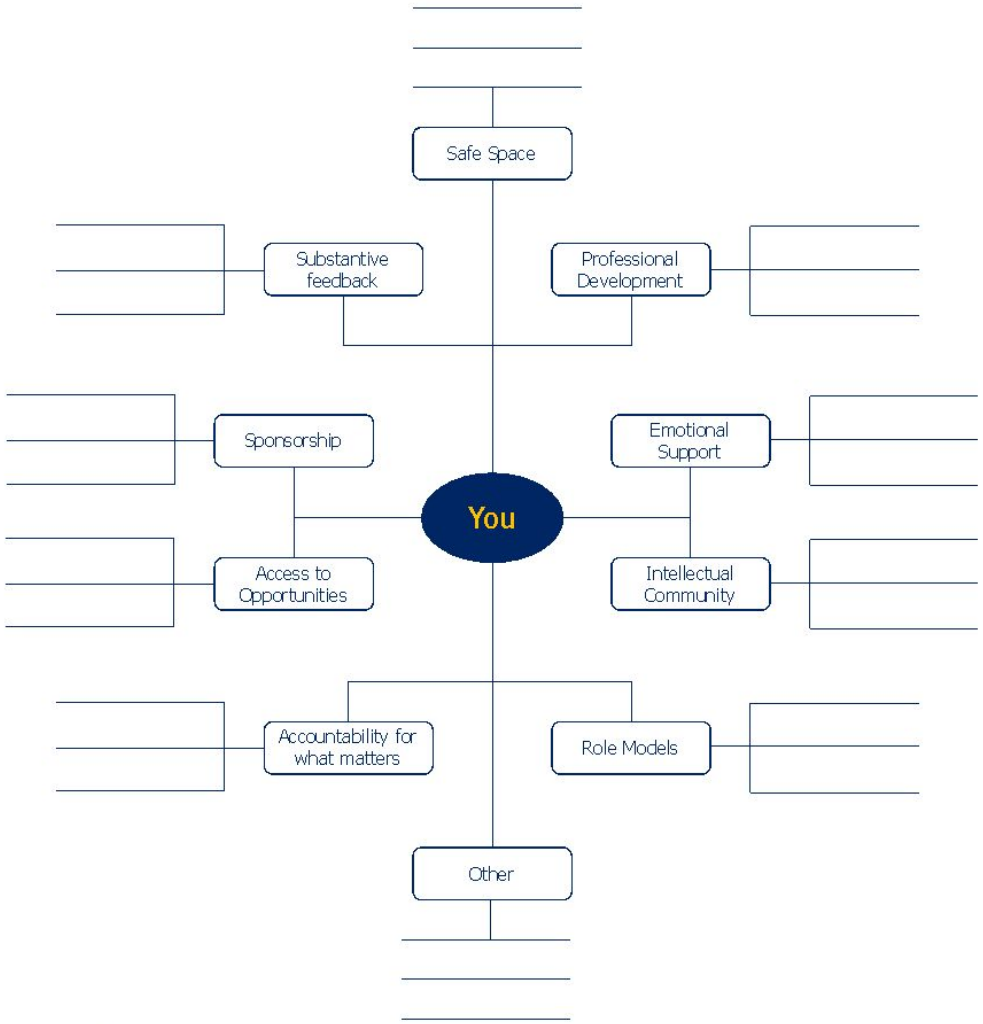
Personal Mentoring Map



Modified from: http:// facultydiversity.org

KENT STATE UNIVERSITY

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Programmatic Components

Responsibilities of both Mentee and Mentor

- Be considerate, respectful, and encouraging of each other
- Contact each other regularly via preferred method of contact
- Return phone calls/texts/emails
- Be open to sharing, learning, and giving constructive feedback
- Give the relationship a chance - if problems arise, be proactive
- Complete evaluation requests within the given timeline
- Meet at least once per semester with each mentee/mentor

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Programmatic Components

Responsibilities of the Mentor

- Advisor – offer advice, guidance, encouragement, and constructive feedback
- Support – help to provide social and academic support regardless of mentee's field of study
- Advocate – assist mentee with finding resources when unsure of a solution

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Programmatic Components

Responsibilities of the Mentee

- Active Learner – get to know yourself and your needs, and share with your mentor
- Proactive Partner – take the initiative to ask for advice and be open to receiving guidance

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