How to Get the Mentoring You Need?

Patrice L. Dickerson
Assistant Dean
Strategic Recruitment & Diversity Initiatives

GLASS AGEP Conference
Friday, February 8, 2013
Re-Thinking Mentoring

Each step on the academic ladder is a new game, with new rules (written and unwritten), new questions, and new challenges to navigate.

The most efficient way to make a transition is to build a network of mentors, sponsors, and collaborators that meet your new needs.
Let’s Re-Think Mentoring

- Substantive Feedback
- Access to Opportunities
- Sponsorship
- Professional Development
- Emotional Support
- Intellectual Community
- Role Models
- Accountability for what REALLY Matters
What do I need & where can I get it?

YOU!

- Substantive Feedback
- Professional Development
- Emotional Support
- Access to Opportunities
- Intellectual Community
- Sponsorship
- Accountability for what REALLY Matters
- Role Models
WHO IS IN YOUR CURRENT NETWORK?

YOU

Access to Opportunities

1. Subtopic
2. Subtopic
3. Subtopic
4. Subtopic

Sponsorship

1. Senior Department Faculty
2. Senior Department Faculty
3. Senior Department Faculty
4. Senior Department Faculty

Substantive Feedback

1. Department Colleagues
2. Department Colleagues
3. Department Colleagues

Professional Development

Internal
1. 
2. 
3. 
4. 

External
1. 
2. 
3. 
4. 

Emotional Support

Friends
1. 
2. 
3. 

Family
1. 
2. 

Other
1. 
2. 
3. 

Intellectual Community

Readers
0-25%
1. 
2. 
3. 
4. 

25-50%
5. 
6. 
7. 
8. 

50-75%
9. 
10. 
11. 
12. 

75-100%
13. 
14. 
15. 
16. 

Role Models

1. 
2. 
3. 

Safe Space
1. 
2. 
3. 

Accountability For What REALLY Matters

1. 
2. 
3. 

External Mentors

1. 
2. 
3. 
4. 

Peer Mentors

1. 
2. 
3. 

Internal Mentors

1. 
2. 
3. 
4. 

Professional Editor

1. 
2. 
3. 

Readers (see intellectual community)
WHAT’S MISSSING? WHAT DO YOU NEED?

- Professional Development
  - Internal
  - External

- Emotional Support
  - Friends
  - Family
  - Other

- Intellectual Community
  - Readers
  - 0-25%
  - 25-50%
  - 50-75%
  - 75-100%

- Access to Opportunities
  - 1. Senior Department Faculty
  - 2. Internal Mentors
  - 3. Peer Mentors
  - 4. External Mentors

- Substantive Feedback
  - Department Colleagues
  - Professional Editor

- Sponsorship
  - 1. Senior Department Faculty

- Accountability For What REALLY Matters
  - Subtopic

- Role Models
  - 1. 
  - 2. 
  - 3. 
  - 4. 

- Safe Space
  - 1. 
  - 2. 
  - 3. 