New Faculty Orientation
From Mentee to Mentor
MENTORING

- Motivation
- Advice
- Success
- Direction
- Support
- Coaching
- Goal
- Training
Mentoring

- Holistic support
- Relate to mentees as they encounter new perspectives

“The experience of connecting with a mentor is one of the best-kept secrets of higher education, though it should be touted as a must-do on any roundup of tips and advice.” (Gibralter, 2016)

“It is one of the main things that MOOCs cannot do.” (Olwell, 2017)
Mentoring Skills

• Supporting
• Listening
• Validating growth and development (Cheer leading)
• Questioning
• Giving feedback to behaviors and skills
• Guiding and offering perspective
Opportunities for mentorship

• Teaching
  • Office Hours
  • Interacting with TAs
  • Discussions with students outside class

• Research
  • Sharing knowledge and skills
  • Overseeing the trainee’s work
  • Helping the trainee to make contact with other researchers

• Service
  • Student organizations
  • Academic programs
  • Academic advising

• Undergraduates
• Graduate Students
• Postdoctoral Scholars
Mentoring is especially important for under-represented groups

- Under-represented groups
  - Gender
  - Racial and ethnic
  - Sexual orientation
- People with disabilities
- People from disadvantaged backgrounds
Impact of Mentoring

• Better student outcomes
  • Retention
  • Graduation
  • Placement
• Better learning environments
• More research productivity
• Retention in research careers
• Very important to achieve diversity and inclusion goals
Resources

• The National Research Mentoring Network (NRMN)
• myIDP
• Imagine PhD
• Adviser, Teacher, Role Model, Friend: On Being a Mentor to Students in Science and Engineering. Free guide from the National Academy Press
• Entering Mentoring. A useful guidebook from the Howard Hughes Medical Institute
• University Center for the Advancement of Teaching (UCAT)
• The Women’s Place
• The Office of Diversity and Inclusion
• The National Center for Faculty Development & Diversity
Discussion Groups
Moderators

- Mentoring undergraduates in the classroom - Anna Willow (willow.1@osu.edu)
- Mentoring Teaching Assistants - Rachel Kajfez (kajfez.2@osu.edu)
- Research Mentoring - Marcela Hernandez (hernandez.16@osu.edu) and Noah Weisleder (weisleder.3@osu.edu)