Getting the most out of mentoring

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Why mentoring?
- Acknowledges major change in transition from PhD student/postdoc to faculty member
- Provides insight on departmental culture
- Clarifies expectations for teaching and research
- Protects against excessive service responsibilities
- Provides resources/assistance for grant-writing
- Explains tenure evaluation process
- Provides advice and recognition

Basic mentoring programs @ ISU
- Individual mentoring program
  - Within departments
  - Mentor assigned within first month of appointment
  - Goal of achieving successful reviews/P&T
  - Voluntary mentoring agreement form
- College mentoring program
  - College peer-mentoring coordinators
  - Opportunities to meet and network with peers across the college

Discussion

Think of an effective mentor you had in the past:
What qualities or actions made that person a good mentor? Share your thoughts with the people at your table.

(Herr, 1994)
### Additional Mentoring Opportunities

- **Teaching Partners Program (CELT)**
  - For second and third year faculty
  - Enhance teaching performance
- **Writing Accountability Teams**
- **SVPP workshop series**
  - Academic branding, online research visibility, P&T, time management, mentoring graduate students
- **Vice President for Research Workshops**
- **National Center for Faculty Development and Diversity (NCFDD)**
  - Information in fliers on tables

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### Individual mentoring

- Every new tenure-eligible faculty member has a mentor
- Mentors suggested by department chair and/or selected by mentee
- What happens at departmental level has most impact on new faculty member
- ‘Success in mentoring depends on what mentors do, not who they are’ (Boice, 1990)

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### Typical stresses of early career faculty

- Not enough time
- Anxiety about job performance and P&T review
- Unrealistic self-imposed expectations
- Lack of collegiality by others
- Work and family issues
- New technologies
- Increased competition for extra-mural funding
- Visa and immigration for international faculty

(Sorcinelli, 1992; Moody, 2009)

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### Supporting Mentors

- **Mentoring 101** – online orientation for faculty mentors on Blackboard
- Mentors benefit from training in how to best support their mentees
- Provides case studies, discussion forum, and mentoring resources
College peer-mentoring coordinators

- Facilitate interactions within college
- Coordinate peer-to-peer activities with new faculty within college

<table>
<thead>
<tr>
<th>College</th>
<th>Peer mentor(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ag &amp; Life Sciences</td>
<td>Gwyn Beattie</td>
</tr>
<tr>
<td>Business</td>
<td>Russ Laczniak</td>
</tr>
<tr>
<td>Design</td>
<td>Mark Chidster</td>
</tr>
<tr>
<td>Engineering</td>
<td>Judy Vance</td>
</tr>
<tr>
<td>Human Sciences</td>
<td>Cindy Fletcher</td>
</tr>
<tr>
<td>Liberal Arts &amp; Sciences</td>
<td>Amy Andreotti/Brent Kreider</td>
</tr>
<tr>
<td>Veterinary Medicine</td>
<td>Catherine Logue</td>
</tr>
</tbody>
</table>

Benefits of mentoring

- Exemplary Mentor and Professor Manju Reddy and Assistant Professor Donna Winham, Food Science and Human Nutrition
- Exemplary Mentor and Professor Shankar Subramaniam, Mechanical Engineering
- What are the benefits of mentoring for the mentor?
- How does the mentee benefit from the partnership?

Final reflection

- What questions do you have?
- Online survey for additional feedback – watch for email
  - Faculty@iastate.edu for additional information
  - Questions regarding mentoring or resources?

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