

IOWA STATE UNIVERSITY
Office of the Senior Vice President and Provost

Getting the most out of mentoring

Dr. Cinzia Cervato
Faculty Fellow for Early Career Faculty Development
Morrill Professor of Geological & Atmospheric Sciences

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.



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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

(Herr, 1994)

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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

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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

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)

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)

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

College	Peer mentor(s)
Ag & Life Sciences	Gwyn Beattie
Business	Russ Laczniak
Design	Mark Chidister
Engineering	Judy Vance
Human Sciences	Cindy Fletcher
Liberal Arts & Sciences	Amy Andreotti/Brent Kreider
Veterinary Medicine	Catherine Logue

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?

Contact: Cinzia Cervato
cinzia@iastate.edu

