Mentoring 101

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Mentoring 101

- Mentoring as a relationship
- Information and support
- Desirable characteristics of mentors
- Desirable characteristics of mentees
- Tips for pre-tenure faculty
Effective mentoring is all about relationships

- Mutual engagement
- Intersubjectivity (shared understanding)
- Consistent time commitment
- Communication
- Honesty
Mentors provide information

- Formal policies and procedures
- Informal backstories and micro-politics
Mentors provide support

- Advice about research/scholarship/creative activity agenda
- Networking within department, university and field
- Opportunities for collaboration
- Advocacy and protection when needed
Desirable characteristics of mentors

- Accessibility/Approachability
- Knowledge of department and college politics
- Honesty
- Concern and engagement
- Knowledge of the field
Desirable characteristics of mentees

- Willingness to learn from feedback
- Willingness to seek help/advice
- Willingness to work hard
- Accessibility
Tips for Pre-Tenure Faculty

2. Learn about your mentors’ research and career trajectories
5. Figure out who the influential people are and what behaviors are valued and not valued
Tips for Pre-Tenure Faculty

6. If things are going wrong, speak up (including asking for a change in mentor)
Tips for Pre-Tenure Faculty

7. & 10. Develop a plan for earning tenure and promotion and confirm the efficacy of the plan with mentors—do not make major decisions without talking to others.
Questions?

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