



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

Tips for Pre-Tenure Faculty

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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