

Find a Mentor -- Don't Go It Alone

Benefits of a successful mentoring relationship

- **New academic**: Reduced stress and more efficient use of time, greater early success
- **Mid-career academic**: Identifying opportunities, testing ideas
- **Mentor**: Exposure to new ideas and University Service credit in Program Review
- **System**: Improved retention and rapid development of an effective program
- **All**: Additional connection for collaborations



How to approach mentoring

- Be proactive—seek out a mentor(s) who can and will help you over time
- Establish expectations (confidentiality, meeting frequency, preferred communication method)
- Consider a list of priority topics to help focus and meet mentoring goals
- Schedule meetings at regular intervals, e.g., weekly, monthly, or other frequency
- Write up meeting notes for recollection or sharing with CD or others
- Ground performance conversations in your position description and performance expectations

Considerations regarding mentoring

- You can have more than one
- Who? Someone experienced and respected who may be in the same technical field
- Interaction with mentors can be visits, phone calls, emails, texts
- Duration – could be indefinite – benefits of mentoring persist throughout career
- Trust – expectation of confidentiality; mentor involvement in the formal evaluation process is in an advisory capacity, not as an evaluator

Subjects addressed in mentoring

- Community: Navigate political geography – insights into opportunities and challenges
- Discipline/appointment: Identify funding agencies, professional organizations and collaborators
- General UC ANR: Prioritization of efforts based on career stage, development of a specialty area, merits and promotions and critical review of PR prior to submission
- Problem-solving: Approaches to resolve difficulties
- Networking: Where to find resources and collaboration

Where to find a mentor

- Supervisor-suggested
- Contacted at professional meetings, workgroups, or met on your hiring committee
- Online: A listserv (either UC ANR Collaborative tools, disciplinary or other)
- Mentor does not need to be affiliated with ANR, UC or within California

January 2, 2019