

The Mentor-Mentee Relationship

RMAIS/SERP 2019 - Week 1

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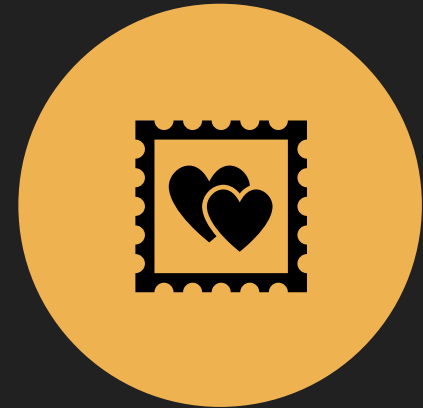
What is a mentor?



TEACHER?



ROLE MODEL?



FRIEND?

What is a mentor?

“Mentors are **advisers**, people with career experience willing to share their knowledge; **supporters**, people who give emotional and moral encouragement; **tutors**, people who give specific feedback on one’s performance; **masters**, in the sense of employers to whom one is apprenticed; **sponsors**, sources of information about and aid in obtaining opportunities; **models**, of identity, of the kind of person one should be to be an academic.”

-Morris Zelditch

Setting expectations

What does the mentee **need** to know to do the project?

What does the mentee **want** to know about the field or from you?

Setting expectations

Mentor expectations

Meet project deadlines

Lab procedures and techniques

Progress check-ins

Mentee expectations

Letters of recommendation

Career advice / networking

Publication

Communicating expectations

Written contract? Verbal?

Give feedback often

Expect to communicate!!

Case studies

What are the expectations of the mentor? Of the mentee?

If you were the undergraduate student, how would you feel?

If you were the faculty adviser, what would you do?

Qualities of good mentors and mentees

Qualities of a good mentor

- Good listener
- Good observer
- Problem solver
- Approachable
- Fair

Qualities of a good mentee

- Motivated
- Honest / ethical
- Hardworking
- Teachable
- Good learner