



National Center for Faculty
Development & Diversity

Mentoring 101: How to Get What You Need To Thrive in the Academy

Mindi Thompson, PhD, HSP
National Center for Faculty Development & Diversity
www.FacultyDiversity.org



Today's Facilitator:

Mindi Thompson



- Tenured professor at University of Wisconsin-Madison
- Registered Health Service Psychologist
- Faculty Success Program Director of Coach Training

Today's Workshop

PART I: Mentoring Challenges

PART II: Mentoring Mistakes

PART III: Rethinking Mentoring

PART IV: Your Mentoring Network

PART I: MENTORING CHALLENGES

TENURE-TRACK CHALLENGES

The tenure-track is stressful for ALL faculty due to:

- ❑ Varying degrees of preparation for ALL aspects of the job
- ❑ Minimal feedback and support
- ❑ Unclear criteria for promotion & tenure
- ❑ Ever-escalating expectations for research and funding
- ❑ Need to front-load research portfolio
- ❑ Long probationary period (6 years) followed by a series of high-stakes, yet anonymous votes

“SOLO” CHALLENGES

Additionally, under-represented faculty commonly describe:

- ❑ Struggling to find time for research given diversity requests
- ❑ Experiencing emotional exhaustion from differential classroom dynamics
- ❑ Managing visibility, invisibility and belonging
- ❑ Lack of collegial acceptance (mentors but not sponsors)

COMMON OUTCOMES

All of these challenges can lead to...

- ❑ A negative impact on productivity during the transitions
- ❑ Engaging in ***self-isolation*** as a protective defense mechanism
- ❑ Emotional exhaustion and anxiety
- ❑ Stress-related illness
- ❑ Strained relationships
- ❑ Thoughts of leaving the Academy

PART II: MENTORING MISTAKES

Biggest Mistakes

1. You Don't Understand THE GAME

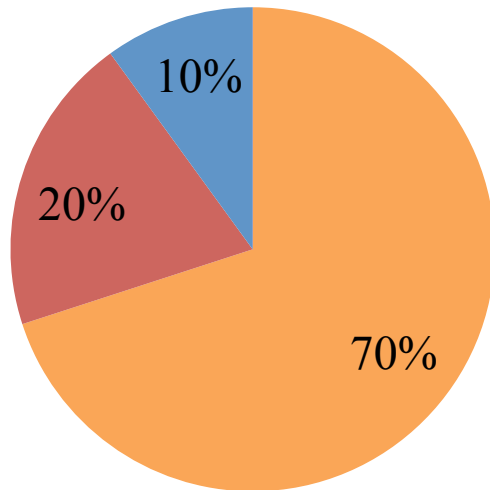
The Structural Challenge of Academic Work:

- ✓ We tend to prioritize based on accountability
- ✓ The things that matter the MOST to marketability, tenure, promotion, scholarly reputation, mobility, and long-term success have the LEAST *built-in accountability*.

Biggest Mistakes

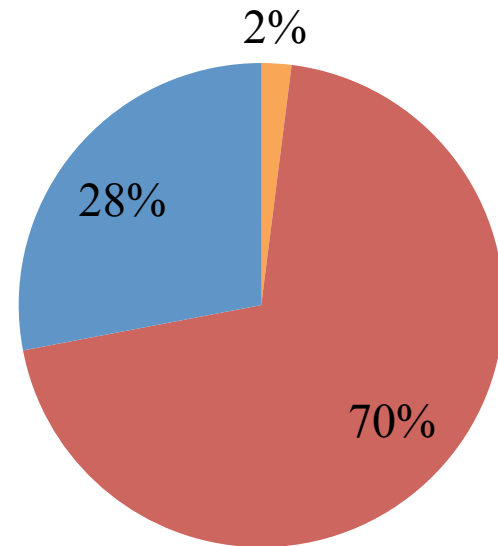
Your Time Is NOT Aligned With Your Evaluation Criteria

Criteria for Tenure & Promotion



■ Research ■ Teaching ■ Service

Typical New Faculty Member



■ Research ■ Teaching ■ Service

New Skill: Daily Writing

**Write Every
Day**

30-60
minutes

First thing in
the
morning

Academics often imagine they must have long unbroken stretches of time to write, but the demands of an academic career seldom allow this luxury.

Daily writing leads to steady productivity and fewer feelings of anxiety over failure to meet expectations for productivity.

Mental shift: writing is the most important part of my long term success, therefore it's my top priority.

Behavior shift: I write every day and create a way to be accountable that works for me.

Biggest Mistakes

2. You Have *Limiting Beliefs*

Differentiating the ideal from what's real	"It's really all about the work, so if I just do great work I'll be successful."
Reactive vs. proactive stance	"Everyone's so busy, I don't want to bother anyone with _____..."
Hyper-individualism	"I can figure everything out myself."
Perfectionism	"I hold on to work until it's perfect..."
Staying Safe/ Playing Small	"I only connect with people in my department that I like."
Super _____ Syndrome	"I take care of everyone else's needs." (while ignoring or neglecting my own). "Taking care of my needs is selfish".

PART III:
RE-THINKING
MENTORING

RE-THINKING MENTORING

CONVENTIONAL WISDOM

Mentoring is
really important!

Mentoring = magical
relationship between faculty

Faculty have the time, energy,
and desire to serve as mentors

Once tenured, faculty no longer
need mentoring

What worked in the past,
should work today

WHAT'S MISSING

“Mentoring” means different
things to different people

Identifying faculty needs &
getting them met

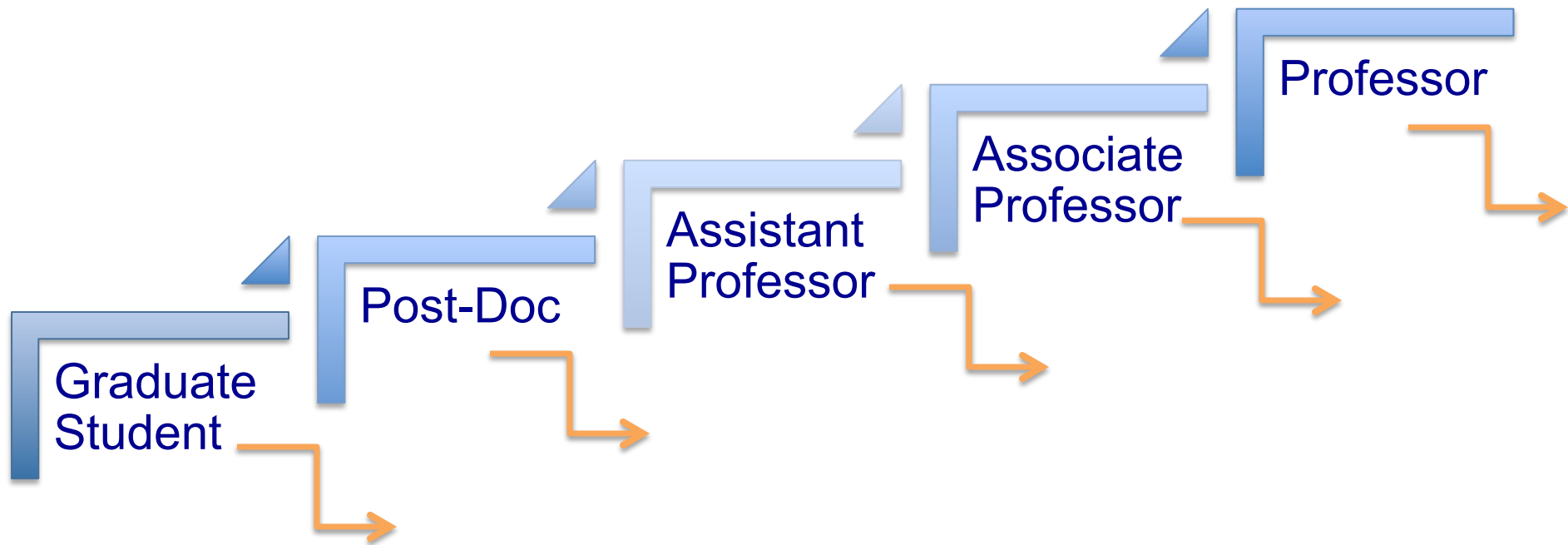
Mentoring is time-intensive,
invisible, & unrewarded labor

Every transition requires
new skills & support

Expectations today are far
greater than the past

RE-THINKING MENTORING

Each step on the academic ladder is a new game with new rules (written and unwritten), new questions, and new challenges ...

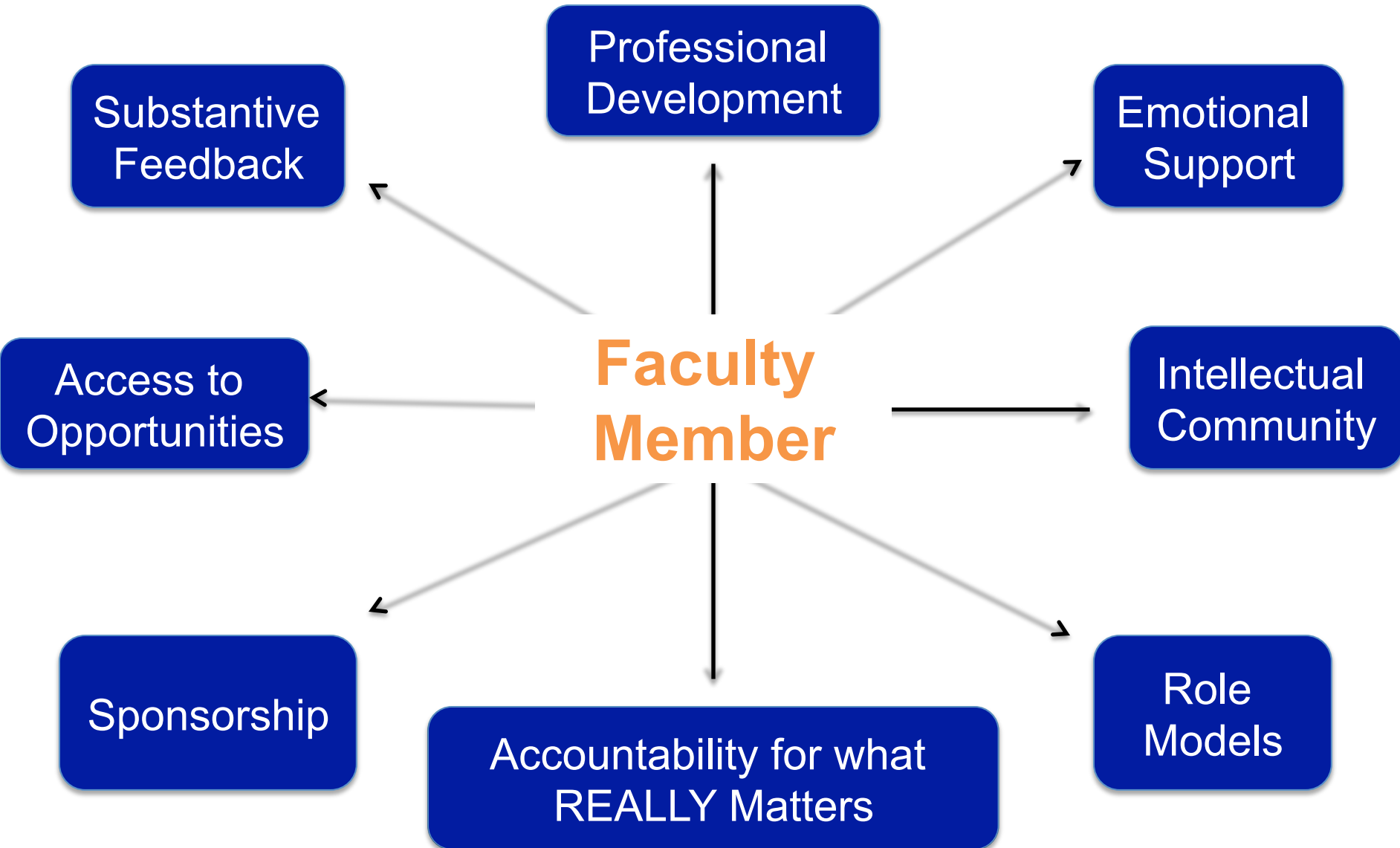


The most efficient way to make a transition is to build a network of mentors, sponsors, and collaborators that meet *new* rank-appropriate needs.

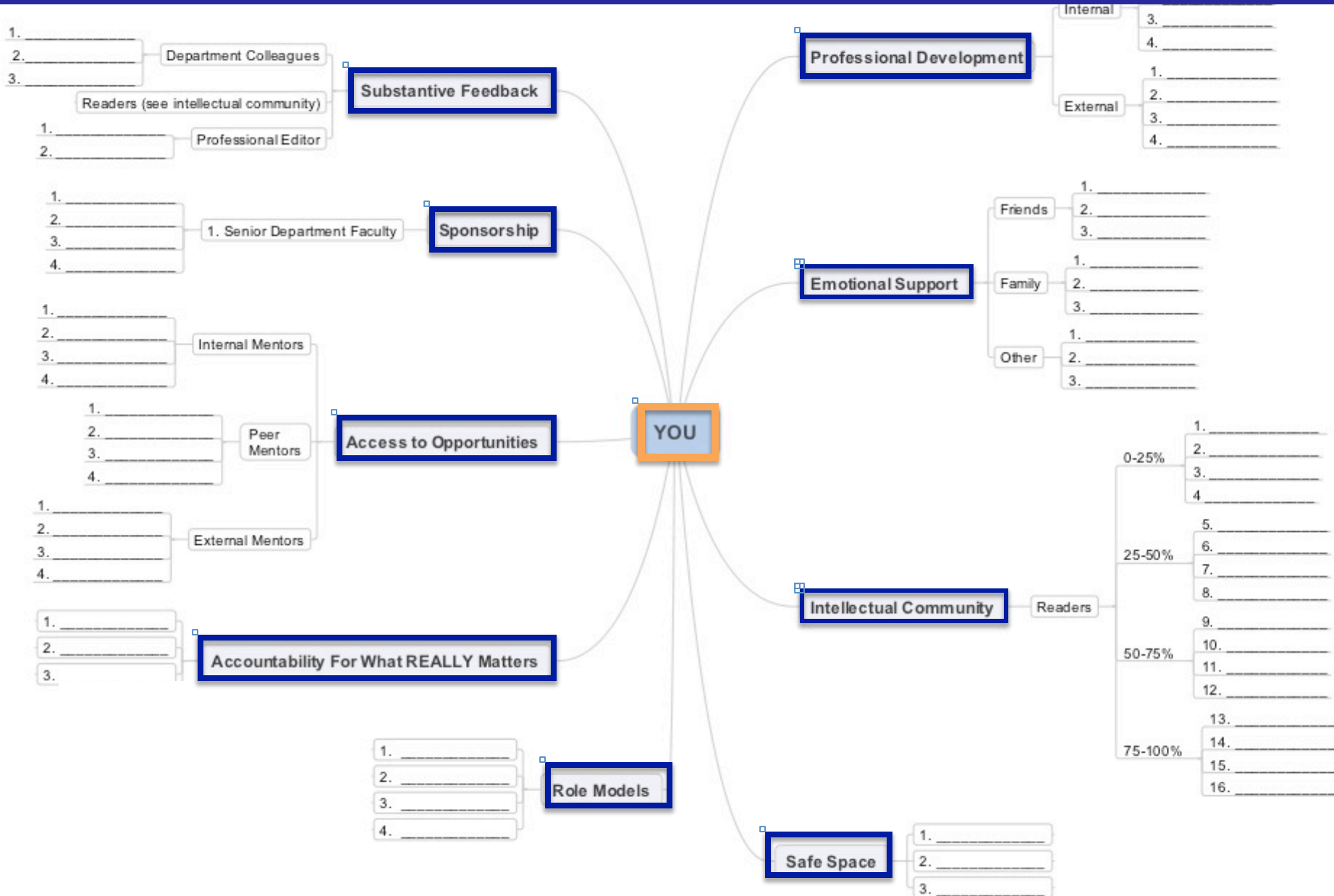
Re-Think Mentoring



Ask: What do I need? How can I get it?



This is Mentoring



PART IV:
CULTIVATING A THRIVING
NETWORK

Cultivating Your Mentoring Network

THE PROCESS:

1. Assess your current network
2. Identify your current needs
3. Ask: How can I get my needs met?
4. Plan to maximize your opportunities
5. Identify your limiting beliefs
6. Commit to ACTION

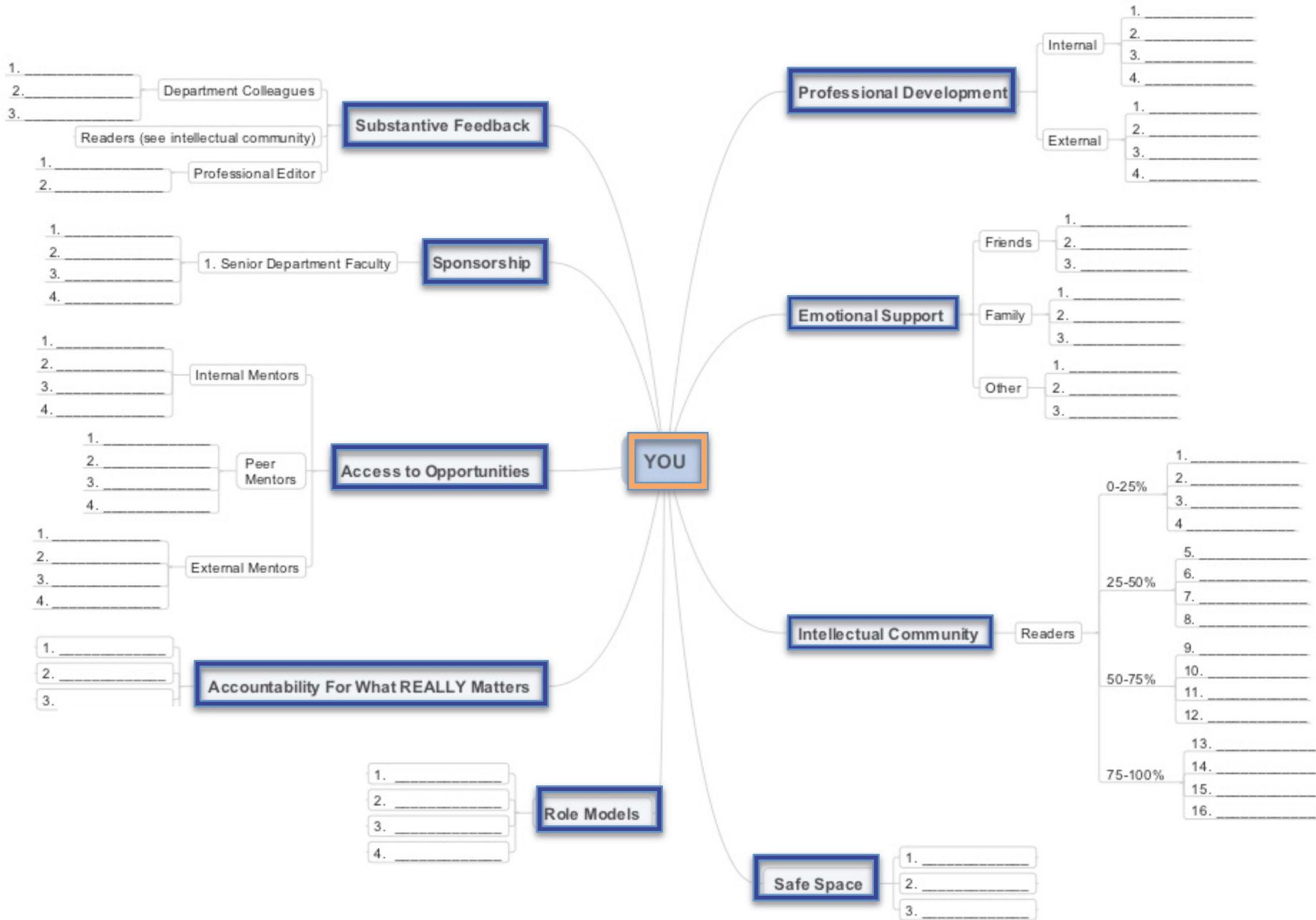
It requires knowing **WHAT** you need and **ASKING** for it!

STEP #1:
**ASSESS YOUR CURRENT
ACADEMIC NETWORK**

What do YOU need? How can YOU get it?

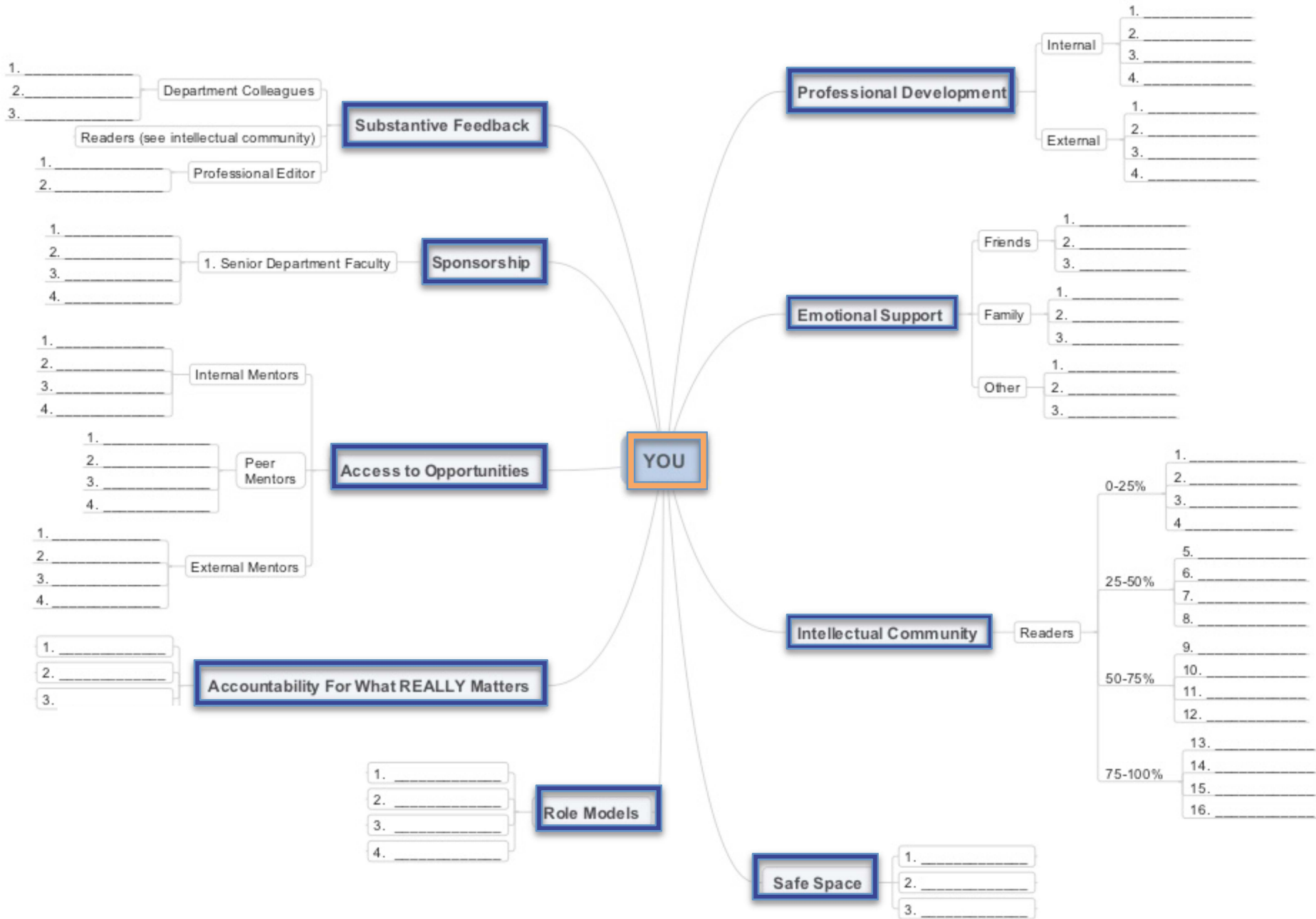


WHO IS IN YOUR CURRENT MENTORING NETWORK?



STEP #2:
IDENTIFY YOUR
CURRENT NEEDS

WHAT'S MISSING? WHAT DO YOU NEED?



STEP #3:

How can YOU move towards getting your needs met?

Missing Piece: _____

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

STEP #4: How Can You Maximize Your Opportunities?

	Your Next Conference?	Who Already Has What You Want?	Who has expressed interest in your work?
Names:	1. _____ 2. _____ 3. _____	1. _____ 2. _____ 3. _____	1. _____ 2. _____ 3. _____
Action:	1. _____ 2. _____ 3. _____	1. _____ 2. _____ 3. _____	1. _____ 2. _____ 3. _____

STEP #5:

Identify Your Limiting Beliefs

LIMITING BELIEFS:

Who am I to contact _____?

My work isn't ready to show anyone/good enough.

I may be rejected/embarrassed/humiliated.

I don't have the resources/time to _____.

Nobody has ever helped me in the past, so nobody will help me now.

I'm afraid of _____.

I don't know where to find _____.

STEP #6:

Commit to Action

What are **THREE** actions you can take **THIS WEEK** to move forward?

1. _____

2. _____

3. _____

The Real Secret to Mentoring:

- Start with a new mentoring model
- Identify what YOU need to thrive
- ASK for it!

Moving Forward

NCFDD Core Curriculum



If today was helpful....

NCFDD Membership:

- ❑ Monthly core workshops
- ❑ Monthly guest expert workshops
- ❑ Weekly productivity tips (*Monday Motivator*)
- ❑ Private peer-mentoring forum & monthly writing challenges
- ❑ Multi-week Facilitated Learning Communities
 1. How to Write a Book Proposal
 2. How to Write a Grant Proposal
 3. Teaching in No Time
 4. Academic Job Market



National Center for Faculty
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BECOME A MEMBER



MEMBER RESOURCES



FACULTY SUCCESS PROGRAM



CAMPUS WORKSHOPS



STORE



Faculty Success Program

NCFDD's signature program, the Faculty Success Program is specifically designed to transform your personal and professional life. It's all about learning the secrets to increasing your research productivity, getting control of your time, and living a full and healthy life beyond your campus.

[Read more >](#)

GRADUATE STUDENTS



POST-DOCS



TENURE-TRACK



MID-CAREER



ADMINISTRATORS

