

SKIDMORE AND UNION COLLEGES
SUN/STEM MENTORING WORKSHOP
MENTORING TIP SHEET

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Accessibility – In order for a good mentor/mentee partnership to flourish, both parties must be willing to make the time to meet. Initially they may want to establish a routine date/time. It is recommended that face to face meetings occur at least two times per academic year. When the partners are more comfortable with each other, they could keep in contact by dropping by, calling, sending e-mail, or extending a lunch invitation. It is very helpful for the mentor to also make time to read/critique proposals and papers and to provide periodic reviews of progress.

Networking – When the partners are in the same field, the mentor should be able to help the mentee establish a professional network. If they are not in the same field, the mentor may direct the mentee towards resources to help build a network.

Boundaries – There are certain professional and personal boundaries in a mentor/mentee partnership. Communication and being up-front about your expectations with the partnership will help establish those boundaries. It is recommended that initially, you may want to only focus on professional issues. During the first year focus on mutually beneficial goals of the partnership.

Confidentiality – Confidentiality is regarded in all discussions between mentor and mentee. Maintaining confidentiality is crucial to the success of the partnership. Please note that there may be instances in which parties are legally bound to reveal confidences: Example - If a situation arises involving a threat to self or someone else; If there is indication of harassment or discrimination. Please make sure you understand the policies in both Skidmore's and Union's Faculty Manual.

RESOURCES

University of California at San Diego – Academic Affairs Faculty Mentoring Program
<http://academicaffairs.ucsd.edu/faculty/programs/fmp/default.htm>

Ripon College – Faculty Mentoring Program
www.ripon.edu/academics//faculty/facdev/mentorprogram.html

Marquette University – Mentor-Mentee Agreement www.marquette.edu/fmp/documents/mentor-menteeagreement2007.pdf

Georgia State University Academic Mentorship Program
<http://academics.georgiasouthern.edu/mentor/choose.htm>

University of Rhode Island – Faculty Development
www.uri.edu/advance/faculty_development/mentor_training_program.html

MentorNet, the E-Mentoring Network for Diversity in Engineering and Science
www.MentorNet.net