Benefits for the Mentee

- Informal, “off-the-record” feedback
- Having a safe sounding board
- Access to formal & informal networks of communication
- Advice in defining and achieving career goals
- Advice on scholarship and teaching
- Advice on balancing teaching, research, committee work and other responsibilities
- Advice on work-life balance challenges
- Advice on conflict resolution
- Individual recognition and encouragement
- Gaining knowledge of procedures and inside information about the department, college, university
- Gaining an understanding of the “culture” of the institution
- Gaining knowledge of the informal and formal rules for tenure & promotion
- Having a spokesperson or advocate, if needed
- Reduction of stress (psychosocial support)
- Gaining knowledge about the local community
- Feeling welcomed and valued as a member of the URI community
Ask about the Instructional Development Program and course planning workshops. Ask to be introduced to the administrators in your department or college (fiscal clerks, scientific research grant assistants, business managers, and other specialists) who can assist you with the maze of administrative tasks and paperwork necessary to life on campus. If you have extensive purchasing requirements (building equipment or setting up a lab or other facility), ask to be introduced to the Director of Purchasing. Ask about the services available in the Research Office (workshops, proposal preparation assistance, RFP notification listserv).

If you are coming to campus with grants in hand, ask to be introduced to the accountant who will oversee the spending of your money in the Contract and Grant Accounting Office. This is a critical connection as it is the duty of Grant Accounting to assure adherence to state procedures and federal laws with which you will likely be unfamiliar.

Ask about the important people in your department, discipline, college, institution. Inquire of the most effective manner in which to communicate with them and the circumstances under which it would be appropriate to do so.

Be sure to inquire about your mentor’s own educational and career choices and goals. Find out about the things that are important to your mentor, such as research interests, family, etc. Explore opportunities for collaboration with your mentor either now or in the future.

Stay on track

Do not let too much time go by without seeing your mentor. Keep the relationship active. Try to be focused about your needs during each meeting. While your mentor has considerable resources to share with you, s/he also has a tight time schedule. Keep track of your scholarly activities in teaching and learning (attendance at training workshops), research, and service or outreach.