

Notes for Schwartz PowerPoint presentation

(Number corresponds to slide number)

1. My task on the panel is to tell you in general terms, about the process of mentoring- what it entails, how it can work and why it is important.
2. The basic process of mentoring is communication. Communication of information, questions, and answers about becoming a successful student, researcher, teacher, colleague, administrator
3. Mentoring usually seems to start when a problem arises. But one can anticipate issues and potential crisis points and deal with them preemptively. Grad students/post-docs are in training and require help to learn how to become productive first-rate researchers. New faculty members need mentoring *before* the year of the tenure decision.
But--
4. When problems appear, and the potential mentee is juggling too much work, or too many concerns a mentor should be sought. The potential mentor may just be a sounding board, but may even be able to help specifically.
So communication occurs
- 5.
- 6.
7. This is the cast of characters in academe. Downward arrow highlights authority line. When you are untenured the people above you determine your tenure and have an obligation to mentor you. Equally, you have an obligation to mentor those below you; postdocs should learn from mentoring grads & undergrads.
- 8.
9. As you climb the academic ladder you may also on occasion mentor those above you. Listen carefully to your techs and trainees. In my lab a new grad student was supposedly checking vag smears daily and kept reporting data. My other students never encountered her; set up a 24h watch. When she did not show they came to me.
10. This is especially important for dept chairs and thesis advisors. Don't be subtle, be explicit.

Sometimes people need assignments reminding them to get their data written up and published. Visibility is important to success

11. There is a seamless interface in science between visibility at ones university, professional societies, publications and grants and honors. Mentoring does not stop with conversation. Senior people need to recommend young colleagues for fellowships, committees, invited talks.

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13. Positive and negative mentoring differ among different fields. Field A is less receptive to women than Field B. Physics, chemistry and math are unfriendly fields- the message gets across and fewer women enter and fewer succeed. Field B is more female friendly- Luckily the life sciences have been increasingly friendly

14. The message is to communicate- everyone needs a hug sometimes.