



National Organization of Research Development Professionals

Slow Down to Speed Up:

Building a mentoring relationship foundation
to support YOUR professional development



National Organization of Research Development Professionals

Etta Ward

Executive Director of Research Development
Office of the Vice Chancellor for Research
Indiana University – Purdue University Indianapolis

Jan Abramson

Sponsored Projects Officer
Office of Sponsored Projects
University of Utah



Welcome

Who we are.

Why we are here.

Personal interest in mentoring

NORDP Mentoring Program participants

Who are you?

Why are you here?



Session Objectives

1. Frame the mentoring relationship
2. Assess mentoring needs
3. Identify ideal characteristics of effective mentees and mentors
4. Discuss ways to establish and maintain mentoring relationships



National Organization of Research Development Professionals

Assessing Your Mentoring Needs



Definition of Mentoring Relationship

*Mentoring is a dynamic, _____
relationship in which a Mentor and Mentee
agree to a partnership and work _____
to achieve mutually defined goals to facilitate a
Mentee's professional _____.*

- With the person next to you, take a couple of minutes to fill in the blanks.



Definition of Mentoring Relationship

“Mentoring is a dynamic, reciprocal relationship in which a Mentor and Mentee agree to a partnership and work collaboratively to achieve mutually defined goals to facilitate a Mentee’s professional growth and success.” Zachary & Fischler & Healy

- Does this come close to what you said?
- What other words did you use?



Definition of Coaching

Coaching is instructional, often with a particular goal or focus, such as developing technical or soft skills or related learning and growth, and can be used as a way to train someone on a discrete task or series of tasks.

(Making Mentoring Work, Catalyst)

- Specific/Special Expertise
- Transference of Knowledge/Teaching



Definition of Sponsorship

Sponsorship is when one partner, usually someone at a more senior level and/or an individual with strong influence within an organization, assists a protégée in gaining visibility for particular assignments, promotions, or positions. The role is often recognized as having a career, job, or opportunity-related purpose with some inherent degree of accountability on the sponsor's part.

(Making Mentoring Work, Catalyst)

- Hierarchical or Positional
- Leadership Building/Planning
- Career Guidance/Protection



Mentoring in Academia

Serves to fulfill/attend to two basic dimensions

1. Professional Development
(career advancement interventions)
 2. Personal Development
(social/psychosocial support)
- What are some examples for each?



Mentee-Driven Steps to Finding a Mentor

1. Figure out what you need as a mentee
2. Identify a mentor to match you needs
3. Establish and maintain the mentoring relationship



Mentor Qualities Exercise

Think about a person or persons who have had a positive impact in your life. It could be a professor, colleagues, friend, family member, or anyone else. Recall a specific interaction you had with that person.

- Pair up for the next couple of minutes and share some characteristics/qualities this person had that made her or him a great mentor.
- We will then share a few as a group.



Adopt/Develop a Mentoring Model

- Formal/Informal
- One does not fit all
- May depend on where you are in your career
- Consider the NORDP Mentoring Program



National Organization of Research Development Professionals

NORDP Mentoring Program



Program Philosophy

The mentee drives the relationship, and the relationship is reciprocal in nature.



Program Pragmatics

- Available to all NORDP members
- Previous NORDP mentees are particularly encouraged to pay-it-forward by offering to serve as mentors
- Application opens in January/February
- Matches made prior to NORDP Annual Conference
- Onboarding, Tools, Resources available
- Officially 1 year – many have lasted longer



Oh NO! what do I do if.....

Not officially in the program?

Take a breath: Slow Down

- Identify your needs
- Draw upon resources

Make a Plan: Speed Up

- Network
- Reach out
- Try it out



National Organization of Research Development Professionals

Mentoring Resources



Reflect and Self-Assess

- Do you have the capacity to devote time and attention to developing a mentoring relationship?
- Are you ready and willing to learn?
- Where do you want to be in 3 or 5 years?
- What skills, abilities, knowledge do you need to get there?

Tips for the Mentee	Tips for the Mentor
Be reflective and honest	Invite conversation
Request assistance in targeted areas	Cultivate learning opportunities
Be open to feedback	Provide timely and honest feedback
Commit to self-directed learning	Reflect and self-assess



Develop a Network

- Engage ~ Share ~ Connect
- Short Term or Long Term
- Thrive in your current job ~ maybe uncover your next
- Improve your career (life)

Tips for the Mentee	Tips for the Mentor
Where could support be helpful?	Who in your network could help?
Think about individuals – or a ‘type’ of individual	Ask prompting or guiding questions
Nurture relationships	Make introductions
Show appreciation	Develop your network

Mentorship * Expertise * Support * Helping Hands



Set the Stage and Tone

- Take time to get to know each other
- Discuss your personal styles
- Utilize any helpful tools
- Create learning and development goals
- Establish a series of meetings



Initial Conversations

- Get to know each other
- Share previous mentoring experiences
- Talk about learning and development goals
- Determine relationship needs
- Share personal assumptions and limitations
- Discuss personal and learning styles

Tips for the Mentee	Tips for the Mentor
Be curious	Be open
What do you want to achieve?	Be prepared to share
Support the conversation	Prompt and ask questions
Remember reciprocity	Plan for the initial conversation



Individual Professional Development Plan

- Captures short and long term goals
- Assists in career and personal development
 - A written plan
 - Identifies resources available and needed
 - Iterative document
- A communication, development and planning tool

Tips for the Mentee	Tips for the Mentor
Brainstorm goals	Draw upon your expertise
Be SMART	Review and assess goals
Choose a few goals to focus on	Help the mentee stay accountable
Keep challenging yourself	Facilitate growth and development



National Organization of Research Development Professionals

Mentoring Experiences

Reflections on the
NORDP Mentoring Program



National Organization of Research Development Professionals

Kathy Partlow

University of Illinois, Urbana-Champaign

David Widmer

Memorial Sloan Kettering



From My Perspective

Mentoring in Research Development

What I learned

How I pay it forward

Why I 'slowed down to speed up'

An example



National Organization of Research Development Professionals

Questions? Comments?

Want to learn more about the NORDP Mentoring Committee?
Join us at the Committee Overview Meeting
Today (Tuesday, May 9): 3:15 in Cedar



Contact Information

Etta Ward

emward@iupui.edu (317) 278-8427

Jan Abramson

jan.abramson@osp.utah.edu (801) 581-8342

Kathy Partlow

kcpartlo@Illinois.edu (217) 300-2936

David Widmer

widmerd@mskcc.org (646) 227-3341



National Organization of Research Development Professionals

Special Thanks To:

Our Mentees

Our Mentors

NORDP Mentoring Committee

IUPUI OVCR

U of U VPCAT Program

Inspiration from Zachery & Fishler