

UCD Advising Graduate Students Conference MENTORING

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What is a mentoring relationship?

THE STRENGTH YOU GET WHEN YOU GET THE RIGHT SUPPORT, FROM THE RIGHT PERSON, AT THE RIGHT TIME, AND THE RIGHT PLACE IS CALLED A GENUINE RELATIONSHIP!

- Abhishek Tiwari



The best mentoring relationships
are **bi-directional**

Mentors benefit too!

Harvard Business Review (2016) article states: “older people who mentor and support younger people in work and in life are three times as likely to be happy as those who fail to engage in this way”.

2. Aging Well – those who mentor age better. Harvard’s 75 year-long Grant study reveals that to age well, we must have meaningful human connections. Mentors have meaningful connections with others.

3. Legacy – Mentors are able to choose the values, beliefs, culture, skills, and knowledge they pass on to others. We become symbolically immortal.

4. Connections – Mentors develop and foster meaningful connections with individuals, communities and the world. Mentors are able to see life outside themselves, and as a bigger part of the world. This allows us to see our role in a valid, worthwhile, productive way. Our lives have relevance and we don’t feel alone.

5. Purpose – Mentoring gives our lives purpose. All of our knowledge, skills, values and culture that we accumulate aren’t lost with us. We pass them on, and our lives have meaning and purpose when we are able to pass them on.



A **coach** talks to you.

A **mentor** talks with you.

A **sponsor** talks about you.



How do students choose the right mentors?

When students can choose, who do they choose?

Are the choices informed by the right questions?

How well functioning in the lab/group?

Are there sufficient resources?

Does the Major professor have time?

Is the style of leading right for the student?

What happened to students who graduated previously?

The cool guy may not be the right guy!

Staff and Faculty advisors can mentor students to ask these and other important questions!!!

Effective mentoring results in the development of many skills!

Not just academic and scholarly productivity!

Effective communication, written and verbal - social and academic.

Development of the whole person.

Development of camaraderie.

The cool guy may not be the right guy!

Staff and Faculty advisors can mentor students to ask these and other important questions!!!



Most important choice is the
major professor?

But, it's not always a choice!

Who has money, space, capacity,
projects....?



Faculty bring a dominant cultural perspective to mentoring.

Students are increasingly from diverse backgrounds (thank goodness!!) as expectations simultaneously evolve and increase and competition increases - it will make scholarship better - but may have different deficits or strengths and the old way of doing it may not work.

Staff and Faculty advisors can help students find the right mentors!

Things that get in the way of good mentoring

The apprenticeship model can be good because it's very intense and hand on:

- But, can create isolation and echo chamber effect!
 - Important to disempower major professor
 - A graduate student may need a letter 20 years later and they know it - they may feel indentured.
 - Better to have multiple trusted mentors
-



Faculty are so overwhelmed with
“hidden” work.



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Account Principal Investigator: **CELANCY, COLLEEN E (CECLANCY)**

Fiscal Period: **July, 2019**

Reviewed Reports Included?: **No**

Fiscal Period	Project Title
July 2019	Development of the Predictive NeuroCardiovascular Simulator Commitment system that facilitates the collection, re...

Academic Personnel History Information

APHID, formerly known as Action Tracking (ATS), is an important tool used by staff members in the Deans' Office (documentation) for every academic personnel action and to track the advancement history of our academic ap...

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424 caljuse **424**

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Cayuse424/v8.7.1_hotfix



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Sign Into My Account

Email
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Create a My GRC Account

You must create an account to apply or register for a meeting.

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An e-grantmaking website shared by many government, non-profit, and private grant-making organizations. If you have any question about a particular grant, or anything else we can help you with, please contact our customer support hotline at 800 875 2562 (Toll-free U.S. and Canada) or by email at pcsupport@altum.com

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SPARC Consortium

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*Required field(s)
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Login Reset

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Welcome to the Commons

System Notification Message

All systems are currently available

ALERT: As a reminder, all eRA systems (eRA Commons, IEdison, and ASSIST) will be unavailable from 9 p.m. on Sunday, August 18 for scheduled monthly maintenance. Please note: eRA posts the 2019 Deployment and Maintenance Calendar on both the [eRA Web site](#). Updates to the calendar are documented in this calendar as they become available.

Note: Effective March 22, 2018: If you are registering a new entity in SAM.gov, you must provide an original, signed authorization letter from the authorized Entity Administrator before your registration will be activated. Read [FAQs](#) to learn more about this.

Scheduled Commons Maintenance: For maintenance information, see the [eRA Scheduled Maintenance Calendar](#).

Support Related Resources

IMAG Interagency Modeling and Analysis Group

Home FAQ IMAG Events Webinars Funding MSM Meetings Predictive Model Index Tools & Databases Working Groups



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Email
ccclancy@uodavis.edu

Instructions for resetting your password will be sent to this email address.

Send

Professional Heart Daily
Resources for Cardiovascular and Stroke Clinicians and Scientists

Hello, Colleen! (LOGOUT)

BECOME A MEMBER DASHBOARD

Conference Confirmation

Please review and confirm your profile.

NIH Research Portfolio Online Reporting Tools (RePORT)

QUICK LINKS RESEARCH ORGANIZATIONS WORKFORCE FUNDING REPORTS



Awards by Location

Consolidates all information about NIH-supported extramural organizations in a single tool.

- REPORTER
- AWARDS BY LOCATION
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Search NCBI databases
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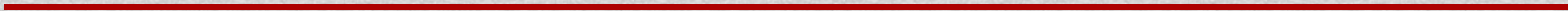
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10	11	12	13	14	15
<ul style="list-style-type: none"> • Yao-Hui Sun/Colleen Clancy 1:1 8:30 AM • Colleen, Brent, Hendry Meeting Re... 9 AM • Meeting with AVC-HEDI Candida... 9:45 AM • Michael Vigoda/Colleen Clancy... 10:30 AM • DNS 11 AM • Alicia Agnoli/Colleen Clancy 1:1 12 PM • Block - Travel to Sherman 12:30 PM 6 more... 	<ul style="list-style-type: none"> • Call with Greg Farwell 8 AM • Clancy/Kass Update 9 AM • Drive to Sac 10 AM • AP Updates Meeting - Urology 10:30 AM • Michele Taber/Colleen Clancy 1:1 11:30 AM • Helene Margolis/Colleen Clancy 1:1 12 PM • Recruitment Meeting - Phil's Office/... 1 PM 4 more... 	<ul style="list-style-type: none"> • 8 am - Meet with Helen Kales 8 AM • FTE Review & Planning Committee... 9 AM • Meet with Dr. Lubarsky 10 AM • Sharon McCoy George/Colleen... 10:30 AM • DNS - Presentation Prep 11 AM • Dr. Clancy presenting - Achieving... 12 PM • Amparo Villablanca/Colleen Clancy... 2 PM 3 more... 	<ul style="list-style-type: none"> • DNS 8 AM • Dr. Clancy to call Dr. Wise 9:30 AM • Anna and Brent Update Meeting 10:30 AM • FW: Meeting with Phil Kass/Bet... 11:30 AM • Brian's farewell - bring cake? 1:30 PM • DNS 2 PM • Colleen Clancy/Irva Hertz-Piccio... 2:30 PM 6 more... 	<ul style="list-style-type: none"> • CLANCY in Davis • Shot nurse 8:30 AM • 9 amClancy Lab meeintg 9 AM • Collen/Rachel Lunch 12 PM • Campus Relationship with SMUD M... 3 PM 	
17	18	19	20	21	22
<ul style="list-style-type: none"> • Confidential PM&R Discussion 8 AM • Gender/Sexual Harassment Workfor... 9 AM • New Event 9 AM • Meeting with AVC-HEDI Candid... 10:30 AM • Faculty Search Committee Trai... 11:30 AM • WebEx Information for Vice Cha... 11:30 AM • CCC Employer Partnership Meeti... 1:30 PM 3 more... 	<ul style="list-style-type: none"> • Max birthday • TO BE RESCHEDULED: Women Sur... 8 AM • BIM Dean Candidate C 9 AM • Clancy/Lieu Phone call 10 AM • New Event 10:15 AM • Terri Harvath/Colleen Clancy 1:1 11:10 AM • FYI - Stephen Symes Public Forum 12 PM 5 more... 	<ul style="list-style-type: none"> • Council of Chairs 7 AM • DNS 8 AM • monthly update for Clancy OT2OD0... 9 AM • Larissa May/Colleen Clancy 1:1 10 AM • Gerald Zavorsky/Colleen 1:1 10:30 AM • Spring Teacher's Luncheon 11 AM • DNS - Prep for Berglund Meeting 12 PM 6 more... 	<ul style="list-style-type: none"> • Holi • Clancy pick up Veggie • Dean Finalist - Anantha Shekhar 9 AM • Invitation: Dr. Stephen Klasko W... 9:30 AM • 11 am meet with Nick 11 AM • WIMHS Talk - Altha Stewart 12 PM • DNS afternoon 1 PM • 1:15 pm - Phil Kass/Colleen Clan... 1:15 PM 	<ul style="list-style-type: none"> • CLANCY in Davis • 9 amClancy Lab meeintg 9 AM • BIMSON debrief meeting MRAK... 9:30 AM • Call with Nate Kuppermann 3 PM • Updated invitation: research progra... 4 PM 	

When am I going to edit that manuscript??????

poor communication!! inaccurate
perception - that grad students think they
are working for faculty, but they work for
themselves!!


Listen. Listen. Listen.



We have two ears and one mouth so that we can listen twice as much as we speak.

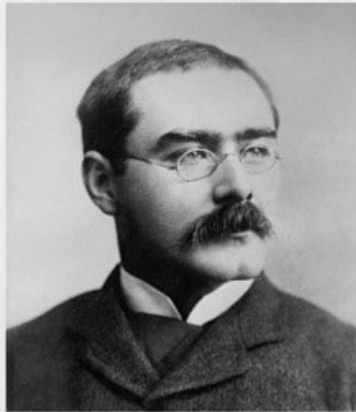
(Epictetus)

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- 
- Listening helps you learn.
 - Listening shows you care.
 - Listening is critical to build relationships.
 - Listening serves as a powerful means of individualized consideration, support and acknowledgement of a person's value.
 - Listening also serves institutional goals - diversity of ideas brings solutions to complex problems and meaningful change.
-

Find the best in **EVERYONE**


RUDYARD KIPLING



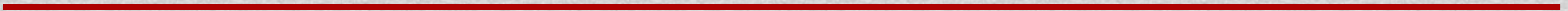
*"I Always Prefer To
See The Best Of
Everybody, It Saves
So Much Trouble"*

Rudyard Kipling

inspire 99

- 
- Your story about events may not be entirely accurate.
 - Don't assume you know what someone else is thinking.
 - Assume you don't have all the information.
 - Don't assume your priority is their priority.
 - Can you make your priority their priority?
 - Can you align yours with theirs?
-

- Faculty and students may live in totally different universes!

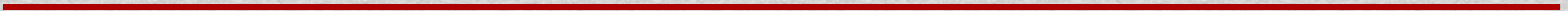


- show a cartoon of lots of people dreaming up new systems that faculty need to use

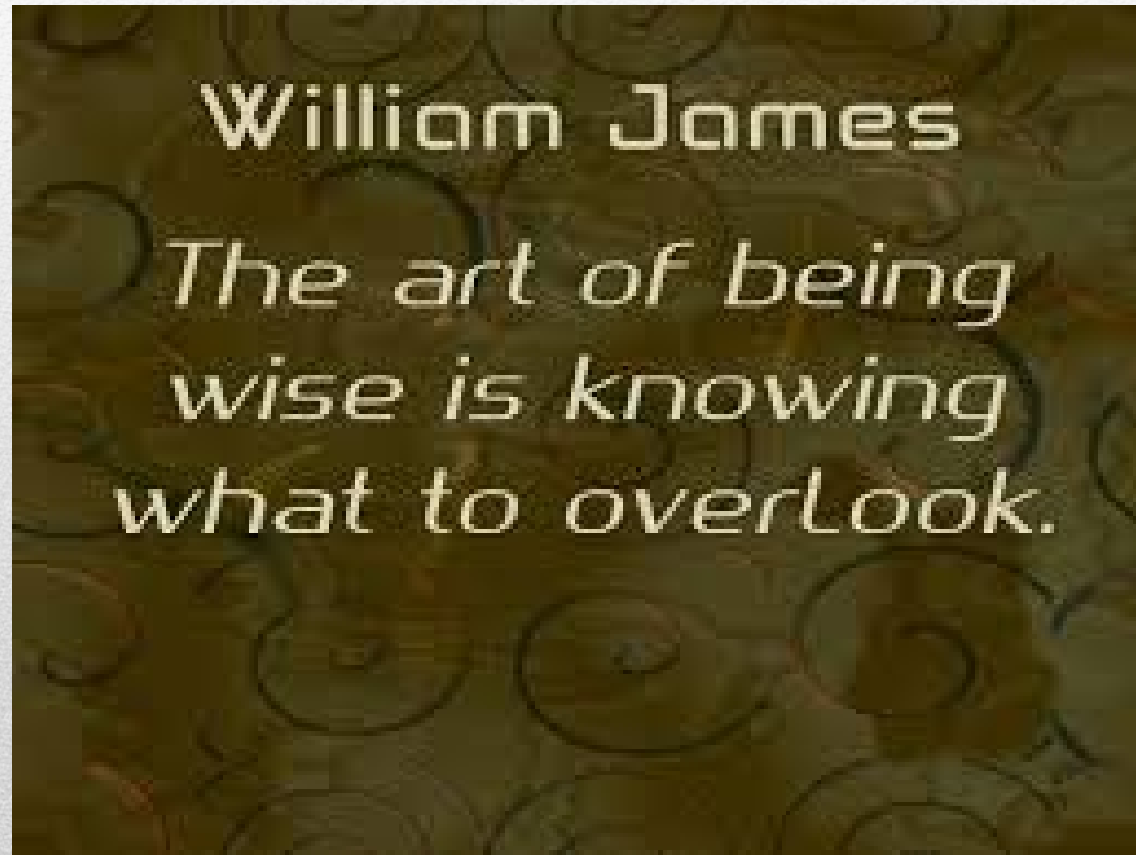


- The critical role of the tripartite relationships - staff, student and faculty must be well functioning for the best mentoring
-

- program staff as mentors



Pick your battles



- Can you win?
 - Is it productive?
 - Will the battle damage relationships?
 - Is now the time?
 - Will it matter a year from now?
 - What are the likely long term effects of a battle?
 - Is it REALLY worth it?
 - Or, is it worth letting it go.
-

- how does mentoring evolve over the course of a career? Mentors to sponsors - inside your group or institution to outside.
-

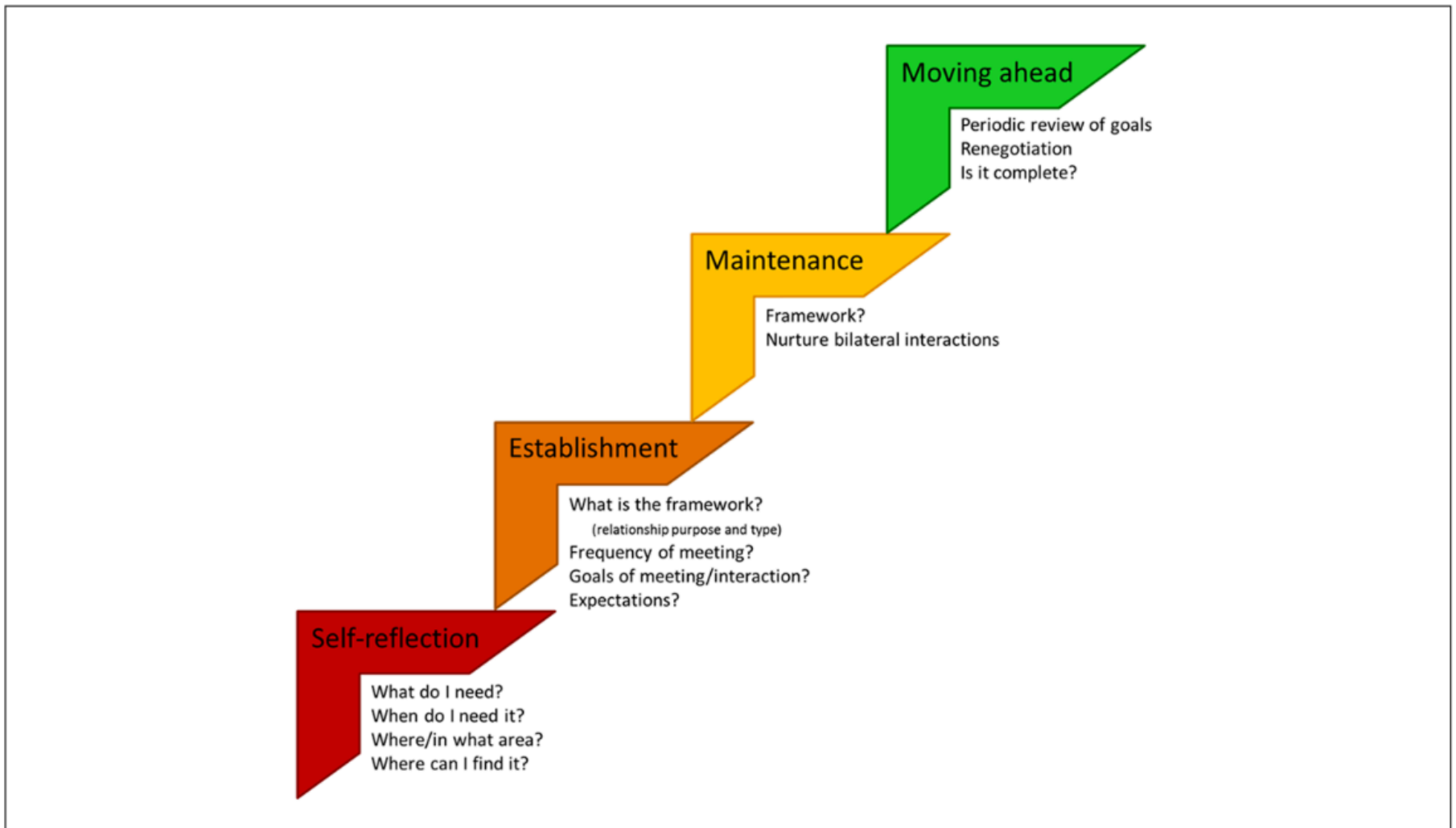


Figure 1. Elements of a mentoring roadmap.

Note. This figure illustrates the stages or stations included in a mentoring roadmap, including self-reflection, establishment, maintenance, and moving ahead. Pertinent guiding questions or considerations for each stage are represented below each major area. Although depicted in a linear progression, the roadmap is not unidirectional and revisiting steps such as self-reflection should occur periodically.

Be **confident** in your ability
to learn new things.




You can learn new things at any
time in your life if you're willing
to be a beginner. If you actually
learn to like being a beginner, the
whole world opens up to you.

Barbara Sher

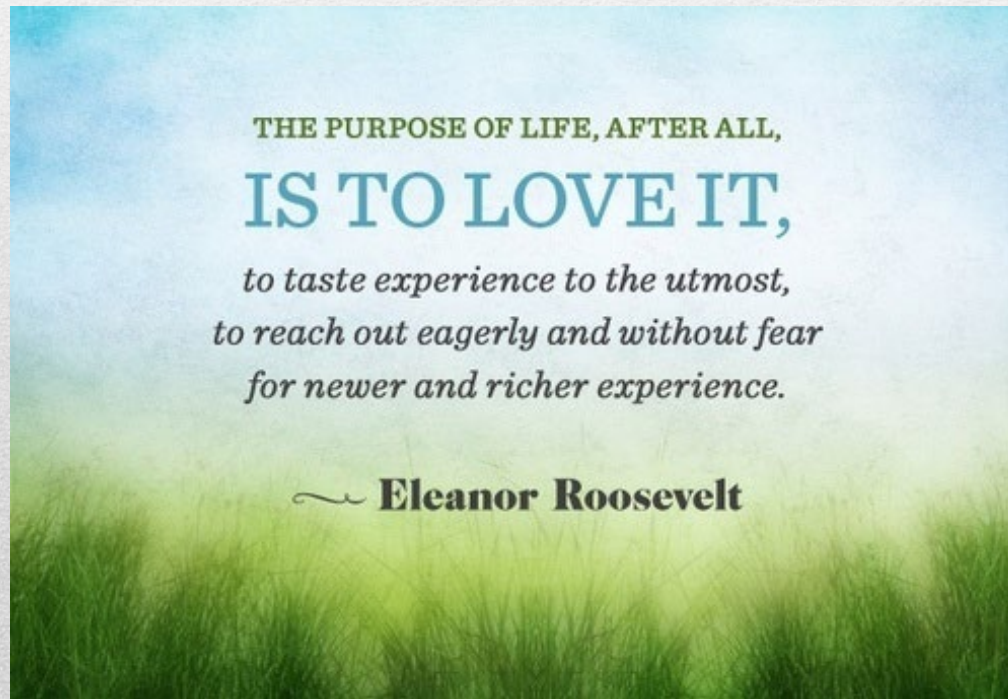
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- 
- Think about how many new things you've learned in your life.
 - Is it harder than things you've already done?
 - Learning brings opportunity, change, growth and possibilities.
 - Divide and conquer!
-

Say yes to things you're
pretty sure
you **CAN'T** do.



- 
- You can do them!
 - Challenges add interest and excitement to your professional life!
 - Mastering and succeeding at difficult tasks brings major sense of accomplishment.
 - The key to moving up may be taking posts you don't know if you can do.
 - You'll never be "ready".
-


Show vulnerability



VULNERABILITY IS...
*about having the
courage to show up
and be seen.*

Brené Brown


- Nobody's perfect – And we all know it.
 - Showing your true self builds trust and understanding.
 - Vulnerability is impactful - it can lead to open and honest conversation.
 - Your vulnerabilities are part of the genuine and complex you.
 - Openness allows you to experience connection, which can help to inspire and guide your teammates.
 - Give up the need to be right in order to GET IT RIGHT
-

- 
- Try to assume the positive intention!
 - Rid yourself of “negativity” bias.
 - Everyone has strengths and abilities!
 - If you see them in others and support them, they’ll grow!
 - *Make finding the good in others a priority.*

- Zig Ziglar

Do things that don't benefit
you directly.



- 
- You can make a huge difference in someone's life.
 - Research suggest doing things for others may be the key to personal happiness.

“Life’s most urgent question is: What are you doing for others?”

– Martin Luther King, Jr.


Respectful interaction:

ALWAYS

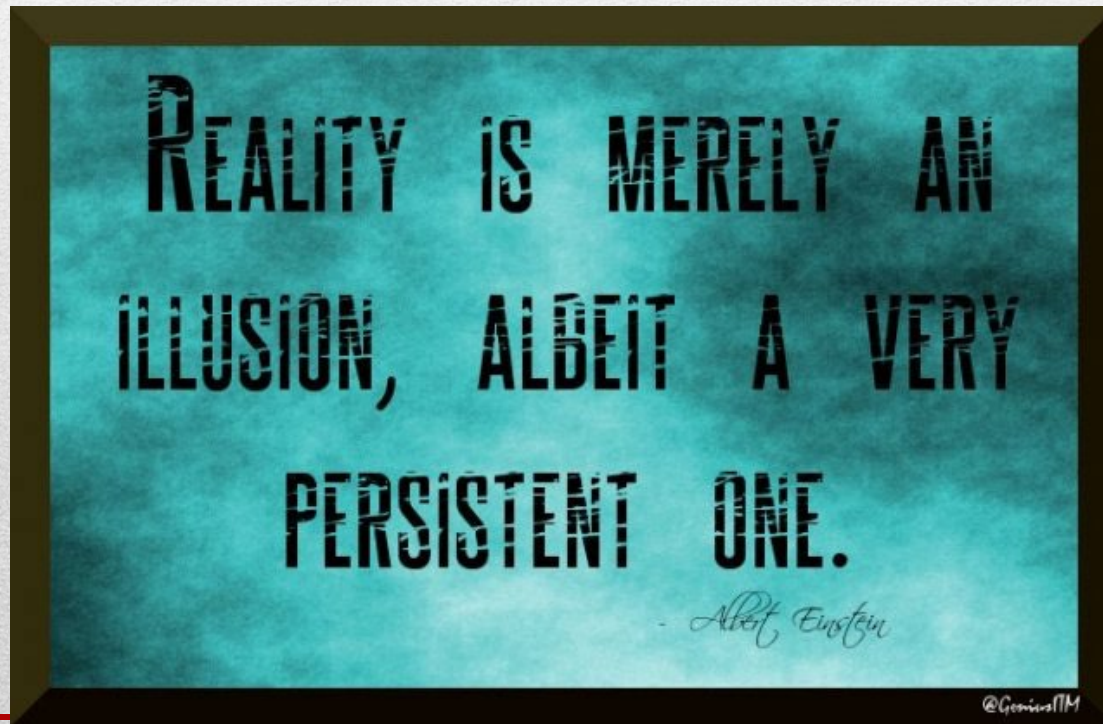
**TREAT PEOPLE
THE WAY YOU WANT
TO BE TREATED.
TALK TO PEOPLE
THE WAY YOU WANT
TO BE TALKED TO.
RESPECT IS EARNED,
NOT GIVEN.**


~ UNKNOWN

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- 
- Engage in respectful interaction by respecting the person you're interacting with.
 - Respect and acknowledge others' skills and expertise.
 - Acknowledge what you don't know.
 - Admit when you're wrong.
-


Be the informed
reality/fact-based voice
at the table



- 
- Do your homework!
 - Come prepared with thoughts and ideas.
 - Come prepared to listen!
 - Be the voice that others come to trust.
 - Follow up.
 - Start and FINISH things you volunteer to do.
-

Beware of SILOS



- 
- Organizational silos occur when communication occurs only within units.
 - Informational silos occur when communication occurs only between those with shared information.
 - Cultural silos occur when communication occurs only between like-minded individuals.
 - Proximal silos occur when communication occurs only between those close to you.
-

Every experience
brings learning



Thank you!

**Questions? Comments?
DISCUSSION!**
