

What Do I Need Right Now? Knowledge, Skills, Training, Feedback, Resources, Social Support?

*There are many areas that may be addressed in a mentoring relationship. Select **no more than three needs/goals on which to focus during the academic year**. Be realistic! Your goals should be do-able by a busy academic and not require the efforts of a “Super person.”*

Teaching

- Design/redesign course (syllabus, assignments, engaged pedagogy, assessments, grading)
- Address student problems (motivation, cheating, underprepared, troubled)
- Learn more about instructional technology/evidence-based teaching practices
- Solicit feedback (e.g., peer observation, student feedback, interpret and handle evaluations)
- Advise (number of advisees/independent studies, time to spend on, resources available)
- Engage in scholarship on teaching (SoTL) or discipline-based education research (DBER)

Research

- Develop a research plan
- Create a schedule/time for writing
- Find reviewers/feedback on papers and proposals
- Learn new research skill or methodology
- Identify funding opportunities; write grant proposals
- Develop research/writing collaborations
- Use resources well (travel/professional meetings, working with student researchers)

Service

- Expectations for department/college/university service (which, how much, how many?)
- Strategic service (avoiding invisible labor or depleting service)
- Outside University (which, how much, how many?)

Career Advancement

- Approximate balance/weights for teaching, research, service
- Learn what to record and keep each year for dossier
- Help in clarifying criteria, timeline, process for advancement (mini-tenure, T&P, NTT)
- Prepare for annual performance evaluation

Integrating Work/Life

- Set priorities, manage time/email time, balance workload
- Strategies for work/life support (dual career, “one body,” “the one and only,” childcare, eldercare, other personal supports—like coaches, yoga!)
- Expectations re: policies (family leave, tenure clock, employee assistance)

Departmental/College Culture

- Prioritize/negotiate departmental expectations
- Understand decision making, interpersonal dynamics, culture
- Develop meaningful relationship with mentor(s)
- Build relationships with colleagues in department/other disciplines
- Determine expectations for resources, staff support, visibility in department
- Improve conflict resolution skills