Academic Mentorship
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Responsible Conduct of Research Training
The Origins of Academic Mentorship

From Greek mythology: Mentor was a friend of Odysseus and was left to care for his family during the Trojan War. Mentor provided important guidance and support to Telemachus, and he educated Odysseus’ son in all aspects of life. Goddess Athena appeared as Mentor to guide Telemachus’ personal life and encourage him. Made famous by French novel in 1699; term ‘mentor’ stuck.

It means a trusted friend, counselor, advisor or teacher; usually a more experienced person who trains a protégé.
Multi-Mentors

Know thyself, know what you need

Leverage, don’t divide

Pay it back

Work Mentors
Inspirational Mentors
Family Mentors
Friend Mentors
E-Mentors
Academic:
• Peer Mentors
• Faculty Mentors
• Graduate Coordinator
• GAC Committee Members
• Advisor/Committee Chair
The Historical Context of Academic Mentorship

Pre-20\textsuperscript{th} century: Student/professor relationships were explicitly characterized by power of master over student; education was for the privileged

20\textsuperscript{th} Century: Bureaucratization of higher education, expansion of educational institutions, and increased access:
• Diversification of faculty
• Diversification of students
• Prevailing principles of equity & opportunity
• Democratization of knowledge & access
The Importance of Academic Mentoring

- The primary method for one generation of academics to pass their knowledge on to the succeeding generations.
- More impact on trainee development than formal classes.
  - Relatively informal but complex relationship in which scientific expectations, disciplinary norms, and state of the discipline research methodology and practices are conveyed.
  - Mentors promote the institutional mission of ensuring values, standards, and successful milestone achievements.
Why be a Mentor?

According to the AAMC, faculty who are mentors demonstrate higher levels of:
- Teaching effectiveness
- Research productivity
- Professional specialization and interaction with colleagues
- Higher salaries
- Mentors create future colleagues
- Inspiration & the energy of collaborative learning
A knowledgeable expert willing to convey their expertise to emerging scholars & devoted to their intellectual & professional development.

Usually the faculty advisor, may also be other faculty.

Traditionally referred to as protégé or apprentice, sometimes called mentee; in academia this is typically the student.
**Academic Mentor Responsibilities**

- Help trainees develop greater initiative, independence, and self-reliance.

- Guide trainee’s education and development of technical & disciplinary expertise: know the rules, processes, timeline; be informed!

- Help trainees develop global professional skills (e.g. writing, speaking, collaboration, time management, ethical conduct, communication, personal interactions, etc).

- Help establish a career development plan & reach professional milestones.

- Treat trainees equally, fairly, professionally.

- Be a good role model.
Mentee Responsibilities

01
Respect for the mentor and research group: Trainees enhance (or detract from) the reputation of the mentor through their interactions with others during and after their time as a trainee. They are representatives of their mentor while in training, and after.

02
Mentors invest time and resources in trainees; trainees should respect their mentor's time and use resources responsibly, show dedication & commitment to the discipline & professional practices, and work to support their mentor to success.

03
Mentees also have an obligation to behave in an ethical manner and perform their research & scholarly activity in a careful, detail-oriented, professional, timely manner. Precise & complete records/accurate reporting of results.
Group Discussion

**MENTORS**

**Graduate Students**
- What are mentors’ responsibilities?
- What do great mentors do?
- What challenges do mentors face?

**MENTEES**

**Undergraduate Students**
- What are mentees’ responsibilities?
- What should mentees always/never do?
- What challenges do mentees face?
Strong, healthy mentor relationships

- Ongoing open communication: be a good listener & communicator.

- A clear understanding of roles and responsibilities of both the mentor and trainee: different but compatible.

- **Explicit expectations**: Put it in writing & document it: time/work expectations; responsibilities & division of labor; expectations; evaluation system and feedback mechanism; ownership & authorship issues; any changes or updates to plans, agreements, arrangements*

- Mutual respect and trust: be clear, consistent, honorable and ethical.

- **Proper attribution, compensation, and acknowledgement of contributions to research**.

- Consistent supervision and appropriate review.

- **Mutually shared goals**.

- Be flexible, collaborative, supportive of one another’s needs, interests, perspectives.
Common Issues/Challenges

- Time commitment - how much time should each devote to the other?
- What is the relationship between the student’s research for her/his degree completion, and that of the mentor?
- What resources are available, and under what terms?
- When does a trainee become an independent researcher?
- Issues of power, inequality, and difference (gender, culture, race/ethnicity, etc.)
- Boundary maintenance issues
- Differences in perspective, approach, expertise
The Ingelfinger rule, named for Franz Ingelfinger, former Editor-in-Chief of the New England Journal of Medicine

Consider the three major portions of a manuscript:
1) design the study
2) data analysis
3) manuscript preparation

First author requires role on all three; 2nd author has role in two of the three, and an acknowledgement is given for persons with a partial role in one of the three stages of research.*

Corresponding author is usually the senior scholar who is responsible for research project, IRB, funding, and has the most stable contact information/affiliation.

*From Kenneth Marguiles, MD; Temple University School of Medicine
Mentor:
A person whose hindsight becomes your foresight.

-Author Unknown
KEEP CALM AND BE A MENTOR

KEEP CALM AND FIND A MENTOR

KEEP CALM AND CALL YOUR MENTOR

KEEP CALM AND MENTOR ON