PSU CEE Faculty Mentoring Network Map

ASSIGNED CEE MENTORING TEAM:

1. PAPER DRAFT READERS
2. PROPOSAL DRAFT READERS
3. KEY COLLABORATORS

Other
Every person, life circumstance, and career path is different, so there are likely important mentors or mentoring needs which don’t fit well in any of the boxes.
1. 
2. 

Fill this mentor map over a period of time. Don’t worry if there are lots of blanks at the beginning or some slots you never fill; it’s a map, not a test. Work with your assigned team, established mentors, and department head to identify and fill your key mentoring needs. Mentors can take many forms—coaching, mutual mentoring, formal, or informal, so use what works best for you.

Adapted from these sources:
- National Center for Faculty Development & Diversity
  www.facultydiversity.org
- Earth Science Women’s network
  www.ESWGonline.org
- Lehigh University ADVANCE
  https://advance.cc.lehigh.edu/mentoring-network-map

Coaching and Substantive Feedback
Which journals? How to navigate specific conflicts at your institution? Are you making good progress for tenure or next career stage? How do I fill in holes in my network?

CSEE DEPARTMENT COLLEAGUES
1. 
2. 
3. 
4. 

OTHER PSU COLLEAGUES
1. 
2. 

PROFESSIONAL EDITORS
1. 
2. 

SOCIETY/COMMITTEE LEADERSHIP
1. 
2. 

READERS (SEE INTELLECTUAL COMMUNITY)

Sponsors/Promoters
People who lobby for you behind closed doors, mention your name for awards or professional opportunities and responsibilities.

SENIOR CEE/COE FACULTY
1. 
2. 
3. 

OTHERS
1. 
2. 
3. 

Role Models
Behavior we want to emulate in different aspects of our lives, such as work-life balance, ethics, productivity, teaching excellence, diplomacy and relationships, awards.

1. 
2. 
3. 
4. 

Income Community
Bouncing ideas. Getting feedback at stages of work from conception to final. Share ideas at all stages knowing that you will get genuine feedback without risk.

EARLY STAGE/CONCEPTUAL
1. 
2. 
3. 

PAPER DRAFT READERS
1. 
2. 
3. 
4. 

PROPOSAL DRAFT READERS
1. 
2. 
3. 
4. 

ACCOUNTABILITY
Someone outside of yourself that will check on your progress with a given task or goal—an external conscience for what really matters.
1. 
2. 
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Access to Opportunities
Making sure your network (whether people, organizations, resources) lets you know about upcoming opportunities—workshops, summer schools, proposal and seed grant opportunities, speaking opportunities, research collaborators, media contacts, laboratory resources.

INTERNAL MENTORS
1. 
2. 
3. 

PEER AND NEAR-PEER MENTORS (MUTUAL MENTORING)
1. 
2. 
3. 

EXTERNAL MENTORS
1. 
2. 

Emotional Support
Sharing your emotions. Helping you deal with stress.

FRIENDS AND FAMILY
1. 
2. 
3. 

OTHERS
1. 
2. 

Safe Space
People you trust (work colleagues or others) who will let you express your frustrations confidentially and find your way.
1. 
2. 
3. 

Professional Development (outside of technical expertise)
Gaining skills and inspiration. Teaching, managing and mentoring students, advising, conflict resolution, time management and productivity.

INTERNAL
1. 
2. 
3. 

EXTERNAL
1. 
2. 

Psychological Factors
In every aspect of our lives, such as work-life balance, ethics, productivity, teaching excellence, diplomacy and relationships, awards.

1. 
2. 
3. 
4. 

Mentoring
Coaching, mutual mentoring, formal, or informal, so use what works best for you.