

### 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?

CEE DEPARTMENT

COLLEAGUES

- 1 \_\_\_\_\_
2 \_\_\_\_\_
3 \_\_\_\_\_
4 \_\_\_\_\_

OTHER PSU COLLEAGUES

- 1 \_\_\_\_\_
2 \_\_\_\_\_

PROFESSIONAL EDITORS

- 1 \_\_\_\_\_
2 \_\_\_\_\_

SOCIETY/COMMITTEE

LEADERSHIP

- 1 \_\_\_\_\_
2 \_\_\_\_\_

READERS (SEE INTELLECTUAL COMMUNITY)

### Intellectual 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 \_\_\_\_\_
5 \_\_\_\_\_
6 \_\_\_\_\_

PROPOSAL DRAFT READERS

- 1 \_\_\_\_\_
2 \_\_\_\_\_
3 \_\_\_\_\_
4 \_\_\_\_\_

KEY COLLABORATORS

- 1 \_\_\_\_\_
2 \_\_\_\_\_
3 \_\_\_\_\_
4 \_\_\_\_\_

# PSU CEE Faculty Mentoring Network Map

### ASSIGNED CEE MENTORING TEAM:

- 1 \_\_\_\_\_
2 \_\_\_\_\_
3 \_\_\_\_\_

### 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.ESWOnline.org
Lehigh University ADVANCE https://advance.cc.lehigh.edu/mentoring-network-map
Mutual Mentoring Guide, Mary Deane Sorcinelli, Jung Yun, and Brian Baldi, The Institute for Teaching Excellence & Faculty Development and The Andrew W. Mellon Foundation, www.umass.edu/tefd

### 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 \_\_\_\_\_
4 \_\_\_\_\_

PEER AND NEAR-PEER MENTORS (MUTUAL MENTORING)

- 1 \_\_\_\_\_
2 \_\_\_\_\_
3 \_\_\_\_\_
4 \_\_\_\_\_

EXTERNAL MENTORS

- 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 \_\_\_\_\_
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 \_\_\_\_\_
4 \_\_\_\_\_
5 \_\_\_\_\_

EXTERNAL

- 1 \_\_\_\_\_
2 \_\_\_\_\_
3 \_\_\_\_\_
4 \_\_\_\_\_

### Emotional Support

Sharing your emotions. Helping you deal with stress.

FRIENDS AND FAMILY

- 1 \_\_\_\_\_
2 \_\_\_\_\_
3 \_\_\_\_\_
4 \_\_\_\_\_

OTHERS

- 1 \_\_\_\_\_
2 \_\_\_\_\_
3 \_\_\_\_\_

### Safe Space

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

- 1 \_\_\_\_\_
2 \_\_\_\_\_

### 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 \_\_\_\_\_