

Finding Your Place and Flourishing: Mutual Mentoring and Supporting Wellbeing

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Objectives

1. Build connections with KSU colleagues to establish mutual mentoring.
2. Identify strategies for developing networks of support.
3. Understand the roles of networks, mentors, and sponsors.
4. Reflect on next steps to begin to thrive at KSU.



Networks of Support and Faculty Success

- de Janasz & Sullivan, 2004
- Higgins & Kram, 2001
- Kiel, 2019
- Seltzer, 2015
- van Emmerick, 2004

Think. Pair. Share:

Individual Reflection on Networks of Support

1. Thinking back on your experiences in graduate school, at a previous institution, or in a previous professional context, how did you find supportive networks of peers or colleagues?
2. Looking ahead to this year's work at KSU and various areas of your work, where do you anticipate needing support?

Purpose of Mutual Mentoring

To provide an opportunity for KSU to build community with like-minded peers and to support each other while achieving goals within an area of focus, as defined by the group.

- To SUPPORT each other regarding immediate needs
- To SHARE resources, lessons learned, information, ongoing communication, etc.)

Mentor Network Composition Suggestions

Focus

- Health, & Well-Being
- Teaching
- Research Productivity
- Promotion, Tenure, & Review
- Diversity & Inclusion

Level

- Near Peers
- Senior Colleagues

Location

- Internal
 - Your unit
- External
 - College community
 - KSU community
 - Personal connections
 - Academic associations

Purpose

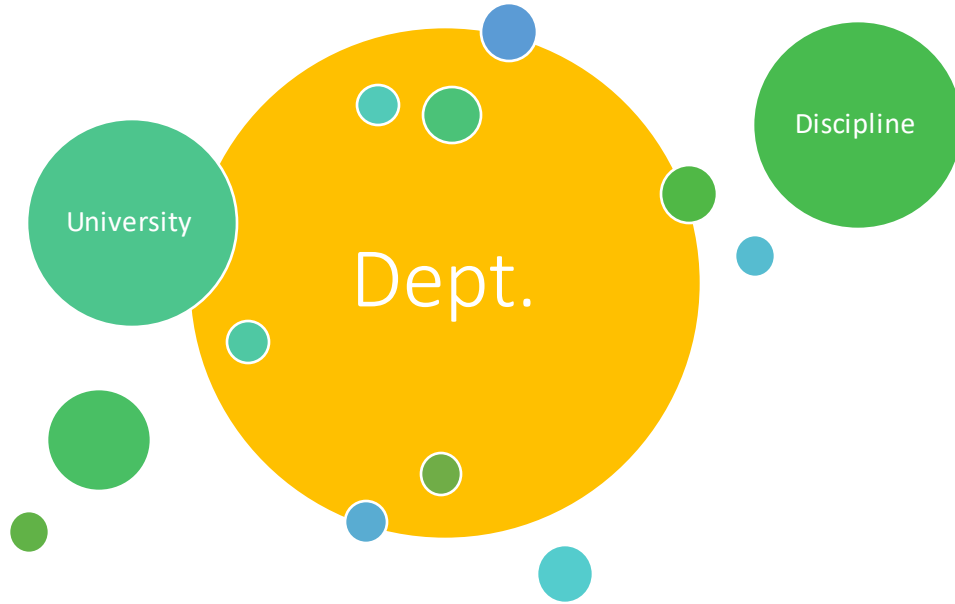
- Accountability
- Substantive expertise

Establishing Networks and Building Community

1. In your department
2. In your college
3. Across the university
4. In your discipline or sub-field



Department as Your Hub



1. Department Chair
2. Tenure and Promotion Home
3. Teaching and Service Assignments
4. Nominations for Awards and Recognition
5. Potential Collaborators for Research and Creative Activity
6. Student Mentees, TAs, RAs



MENTORSHIP.



SPONSORSHIP. ♡

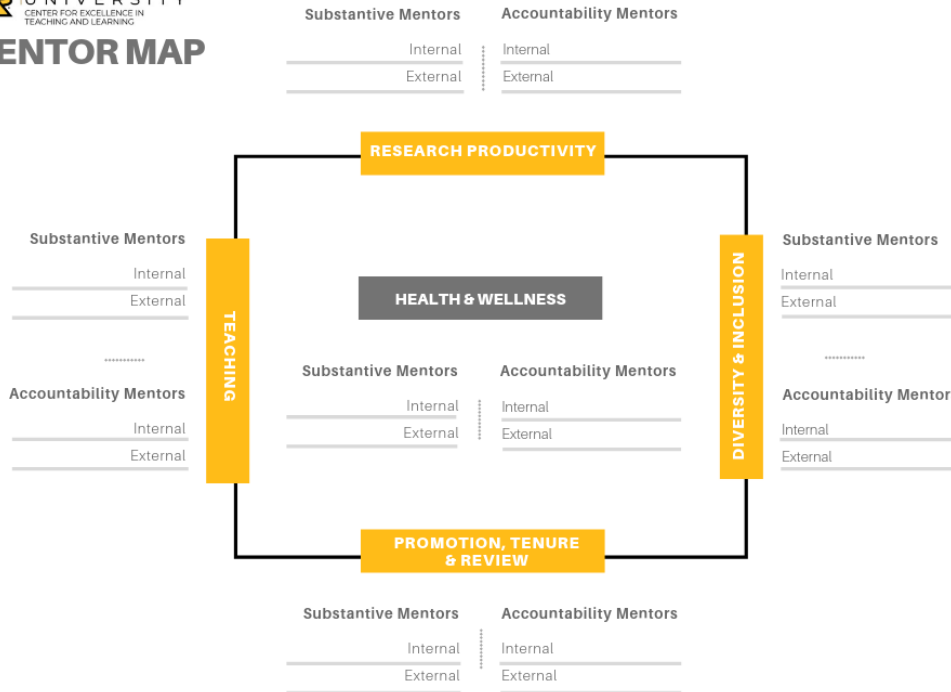
Mentors and Sponsors

"A *mentor* provides support and advice, whereas a *sponsor* goes a step further and actively promotes a protégé within an organization."

Seltzer, 2015

Developing a Mentorship Plan

Links to this resource are provided on the KSU CETL website.





Next Steps to Finding Your Place & Flourishing

1. What is one key strategy regarding networks of support and mentoring that you will take away from this workshop?
2. Follow-up: Complete your mentor plan with the resource linked on the CETL website.

CETL Resources for Building Community and Networks of Support

- Mutual Mentoring Groups

- Assistant & Associate Deans
- Assistant & Associate Chairs
- BIPOC Faculty
- Chairs and Directors
- Early Career Tenure Track
- Early Career Lecturers
- Global Faculty

- Communities of Practice

- Write Here Write Now
- Talk about Teaching
- SoTL Manuscript Completion Program





Keep in touch!



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Learn More About This Topic

- Austin, A. E., M. D. Sorcinelli, & M. McDaniels. (2007). Understanding new faculty: Background, aspirations, challenges, and growth. R.P. Perry and J.C. Smart (eds.), *The scholarship of teaching and learning in higher education: An evidence-based perspective*. Springer, 39–89.
- de Janasz, S.C. & Sullivan, S.E. (2004). Multiple mentoring in academe: Developing the professional network. *Journal of Vocational Behavior*, 64(2), 263-283.
- Kiel, D. (2019) *Developing faculty mentoring programs: A comprehensive handbook*. Denver, CO: Academic Impressions.
- Seltzer, Rena. (2015). *The coach's guide for women professors who want a successful career and a well-balanced life*. Sterling, VA: Stylus.
- van Emmerick, I. J. H. (2004). The more you get the better: Mentoring constellations and intrinsic career success. *Career Development International*, 1(6/7), 578.
- Yun, J.H. & Sorcinelli, M.D. (2008). When mentoring is the medium: Lessons learned from mutual mentoring as a faculty development initiative. *To Improve the Academy*, 27, 365-384.