

Mentoring: Promises and Pitfalls
Marybeth C. Stalp, Professor of Sociology and SAC Department Head
Wednesday, October 5, 12-1:00 in Library 378

“You don’t have to have mentors who look like you.

Had I been waiting for a black, female Soviet specialist mentor, I would still be waiting.”

--Condoleezza Rice

Mentoring, like technology, is great when it works

How to make mentoring work for you (types of mentors)

How to become a mentor to others

Finally, assume nothing. Mentoring, and being mentored, is hard work

A plug for writing groups and branching outside of your network

Mentoring Resources:

Bennett, Jessica. 2016. *Feminist Fight Club: An Office Survival Manual*. NY: HarperCollins.

Boice, Robert. 1990. *Professors as Writers: A Self-Help Guide to Productive Writing*. Stillwater, OK: New Forums Press Inc.

----2000. *Advice for New Faculty Members*. Needham Heights, MA: Allyn & Bacon.

DeWelde, Kristine, and Andi Stepnick. 2015. *Disrupting the Culture of Silence: Confronting Gender Inequality and Making Change in Higher Education*. Sterling, VA: Stylus Publishing.

Coleman, Daniel. 2005. *Emotional Intelligence*. New York: Bantam.

Johnson, W. Brad, and Jennifer M. Huwe. 2003. *Getting Mentored in Graduate School*. Washington, DC: American Psychological Association.

Mayock, Ellen. 2016. *Gender Shrapnel in the Academic Workplace*. New York: Palgrave Macmillan.

Rockquomore, Kerry Ann. 2016. *National Center for Faculty Development and Diversity*. <http://www.facultydiversity.org/>

Rockquomore, Kerry Ann, and Tracey Laszloffy. 2008. *The Black Academic’s Guide to Winning Tenure Without Losing Your Soul*. Boulder, CO: Lynne Rienner Publishers.

Sutton, Robert I. 2007. *The No Asshole Rule: Building a Civilized Workplace and Surviving One that Isn’t*. NYC: Business Plus

Toth, Emily. 1997. *Ms. Mentor’s Impeccable Advice for Women in Academia*. Philadelphia, PA: University of Pennsylvania Press.

Traditional definitions of mentoring assume a one-to-one relationship between an older, wiser person and a younger, more inexperienced one--and that these relationships are ALWAYS beneficial. There are many different mentoring models: sometimes mentoring relationships are created randomly, or based on a particular set of criteria, or for a specific amount of time. Sometimes mentoring relationships are encouraged within departments; sometimes not. Sometimes mentoring relationships work really well, but, often, they don’t. Join Marybeth Stalp (Sociology) for a presentation and discussion on ways to construct mentoring relationships that function effectively and benefit both mentor and mentee.