

Expectations of Mentor/ Mentee Relationship

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Entering a Relationship

There are many types of relationships that we encounter.



Mentor/ Mentee Relationships

The story of Mentor comes from Homer's *Odyssey*. When Odysseus, King of Ithaca, went to fight in the Trojan War, he entrusted the care of his household to Mentor, who served as teacher and overseer of Odysseus's son, Telemachus. But Mentor was more than a teacher. Mentor was half-god and half-man, half-male and half-female, believable and yet unreachable. Mentor was the union of both goal and path, wisdom personified.





After the war, Odysseus is condemned to wander vainly for ten years in his attempt to return home. In time, Telemachus, now grown, ventures in search of his father. Athena, Goddess of War and patroness of the arts and industry, assumes the form of Mentor and accompanies Telemachus on his quest. Father and son reunite and cast down would-be usurpers of Odysseus' throne and Telemachus's birthright

Expectations

Realistic vs. Unrealistic
Mentor's vs. Mentee's

Mentee's Expectations

- Facilitate transition to independent decision-making
- Achieve success
- Aid in navigating through uncharted waters
- Advance career

Mentor's Expectations

- Provide guidance
- Mentee to Perform the work
- Produce Success

Proposed Specific Guidelines For Research Mentors

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Development

Grants

The mentor can provide the mentee with a broad perspective regarding how a grant portfolio can be developed, the funding sources and grant mechanisms that are available, and help them to strategically build a manageable and sustainable portfolio that will lead to career independence.

Grants (Specific)

- Mentee will provide Specific Aims 3 months prior to due date
- Mentor will meet with the mentee to review majors aspects
 - Significance
 - Innovation
 - Hypothesis
 - Approach
 - Collaborators (if any)
 - Appropriate funding agencies
- Final draft to mentor 3 weeks before due date
 - Mentor to turn-around in 1 week

Papers

The mentor will read each research paper and provide timely scientific input and suggestions on presentation (but not grammar) as much as needed before submission for publication.

Peer Review

It can be very helpful for mentors to include a mentee in the peer review process, for example for the two to review papers together and ensure that the contribution of the mentee is acknowledged to journal editors.

Research Presentations

The mentor will review posters and listen to research presentations in advance of national meetings and provide feedback.

Networking

The mentor will be a “connector” for the mentee to potential collaborators at UC Davis, nationally and beyond. The mentor will introduce the mentee to leaders in the field at national meetings. The mentor will look for opportunities to suggest the mentee for research meeting presentations and committees.

Keys to Success in Relationships

Give and Take

- Symbiotic relationship
- Mutual respect
- Do not expect a mentor/mentee to be at your beck and call

Feedback

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"You two will tell me if you have any doubts about my formulae, won't you?"

Communication

- Need to listen
- Establishing a time for communication

Trust



Mentor/ Mentee Relationship

- Similar to other relationships
- Needs to be a two way street
- Relies on Respect, Communication, and Trust
- Changes as mentee becomes independent
- Can't last forever
 - Or can it?