

School of Engineering Education

Mentoring Plan

Mentoring Model

ENE has a distributed mentoring model focused on particular aspects of faculty life; teaching, research, career as follows. In all cases the core role of a mentor is to hear the aspirations, issues and concerns of the mentee and to celebrate their successes. In addition each type of mentor provides advice and feedback focused on particular aspect of faculty life. One person may fulfill multiple mentor roles.

Teaching Mentor

Help mentee to be an empowered, effective and satisfied teacher and mentor for graduate students and post-docs. This mentoring maybe accomplished via a form of peer/team mentoring, perhaps focused on a particular area of teaching like FYE, and mediated by a senior person.

Research Mentor

Provide both strategic and tactical advice on research planning, funding, project management, and dissemination of results. Mentors could be ENE, Purdue or external. This role also includes regular meetings on CAREER grants.

Career Mentor

Encourage a strategic perspective in mentee focused on the whole person over the longer term. Career mentors typically would include people outside ENE and even Purdue. Part of this is done via the annual review process with the Head.

P&T Mentor

Advise the mentee on effectively articulating their story both as a reflective process for professional development and as a critical means to communicate their accomplishments to the PC and EAPC. Part of this is done via the annual review process with the Head.

In addition, each group of faculty meet with the Head at least once a semester to hear collective concerns, to communicate/explain policies and develop systemic solutions as appropriate.

The following set of expectations of mentors and mentees come from the College of Engineering

Expectations of the Mentor(s):

- To learn about different mentoring methods and models in order to become an effective mentor.
- To meet with the mentee at regular intervals.
- To candidly discuss and provide feedback on any issues of concern to the mentee.
- To provide advice to the mentee on the paths to professional development and success.
- To help identify additional resources (human or otherwise) for issues that s/he/they cannot address.

Expectations of the Mentee(s):

- To formulate her/his yearly and long-term career goals and discuss with mentor(s)
- To identify mentoring needs and communicate them to the mentor(s) and the Head
- To commit to participate actively in the goals and activities agreed upon with mentor(s)
- To participate in any mentoring education available.

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