

*My responsibilities as your
mentor, boss, and colleague*



Beyond the Myth of the Perfect Mentor:¹

Building a Network of Developmental Relationships

The popular press glorifies the perfect mentor, a benevolent guide and support them or colleague navigate through of the nobleman Mentor, goddess to accompany us be acquired, professional balancing personal and literature, they rarely exist establish and maintain; mythical omnipotent. Mentor-protégé both partners.

Instead of embarking on being the “perfect” protégé, relationships are dynamic experience and career development by which developmental relationships which that potential can be served? (2) How are these relationships an individual establish successful minority face in building constellation of developmental

Developmental Functions

Career Functions

- Sponsorship
(opening doors)
- Coaching
(teaching and providing feedback)
- Protection
(providing support and/or acting as a buffer)
- Exposure
(creating opportunities for visibility)
- Challenge
(providing “stretch” assignments)

Psychosocial Functions

- Role modeling
(demonstrating appropriate behaviors, attitudes, and values)
 - Counseling
(providing a forum for exploring personal and professional dilemmas)
 - Acceptance and Confirmation
(offering support and respect)
 - Friendship
(caring and sharing in ways that go beyond work requirements)
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Things I commit to provide that require my scientific expertise and my standing within the profession

- Ideas for, and access to, interesting research projects leading to quality theses.
- Access to expertise (scientific and technical) -- me, other team members, external collaborators.
- Exposure to, and entry into, broader network of mentors and opportunities (internships, collaborations with top people in the field, opportunities to attend conferences).
- Advocacy to, and promotion within, the astronomical community, and positioning for bigger opportunities (help with fellowships, help with postdoc applications, letters of recommendation, "behind the scenes" advocacy).

Things I commit to provide that require care, concern, and time

- Responsiveness (willingness to schedule appointments as needed, rapid turn-around on emails, pointers to resources, immediately address pleas for help).
- Leadership and professional development experiences (i.e. opportunities to begin experiencing and preparing for life as a faculty member or full-fledged professional) -- teaching, mentoring junior students, grant writing, observing proposals, learning to manage time and projects, etc.
- Constructive criticism, challenges for growth, regular prods and provision of "stretch" assignments.
- Being paid attention to. Unsolicited communication with advice, thoughts, concerns, action items, ideas to tuck away, etc.

Things I commit to provide that require "working the system" and high-level strategy

- Development of the larger program in which we all live and work -- this department; your graduate curriculum; memberships in major collaborations such as SDSS; international partnerships; etc.

Things I commit to provide that require \$\$\$

- Access to resources for research (computing, software, etc).
- Paycheck, tuition, insurance, etc.

What I expect from you individually

- Effort: Your time + commitment + perseverance.
- Communication:
 - Be responsive = respond quickly, never ignore.
 - Let me know what you need to make progress and to be successful.
 - Use the cc line.
- Follow through: Set and stick to deadlines.
- Be loyal: Include me and others as appropriate for contributions to your work (direct and/or indirect).
- Respect your time and mine: Use calendars.

What I expect from you collectively

In sort-of priority order:

1. Be professional
2. Be respectful
3. Be collaborative
4. Be helpful
5. Be generous
6. Be nice
7. Be a friend

Time Management:

There is enough time, but barely

There are $7 \times 24 = 168$ hours in a week.

1. Sleep: 50-60 hours/week.
2. Eat: 30 hours/week.
3. **Work: 50-60 hours/week**
(this is a standard expectation for any professional)
 - Research
 - Courses
 - Other school related activities
4. Personal time: 10 hours/week.
5. Exercise/recreation: 7 hours/week.
6. Miscellaneous: 7 hours/week.
 - Grocery shopping, etc.