Mentor/Mentee Relationships at Midcareer

Joan K. Austin, PhD, RN, FAAN
Distinguished Professor Emerita, Indiana University School of Nursing
In this module, I will cover

- Career stages and mentoring at each stage
- Attributes of being a good mentee and a good mentor
- Making mentorship mutually beneficial
For everyone of us who succeeds,
it's because there is someone to show you the way.
McBride’s Career Stages

1. Preparation
2. Independent Contributions
3. Develop the Home Setting
4. Develop the Health Care and the Profession
5. Gadfly Period

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Mentoring at Career Stages

- Preparation
- Independent Contributions
- Develop the Home Setting
- Develop the Health Care and the Profession
Being a Good Mentee

• Be motivated and take responsibility for own development
• Have regular discussions
• Move a program of study forward in a timely fashion
• Recognize that mentoring is added work to the mentor; find ways to make the relationship reciprocal
You as a Good Mentor

- Develop career-promoting skills
- Maintain a relationship based on trust and mutual respect
- Provide the mentee with opportunities
- Seek assistance of other faculty and institutional resources for mentee as necessary
Making Mentorship Mutually Beneficial

• Publications
  • Mentee needs some first authored publications to show independence
  • Mentor can benefit from being senior author on manuscripts of mentee
  • Mentee can participate in manuscript development
  • Mentee can be a co-author on mentor’s publications
Making Mentorship Mutually Beneficial

• Funding
  • Mentee can join the mentor’s research team
  • Mentee can be funded by a minority supplement
  • Mentor can be a consultant or co-investigator on mentee’s independent funding
Making Mentorship Mutually Beneficial

- Mentors are introduced to new areas of research and new methods.
- Networks are increased for both.
- Mentee’s accomplishments can be included on mentor’s promotion documents.
- Mentor often becomes a life-long colleague who is interested in mentee’s research.
Summary

• Mentoring is important at career stages
• Attributes of being a good mentee and a good mentor
• Making mentorship mutually beneficial