# Pass the Mic: Building Strong Mentor/Mentee Relationships to Impact the Future of Research Administration

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# About Us



**Sonya Spencer**

Grants and Contracts Administrator

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**Katherine Bui**

Supervisor of Research Administration

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**Sarah Jaeschke**

Grants Officer

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# Acknowledgement

## Timothy Linker

Assistant Vice Chancellor for Research Administration, North Carolina A&T State University, M.S.

CRA, CPRA, CFRA

Past President of the NC Chapter of SRA

Former Editor of the Journal of Research Administration

SRA Distinguished Faculty Member

Mentor, SRA Odyssey Program

# Objectives

1. Approach and initiate a mentoring relationship either within or outside of your institution

2. Determine the benefits for engaging in a mentoring relationship either within or outside your institution

3. Understand the mentor/mentee relationship life cycle and how to best manage it

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**Mentoring is a reciprocal and collaborative at-will relationship between individuals who can help each other grow, learn, connect, and share experiences.**
**– Katherine, Sonya, Sarah, and Tim**

# Benefits of Mentorship

- General Benefits of engaging in mentoring
    - Expands network and developments a closer sense of community
    - Provides opportunity to grow and learn from others
- Both mentor and mentee benefit from the relationship
    - Mentor: Share knowledge and contribute to community growth
    - Mentee: Absorb mentor's knowledge while engaging in self-reflection and growth
- Benefits can differ based on the type of mentorship and if the pairing is internal or external to current institution
    - Internal: Commits to employee development
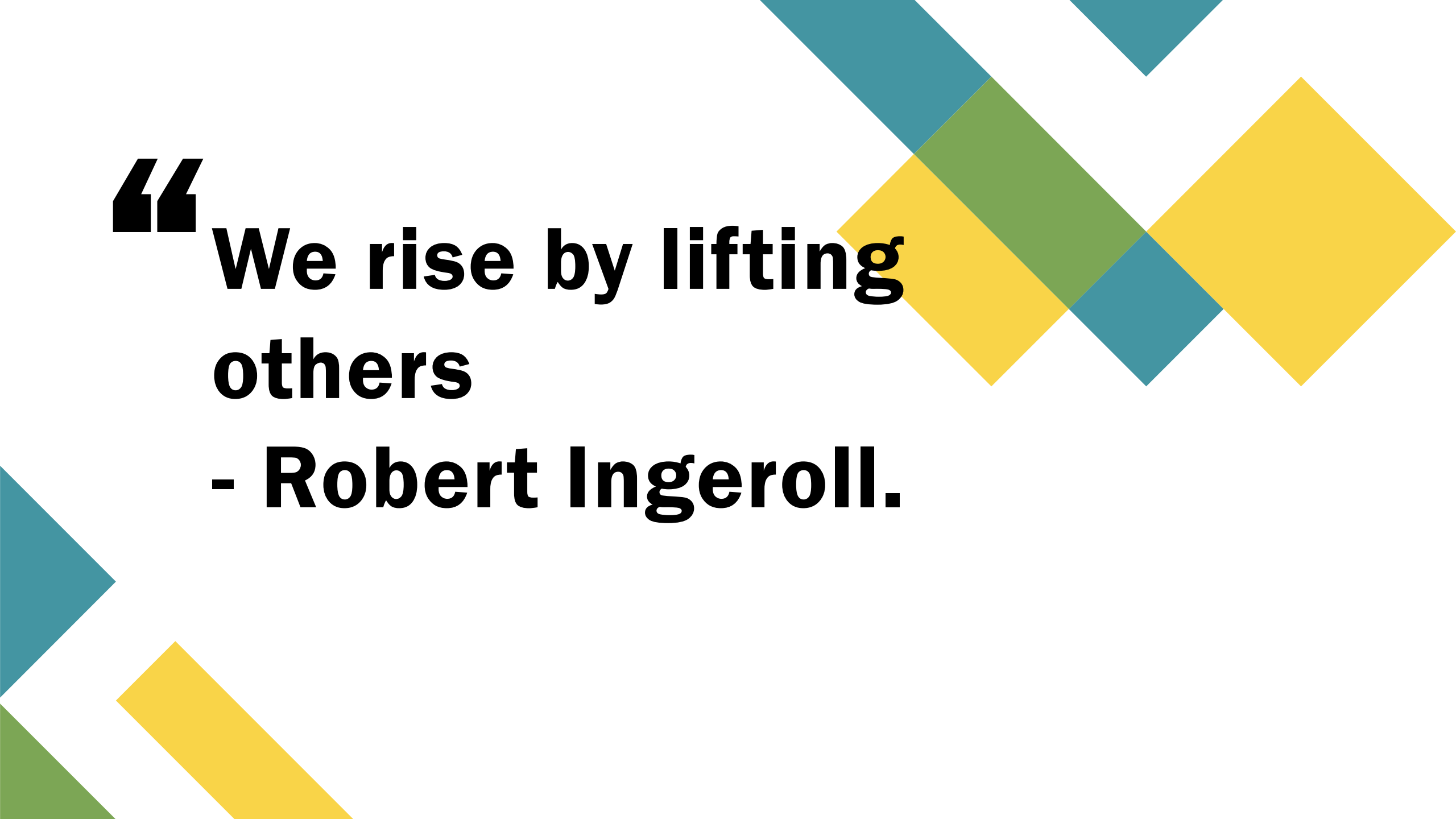    - External: Cross organizational relationships with different perspectives



MENTOR   MENTEE

*Relationships that last long*

Initiate

Cultivate

Evaluate

# Mentoring Lifecycle

# Initiating Mentorship

- Types of mentoring relationships
    - Groups, one-on-one, formal, informal
- Becoming a Mentor
    - Recognizing when you have something to offer
- Becoming a Mentee
    - Recognizing when growth is desired or needed
- How to Initiate a mentorship?
    - Inside your institution
    - Outside your institution

# Responsibilities and Expectations

- Responsibilities
  - What is the mentor and mentee responsible for during relationship?
- Expectations of both parties
  - Meeting schedule
  - Timeline
  - Goals
  - Boundaries

# Cultivating the Relationship

- Clarity, Communication, and Commitment
- Add value to mentoring meetings
- Maintain boundaries and re-evaluate needs of relationship (check against other slide)
  - Difference between institutional and external relationships
- Recognize growth and changes

# Evaluate the Mentoring Relationship

- Assessing Goals

- Self-assessments, self-reflection

- Mentorship can continue in its current form, or with the current partners

- Transitioning from current mentor relationship
  - Pair with new mentor
  - Become mentor yourself
  - How will your past mentoring relationships look

# Conversations to End Mentorship

- Both mentee and mentor can initiate and decide to end a mentorship
- How to initiate and what to communicate in the conversation?
- If you follow a more formalized mentorship with continuous check-ins and discussions about goals ending a mentorship won't be as much as a shock

# Our Lessons Learned

# Odyssey Program

- SRAI Mentoring Program
  - 1 Year long
  - Both group and one-on-one pairings
  - Independently paced
  - Mentee: People new to research administration, new to your role in research administration, or wanting to prepare for something new in research administration.
  - Mentor: Experienced members
  - Need to be full SRAI member
  - Applications are open and due Dec. 2
  - If you have questions about the program please email info@srainternational.org

# Questions?

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