

Get on the Same Page: Creating Shared Expectations with your Mentors and Colleagues



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Demetra Schoenig
Director, Academic Enhancements
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As we Begin: Exercise

- Mental image that comes to mind from front page of this slide deck.
- What made me choose Notre Dame?
- One thing that intimidates me as I begin my new program...

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YOUR RESEARCH MATTERSSM

Enhance your mentor-mentee relationship
through shared expectations

graduateschool.nd.edu/sharedexpectations

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Get on the same page

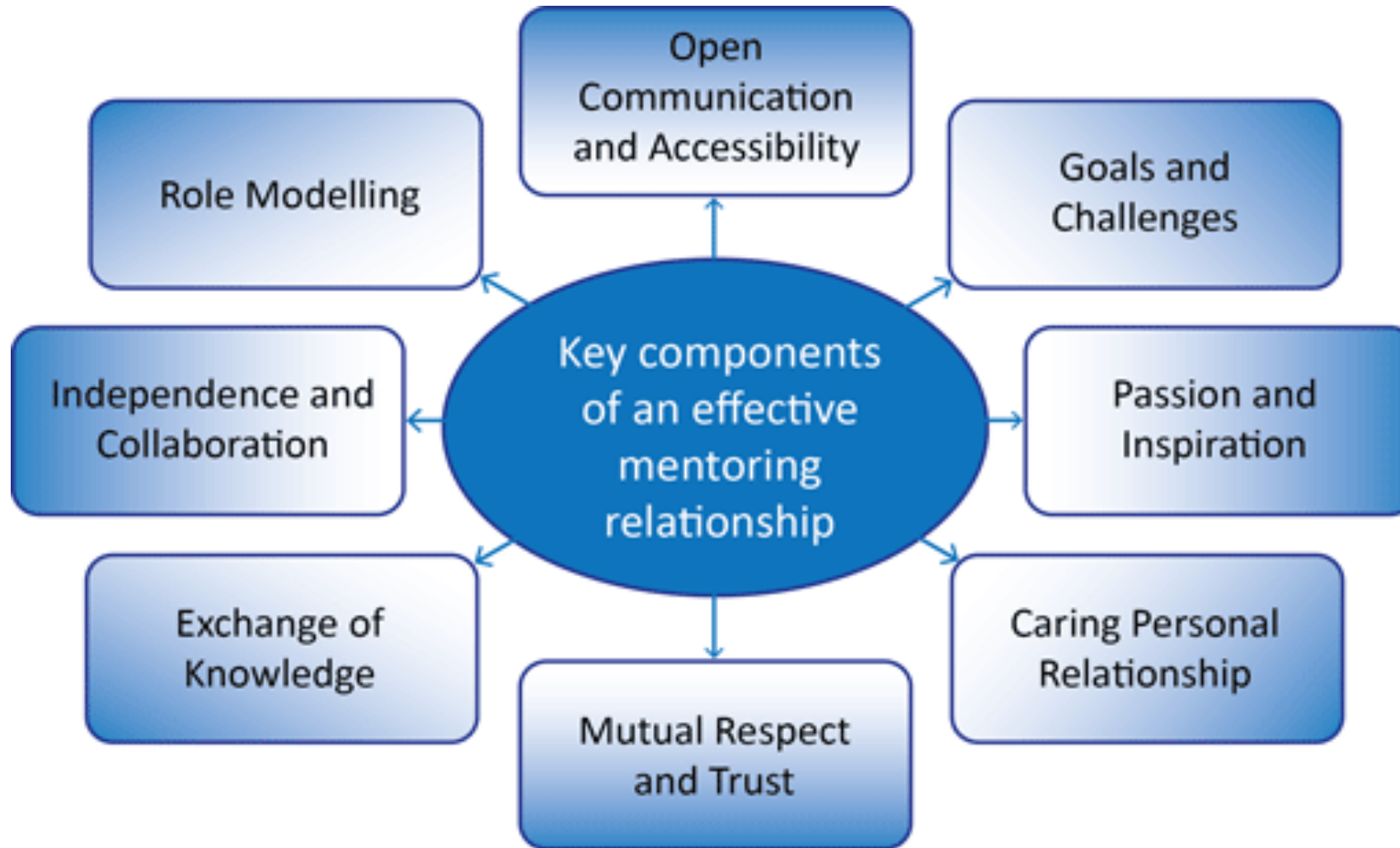
Mentors are people who:

- Take an interest in developing your well-being
- Take an interest in developing your career
- Have a relationship with you that is both interpersonal & professional
- Advance your academic and professional goals in ways you desire
- Adjust their mentoring style and content to recognize differences in culture, ethnicity, gender, and other dimensions

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Mentoring Model



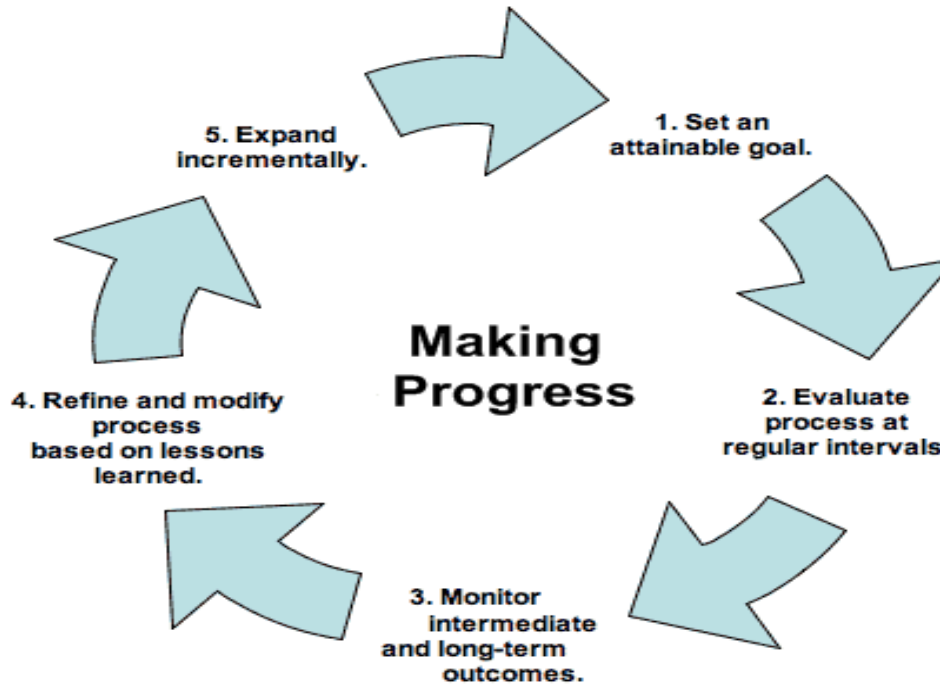
Effective Advisors Know...

It is important to note that mentoring involves a constellation of activities that goes beyond advising or guiding a student through a project.

Instead it involves a variety of ways for assisting and supporting graduate students through their graduate careers and beyond. We certainly are not suggesting that you should try to fulfill all the roles described for every student you mentor.

In fact, part of your responsibility as a mentor is to help students cultivate multiple mentoring relationships inside and outside the University.

[University of Michigan](#), Advice for Mentors 2006, p. 6



Starting the conversation

To Be Effective, you need

- Her or his undivided attention
- A defined amount of time for the conversation
- To ask respectfully for specific things.

For example: Please help me think through...
 Can you give me feedback on...
 I need your help to prepare for...

- *Difficult Conversations*, Stone, Patton, and Heen

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You have resources

- Your advisor, faculty mentor
- Your program coordinator(s)
- Your Director of Graduate Studies
- Ombudsperson in the Graduate School
 - John Lubker, Associate Dean jlubker1@nd.edu
574-631-5778

The Graduate School's ombudsperson assists graduate students and post-doctoral scholars in resolving a wide range of concerns, problems, and conflicts. The ombudsperson provides a confidential place for individuals to express concerns, identify steps towards problem resolution, and makes referrals to appropriate campus resources.

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You will also be a resource for others

- Thank you for trusting me with this.
- I'm here for you.
- When you're ready, there is help available.
- It's OK to not have the answers.
- I'm sorry this is your experience.

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You have the ability to become

more precise,
more intentional,
more assertive,
more autonomous,
more at ease exercising authority,
more confident setting boundaries,
and more effective at advocating for
yourself.

All these riches lie within your capacity
and scope.

- Sally Helgesen and Marshall Goldsmith

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Exercise: Articulating next steps

- What seems obscure or unclear as I begin my program?
- What conversation seems intimidating right now, so much so that I might avoid it?
- Who in my life do I need to keep as a mentor, even as I develop new relationships with my advisor and colleagues?

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Questions and Discussion

Demetra.Schoenig@nd.edu

Professional Development Team Campus Partners

Department	Website	Email	Phone	Location
Center for Social Concerns	socialconcerns.nd.edu	ndcntrsc@nd.edu	(574) 631-5293	Geddes Hall
Center for the Study of Languages and Cultures	cslc.nd.edu	cslcstaf@nd.edu	(574) 631-5881	334 Bond Hall
Graduate Career Services	gradcareers.nd.edu	gradcareers@nd.edu	(574) 631-5202	528 Duncan Student Ctr.
Graduate Student Union	gsu.nd.edu	gsu@nd.edu	(574) 631-6963	206 Duncan Student Ctr
Grants and Fellowships	grantsandfellowships.nd.edu	gradgrants@nd.edu	(574) 631-7544	117 Bond Hall
Hesburgh Libraries	library.nd.edu	asklib@nd.edu	(574) 631-6679	Hesburgh Library
Institute for Scholarship in the Liberal Arts	isla.nd.edu	isla@nd.edu	(574) 631-5730	247 O'Shaughnessy Hall
International Student and Scholar Affairs	issa.nd.edu	issa@nd.edu	(574) 631-1138	105 Main Building
Kaneb Center for Teaching and Learning	kaneb.nd.edu	kaneb@nd.edu	(574) 631-9146	353 DeBartolo
McDonald Center for Student Well-Being	https://mcwell.nd.edu/	mcwell@nd.edu	(574) 631-7970	204 Saint Liam Hall
Notre Dame Alumni Association	my.nd.edu	ndalumni@nd.edu	(574) 631-6000	100 Eck Ctr
Notre Dame Research	research.nd.edu	research@nd.edu	(574) 631-7432	317 Main Building
Postdoctoral Scholars	postdocs.nd.edu	postdoc@nd.edu	(574) 631-7544	117 Bond Hall
Professional Development	graduate-training.nd.edu	gprofdev@nd.edu	(574) 631-7544	117 Bond Hall
Writing Center	writingcenter.nd.edu	writing@nd.edu	(574) 631-5390	203 Coleman-Morse

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