Responsible Conduct of Research

Mentoring
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• Mentoring has a long history in the training of scientists (as well as in other disciplines).

• Personal view – mentoring is a relationship that develops between the mentor and mentee. Assigning a “mentor” is really assigning an “advisor”, which is something different

• Mentoring benefits both parties, but often in very different ways

Footnote: much of this work is derived and synthesized from materials provided at the UNH RCR site: https://rit.sr.unh.edu/training/rcr-training/mentoring.html
Mentor Responsibilities

• Train mentee in scientific methodology
• Career Development
• Socialization within the university and profession
• Personal interest in the total well-being of the mentee
Mentee Responsibilities

- Contribute to the overall research program of the mentor
- Honesty, integrity, open communication with mentor
- Respect mentor’s additional time demands – timely completion of tasks and reasonable expectations for turnaround of materials
Mentoring Challenges

• Unequal power relationship
  – Potential for professional abuse
  – Potential for sexual misconduct

• Potential for bias – favoring or disfavoring own student

• Challenges in mentoring or being a mentee with someone with a different gender, age, race, cultural background

• Mentors are human, and often haven’t been trained in this area

• Degree of involvement in each other’s life
What to do if a mentoring relationship doesn’t exist, or goes sour

• Group