

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