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# Mentorship 360

## Facilitating Engineering Faculty Success

**Role Models, Advocates, Champions + Frank, Honest and Encouraging Feedback**

### What is a Mentor?

What do you think of when hearing the word mentor? One all-knowing and wise faculty member who will show you the ropes? The reality is that we are likely to have many mentors over the course of our careers. These relationships ideally benefit the mentor and mentee as the mentors provide support to help you be a whole person — professionally and personally — throughout your career.

### What is Mentoring?

Mentoring is a two-way, action-oriented activity. Seeking and providing mentoring should be a mindset rather than a one-time event. Mentoring is critical to your long-term faculty success, generating positive impacts on research output, teaching, and mental health.<sup>1</sup> Mentorship relationships can form through formal and informal mechanisms. Informal mentorship relationships develop organically through regular interpersonal interaction, whereas formal mentoring programs are offered by an institution or other entity. Both are helpful and important, but formal mentorship programs offered at an institution also ensure that all faculty have access to mentorship, normalize the activity, create a cultural expectation of mentorship, and strengthen the overall commitment to mentoring throughout your organization.

<sup>1</sup> National Academies of Sciences, Engineering, and Medicine 2019. The Science of Effective Mentorship in STEMM. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25568>.

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## Learn more about the benefits of mentoring.

**Mentoring offers numerous benefits for mentees, mentors, academic units and institutions.**

- Benefit from diverse perspectives
- Gain access to formal and informal networks
- Make industry connections
- Receive feedback on ideas, papers and proposals
- Learn best practices for setting up labs
- Get support for teaching and learning
- Get promotion and tenure guidance and support
- Find personal support throughout your career
- Get a champion for your ideas and your career
- Find a role model
- Enhance professional relationships
- Learn about funding opportunities and collaborators
- Strengthen interpersonal skills and relationships

**Mentors, academic units, and institutions also benefit because formal mentoring:**

- Cultivates a culture of learning in your organization
- Strengthens the leadership pipeline in your academic unit or college
- Sets new hires up for success in your institution
- Provides senior faculty opportunities to serve as role models

## We are here to help. Your success is our success.

An individual's success fuels the leadership engine that we need for our discipline. Mentorship 360 at Arizona State University's Fulton Schools of Engineering grew from work with various national universities including those in the Kern Entrepreneurial Engineering Network (KEEN). [engineeringunleashed.com](http://engineeringunleashed.com)

Faculty supported with mentoring create personal, economic, and societal value through a lifetime of meaningful work and are better prepared to help students do the same.

## Join us, and we will shape the future of engineering faculty mentorship together.

 Get and share mentoring resources:  
[bit.ly/eng-fac-mentoring](http://bit.ly/eng-fac-mentoring)

 Connect with our team:  
[bit.ly/mentorship-360](http://bit.ly/mentorship-360)

**Our goal is to create the research, frameworks and resources to foster mentoring for all engineering faculty.**

**We are working to be the go-to, evidence-based resource for faculty mentorship in engineering.**