

## Building a network of support

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*"In short, my schedule was beyond hectic and overwhelming, and at times I felt like I was building my airplane as I was flying it."*  
– Workshop Participant from 2014, one year later.

What are your existing networks of support?

## Models of Support/Mentoring

- Traditional view: "guru" mentor who shows you the ropes
- Alternative view: network of mentors and supporters, playing different roles
- Something to think about... what role will Early Career Workshop play for you?

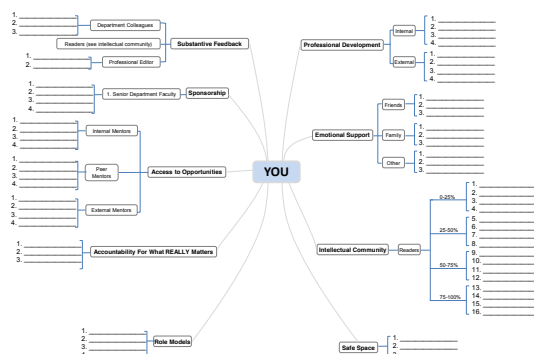
## The Guru Mentor

*"Many new faculty members ... imagine that they will have a single guru-like 'mentor' who will sense their needs, generously dispense wisdom, care deeply about their success, and gently guide them along the path to tenure and promotion."* –Kerry Ann Rockqushore, President, National Center for Faculty Development and Diversity

This model doesn't work well, because:

- It is unsustainable for mentor and mentee
- Many faculty don't have access to such a person
- Some faculty are 'paired' with mentors that can do more damage than good

### NCFDD MENTORING MAP



### Early Career Workshop Participants say...

- "I don't know what I would have done without the support of the folks I met at last year's workshop." (2014)
- "My network helped me navigate tricky situations as they arose." (2014)
- "My network has been able to get together at conferences and at workshops!" (2014)
- "I have invited another CE participant to give a seminar, attended another NAGT workshop, and a few of us started a writing group." (2014)
- Another participant and I email twice a week: Sunday to set writing goals for the week, and Thursday to follow-up." (2015)
- "In the past year, I have seen four colleagues from the workshop at meetings." (2015)

### How does Early Career network play a role?

- Attendance at future meetings
- Regional network of colleagues (perhaps those sitting at your table)
  - Host seminar visits
  - Provide support and encouragement
- Research/teaching network – potential collaborations
- Make a plan for how you intend to foster your connections from this week!

### Early Career – other connections

### Next Session

- For the next session, please sit at a table according to whether you are at an undergraduate only or graduate degree granting institution
- We need approximately 6-7 people at each table
- Please avoid sitting at a table with people who are
  - From the same institution
  - A family member
  - A close collaborator