

COES Mentors,

Summer is almost gone and fall will be here before you know it! I want to encourage you to make some time before September to meet with your Mentee. Once fall starts things get busy, so take advantage of the slower pace to get together. As always, we appreciate your willingness to share your time and expertise as a mentor to our faculty. *Research shows that mentoring really does increase the commitment, productivity and satisfaction of junior faculty.* As always, the goal of our **monthly e-newsletters** is to provide information on resources, upcoming events, mentoring tips and other items of interest designed to help you be an effective Mentor.

***Identify your biggest barriers to meeting and make a plan to address them.** Research shows that the biggest threat to a successful mentoring relationship is failing to meet. With everyone so busy, it can be challenging to squeeze in one more thing on your to-do list. To combat this tendency, sit down (or email!) with your Mentee and identify your three biggest obstacles to meeting. Be honest. Together, make a plan to work around these obstacles this year. Contact us if you hit a wall. If you feel like you don't have things to discuss, consider printing out this newsletter or check out the “Mentoring Tip” for the month, below. If your mentoring sessions are valuable and enjoyable, you will both find it easier to make time for them!

***Plan for proposals and publications.** Once the flurry of fall activities start, it can be hard to carve out quality time to think and plan. Sit down with your Mentee now and work with them to write down a list of potential proposals and publications for the year. Encourage them to bring a calendar, write down the due dates, back up and insert dates for milestones, and actually schedule blocks of time on their calendar to work on these. They might also want to escape the office and work on these in an out-of-the way space. All of these are good strategies for making sure that these important activities stay at the top of their priority list this fall. Share other strategies that have worked for you, as well!

***Update that vita.** Before fall starts is a great time to update your vita. I often forget to do this until I need one (like right before I turn in a grant) or when evaluation time rolls around in the spring. But if you are like me, I always do a lot in the summer that yields “vita” material, so this is a great time to stop and do an update. When I am facing a grant deadline or by the time next spring rolls around, I find that I often forget important things I did over the summer. Encourage your Mentee to do a vita update, add conference presentations/publications and workshops that they participated in over the summer, new positions or duties that they will be assuming in the fall, promotions, etc. They might want to think about whether or not they need more than one version of their vita - I have a huge one that contains everything I have ever done or produced, plus several smaller ones tailored for different audiences. When I need a resume, sometimes I cull the long one, sometimes I pull one of the specialty ones. I also find it helpful to have several one paragraph bios on hand for various purposes. If your Mentee hasn't created one of those, this is a good time to start.

***How about some football?!?** Even though it still feels like summer, and will for a long time, fall is almost upon us and that means football! Even if you aren't a sports fan, college football game days offer fun for the whole family, whether your family includes preschoolers, teenagers, or just you. For home games, tailgating at the football stadium starts several hours before the game. Free food (yes, free) is available at the Argent Pavilion. The College often provides free food, as well, at their tent. There is the band, cheerleaders, and often other attractions. You can tailgate even if you don't go to the game, but if you want to see some football, tickets are available at a variety of prices, including faculty/staff tickets, general admission, and family packs. Our first game is in Shreveport against Texas A&M on August 30. For more information, check out the Tech Sports website at: <http://www.latechsports.com/tickets/latec-footbl.html>

Mentoring Tip for August: * I have a good friend from graduate school who adopted three children in fairly short succession several years ago, at the same time that he was serving as interim department head. The push of work and home hit him in a big way. When asked about some longer-term goals, he replied, "*I don't know. I'm just trying to make it to Friday.*" It is easy to fall into the trap of *just trying to make it to Friday*. We are all tempted to respond to the "urgent," which increases the likelihood that we ignore the "important." So, in the vein of taking some time during what's left of summer, you might want to suggest that your Mentee do a big picture career snapshot and check out this article on "**7 Career Mistakes.**" While it is written for a corporate audience, it still contains some great advice for those of us in the academic world. Many, if not all, of these mistakes are precisely the type of thing that happens to your career when you always find yourself *just trying to make it to Friday* :-):
http://msn.careerbuilder.com/Article/MSN-3065-Workplace-Issues-Stop-making-these-career-mistakes/?SiteId=cbmsnhp43065&sc_extcmp=JS_3065_home1

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