

I hope that your new year is off to a great start! As always, we appreciate so much your willingness to share your time and expertise as a mentor to our faculty. *Research shows that mentoring benefits you because it can provide you with opportunities for new research and scholarly collaboration.* Mentors and Mentees can collaborate on grant proposals or publications because they discover that they have mutual interests and similar goals. As always, the goal of our **monthly e-newsletters** are to provide information on resources, upcoming events, mentoring tips and other items of interest designed to help you be an effective Mentor.

***Take time-out for Lunch with your Mentee.** Did you know that we reserve the small dining room at the Ropp Center on campus twice a month to provide you and your Mentee a place to meet? Take advantage of this resource to meet your Mentee for lunch and check-in with how things are going in their world. The dining room is reserved from **11 a.m. - 1:30 p.m.** The next three dates are: **Wed., Jan. 25, Wed., Feb. 8 and Thurs., Feb. 23.** Remember - if you don't make it a priority to meet with your Mentee, neither of you can benefit from the experience! And be sure to plan for your next meeting before you depart - its the best way to stay on track.

***Encourage your Mentee to start thinking about Annual Evaluations.** If your Mentee is in the COES, he/she will soon be contacted by his/her Director about submitting their self-assessment and summary of activities for their Annual Evaluation. If they are in another college, they will be going through their own annual evaluation process. Talk with your Mentee about their major accomplishments in each of teaching, research, service. Discuss how best to highlight these accomplishments. Also discuss how to address any potential issues with teaching evaluations, grant proposal production and/or success rate, publications, progress of graduate students, etc. If your Mentee hasn't been submitting a Self-Evaluation, encourage them to do so. Offer to review it and provide some constructive feedback. In 10 years as a Director, I always found a well-written, honest self-evaluation to be of benefit. Encourage your Mentee to also include goals in teaching, research and service for next year as part of the Self-Evaluation. These can be great motivators and guides for next year!

***Come refresh your Mentor Skills.** **Dr. Donna Dean**, Senior Federal Executive (retired), National Institutes of Health, expert on national science and technology policy, and noted author on mentoring, will be on campus **Thursday, January 26** for a **Mentoring Workshop from 11 a.m. - 1 p.m. in BH 301.** The workshop will have some great information for you in your role as a mentor, as well as administrator, leader, graduate adviser, and researcher. We will be providing a great lunch, so set aside a couple of hours and join us and refresh your mentoring skills! **Please RSVP by Tuesday, January 24 if you would like to attend. Space is limited.**

***Make sure your Mentee is aware of on-campus cultural events.** Tech offers a number of great on-campus cultural events, from plays to concerts to sporting events. Most of these are

listed on the Tech website (<http://www.latech.edu/performingarts/> or <http://www.latechsports.com/index-main.html#00>) or you can also find out what's coming up by calling the Center for the Performing Arts (257-3942) or the Athletic Department at 257-3631. Most events are inexpensive for Tech faculty and they provide unique opportunities to hear and see great productions and exciting sporting events. The play, *The Adventures of Robin Hood*, will run from January 31 through February 4. *Flamenco Vivo/Carlota Santata* will be here February 9, featuring Spanish dance and music. Basketball games are lots of fun in the Thomas Assembly Center (the Annual White Out "Battle of the Bone" game between the Bulldogs and Fresno State is Thurs., Jan. 26 at 6 p.m.) and baseball season will be here soon!

Mentoring Tip for January:

* A monthly newsletter that I receive from a professional organization to which I belong always includes a great scan of interesting articles from publications like Forbes, Harvard Business Review and others. While you might not think publications with a business focus have much to say that would be of interest to you, I would challenge you to look closer! This month's mentoring tip is one of those good, applicable articles. It's entitled "**How to Handle Rejection**" by J. Maureen Henderson in Forbes Magazine. We have all received less-than-glowing reviews of a grant, paper, abstract, etc. This article contains some great advice on interpreting the feedback, as well as deciding how (and whether) to act on it. You can find the full article at: <http://www.forbes.com/sites/jmaureenhenderson/2011/12/06/how-to-handle-rejection/>

Questions? Contact the OWISE Office at 257-2101 or advance@latech.edu.