

**USC Postdoctoral Association  
Seminar Recap**

**Maximizing Your Time as a Postdoc: Mentor-Mentee Relationship  
November 17, 2015**

**Featured Speakers:** Sandra Kelly, Professor, Department of Psychology  
Courtney Lewis, Assistant Professor Department of Anthropology and  
Institute for Southern Studies

- Good mentoring is training someone to be a peer and achieve independence
  - It's guidance, not micromanagement
  
- Don't go it alone: Have as many mentors as you can
  - Your advisor/research director should not be your only mentor.
  - You can't expect everything from any one mentor.
  - A diversity of mentors provides networking, knowledge, and recommendations for job and grant applications.
  - Peers can also serve as mentors.
  - How to identify other mentors?
    - People whose work you are interested in
    - People whose professional experience you are interested in
    - People who you might be able to collaborate professionally with
    - People who are outside your field who might offer an outside opinion or an interdisciplinary approach
  - How to approach other mentors?
    - Show interest in their work
      - If on campus, ask to attend their group meetings
      - Email them expressing your interest
      - Faculty love to talk about their work!
    - Through professional organizations, committees, or at meetings
    - Meeting in person can be beneficial to determine if you want to cultivate a professional relationship with someone.
  
- Maintaining a good advisor-postdoc relationship
  - This relationship is more give and take than the advisor-student relationship.
    - You need to bring something to the table but make sure you are getting what you need out of the relationship as well.
  - Stay in contact with your mentors
  
- Ask for help in difficult situations
  - You may have to consider leaving the position if it is not meeting your professional needs.
  - As "staff", postdocs are referred to USC human resources for issues
  - The USC ombudsman can also serve as a resource for issues

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### References

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[http://www.provost.wsu.edu/faculty\\_mentoring/guidelines.html](http://www.provost.wsu.edu/faculty_mentoring/guidelines.html)

Faculty Mentoring Program, University of California, San Diego,  
<http://academicaffairs.ucsd.edu/faculty/programs/fmp/default.htm>

Junior Faculty Mentoring: Principles and Best Practices, University of Michigan,  
<http://www.umich.edu/~advproj/mentoringlsa.pdf>

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Wingard, D. L., Garman, K. A., and Reznik, V. (2004). Facilitating Faculty Success: Outcomes and Cost Benefit of the UCSD National Center of Leadership in Academic Medicine, *Academic Medicine*, 79(10), October Supplement, S9-11.

### Mentoring Reading List

Pita et al., Five Effective Strategies for Mentoring Undergraduates: Students' Perspectives. Council on Undergraduate Research. <http://www.cur.org/assets/1/7/333Spring13Pita11-15.pdf>

Mentoring Guide from USC  
<http://www.sc.edu/our/doc/MentoringGuide.pdf>