

# Mentoring Resources

## To improve Mentorship Skills, consider:

**Needing a Refresher:** *The Intentional Mentor* (2002) by W.B.Johnson (see below)

**Starting out New:** Free web-based interactive modules: [www.ctsi.umn.edu/education-and-training/mentoring/mentor-training](http://www.ctsi.umn.edu/education-and-training/mentoring/mentor-training)

**Help! I have no clue:** *On Being a Mentor: A Guide for Higher Education Faculty* (2015) by W. B. Johnson (available at Amazon)

## Online Mentorship Course:

[www.ctsi.umn.edu/education-and-training/mentoring/mentor-training](http://www.ctsi.umn.edu/education-and-training/mentoring/mentor-training)

Content is organized into five modules that cover mentoring models, mentor roles and responsibilities, structure and dynamics of the mentoring relationship, and strategies for facilitating, and addressing challenges to, the mentoring process. The course engages learners through text, audio, mini-presentations, self-assessments, and other interactive activities. The course takes approximately 90-120 minutes to complete. Learners can proceed through the five modules sequentially or as self-selected topics to explore, and may return to complete the course at another time.

## Articles:

American Psychological Association: Centering on Mentoring: <http://www.apa.org/education/grad/mentor-task-force.aspx>

Association for Women in Science: Mentoring: <http://www.awis.affiniscape.com/displaycommon.cfm?an=1&subarticlenbr=37>

Abedin, Z et al. (2012). Deriving Competencies for Mentors of Clinical and Translational Scholars. *Clinical and Translational Science*, 5(3), 273-280. doi:10.1111/j.1752-8062.2011.00366.x; 10.1111/j.1752-8062.2011.00366.x

Bland, C. J., Taylor, A. L., Shollen, S. L., Weber-Main, A. M., & Mulcahy, P. A., (2009). *Faculty success through mentoring: A guide for mentors, mentees, and leaders*. Lanham, MD: Rowman & Littlefield Publishers, Inc.

Cho, C. S., et al. (2011). Defining the ideal qualities of mentorship: a qualitative analysis of the characteristics of outstanding mentors. *The American Journal of Medicine*, 124(5), 453-458. doi:10.1016/j.amjmed.2010.12.007

Clark RA et al. (2000) Mentor relationships in clinical psychology doctoral training: Results of a national survey. *Teaching of psychology*. 27(4):262-8.

Daloz, L. (1999). *Mentor: Guiding the journey of adult learners*. San Francisco, CA: Jossey-Bass

Feldman, M. D. et al. (2009). Training the Next Generation of Research Mentors: The University of California, San Francisco, Clinical & Translational Science Institute Mentor Development Program *Clinical and Translational Science*, 2(3), 216-221. doi:10.1111/j.1752-8062.2009.00120.x

Feldman, M. D., et al. (2012). A Mentor Development Program for Clinical Translational Science Faculty Leads to Sustained, Improved Confidence in Mentoring Skills *Clinical and Translational Science*, doi:10.1111/j.1752-8062.2012.00419.x

Howard Hughes Medical Institute: Entering Mentoring—A Seminar to Train a New Generation of Scientists: [http://www.hhmi.org/resources/labmanagement/downloads/entering\\_mentoring.pdf](http://www.hhmi.org/resources/labmanagement/downloads/entering_mentoring.pdf)

Jackson, V. A., et al. (2003). "Having the right chemistry": a qualitative study of mentoring in academic medicine. *Academic Medicine*, 78(3), 328-334.

Johnson WB. (2002). The intentional mentor: Strategies and guidelines for the practice of mentoring. *Professional psychology: Research and practice*. 33(1):88.

Kram, K. E. (1983). Phases of the Mentor Relationship. *Academy of Management Journal*, 26(4), 608-625. doi:10.2307/255910

Kram, K. E. (1985). Improving the Mentoring Process. *Training & Development Journal*, 39(4), 40.

MentorNet: The E-Mentoring Network for Diversity in Engineering and Science: <http://www.mentornet.net/>

National Academy of Sciences: Advisor, Teacher, Role Model, Friend—On Being a Mentor to Students in Science and Engineering: [http://books.nap.edu/catalog.php?record\\_id=5789](http://books.nap.edu/catalog.php?record_id=5789)

National Institutes of Health: A Guide to Training and Mentoring in the Intramural Research Program at NIH:<http://www1.od.nih.gov/oir/sourcebook/ethic-conduct/mentor-guide.htm>

National Institutes of Health: NIH Postdoc Handbook: [http://www.history.nih.gov/research/downloads/stetten\\_fellow\\_handbook.pdf](http://www.history.nih.gov/research/downloads/stetten_fellow_handbook.pdf)

University of California, San Francisco CTSI: Mentor Development Program Course Materials:<http://accelerate.ucsf.edu/training/mdp-materials>

University of Michigan *Giving and Getting Career Advice: A Guide for Junior and Senior Research Faculty*:  
<http://www.advance.rackham.umich.edu/ResearchFacultyCareerGuide.pdf>

University of Michigan *How to Get the Mentoring You Want: A Guide for Graduate Students*:  
<http://www.rackham.umich.edu/downloads/publications/mentoring.pdf>

University of Michigan *How to Mentor Graduate Students: A Guide for Faculty*:<http://www.rackham.umich.edu/downloads/publications/Fmentoring.pdf>

University of Wisconsin, Institute for Clinical and Translational Research, Mentoring Resources:<https://mentoringresources.ictr.wisc.edu/>. *This website provides curricula, assessment tools, and resources relevant for mentors, mentees, and those who would like to implement mentor training.*

---

Zachary, L. J. (2011). *The mentor's guide: Facilitating effective learning relationships* (Second ed.). San Francisco: Jossey-Bass.

Zerzan J, et al. (2009). Making the Most of mentors: A guide for mentees. *Academic Medicine*, 84:140–144.