

Mentor Map Worksheet

ENGE 5304: Graduate Student Success in Multicultural Environments

For clarity, the roles from the mentor map are defined/described below. See page 3 for the editable Mentor Map template; fill in the blanks that page and submit this worksheet with your PDP.

Category Definitions:

1. Substantive Feedback (who will give you feedback on your research and/or writing)

a. Department Colleagues

This could be your advisor, peers, committee members, etc.

b. Professional Editor

Someone you can count on to edit your work in more detail, beyond the "yeah, this looks good to me" kind of editing.

c. Readers/Intellectual Community

The percentages seen on the Readers portion of the map are referring to how complete your written document is upon someone reviewing it. Getting feedback early and often is key when writing. Here we want you to think about who is available for you to get feedback while being mindful that some may not have the capacity to read a 40-page document (100%), while others may not be appropriate for reading that "crappy" first draft (10%).

- i. **0-25%:** who you go to for feedback when you have new ideas, 'shitty' first drafts
- ii. **25-50%:** who you go to for feedback when you have organized ideas & rough drafts
- iii. **50-75%:** who you go to for feedback when you have more developed drafts
- iv. **75-100%:** who you go to for feedback when you have near-polished work

2. Sponsorship (i.e., Senior Department Faculty)

Senior members of your department/division who have influence, are personally invested in your success, and can champion or advocate for you.

3. Access to Opportunities (Such as grants, fellowships, internships, service opportunities)

- a. Internal Mentors** (e.g., on-campus or in-department);
- b. Peer Mentors;**
- c. External Mentors** (e.g., off-campus or out-of-department)

4. Accountability for what REALLY Matters

The accountability branch means whatever you need it to mean. So if "what really matters" to you is hitting weekly writing goals, think of who can hold you

accountable to that. If it's meeting weekly reading goals, think of who can hold you accountable to that. If it's making sure you practice weekly self-care, think of who can hold you accountable to that.

5. Role Models (can be personal or professional)

6. Professional Development (These could be: People who can help you learn how to navigate your career trajectory; People who can help you learn how to navigate your department/professional community; People who can help you learn how to do crucial things in your field (e.g., where to publish; how to review journal articles, how to perform lab tests); etc.)

a. Internal (e.g., on-campus or in-department);

b. External (e.g., off-campus or out-of-department)

7. Emotional Support (those who will care for your emotional needs)

a. Friends; Family; Other

8. Safe Space (People or a place/environment you trust where you can feel confident that you will not be exposed to discrimination, criticism, harassment, or any other emotional or physical harm)

Note: We respect your privacy. It's perfectly fine if you want to use words like Father, Best Friend, Undergrad Advisor, Pastor, etc. instead of listing specific names in the Mentor Map. However, if you have more than one person who has the same title/generic label (e.g., Friend, Professor), please be more specific (e.g., Professor J & Professor A). The PDP is designed to be a useful tool for you, so as long as you know who the people are, that's fine.

Adapted from: National Center for Faculty Development & Diversity. To learn more, view this workshop, "Cultivating Your Network of Mentors, Sponsors, & Collaborators." (sign up/in as a Virginia Tech student for access)

<https://www.facultydiversity.org/webinars/cultivatingournetwork18>

NCFDD MENTORING MAP

