

Don't Let Mentoring Burn You Out

CTEI Ed Journal Club

April 28, 2025

Additional Mentor Resources:

< 10 mins: [The Six Types of Mentors to Coach You from Afar](#) (LinkedIn Learning¹)

1. Compass-holder (learn from a path someone already traveled)
2. Yoda (fill in the gaps with experience you're lacking)
3. Co-Pilot (learning alongside someone...push you through the thought partnership)
4. Connector (knowing the person who knows the people)-advocate
5. Optimizer (how to do better at keeping your job in balance with your life)
6. Challenger (asks hard questions, poke holes, tell you what could go wrong)

1.5 hours: [Making the Most of Mentoring: Best Practices and Core Principles for Mentors and Mentees](#) (Academic Impressions²) +Journal

- Advising, Mentoring, and Sponsoring
- Mentoring Models
- Defining Expectations (Mentoring "contract")
- Goal Setting
- Self-Evaluation and Feedback
- Roles, Boundaries, Confidentiality, and Difficulties

1.5 hours/15 min: [Building your Career Network: The Relationships Ever Faculty Member Needs to Nurture](#) (Academic Impressions) +Workbook (Career Networking Chart)

1. Mentors
2. Advocate/Sponsor/Champion
3. Peer Supporters
4. Letter Writers
5. Academic Coach

Example: Career Networking Chart

Type of Relationship	Name	Stake in My Success	Present Relationship	Desired Relationship	Next Steps
Advocate/Sponsor	Sally Dumont, Full Professor	Seems to be ally, very influential within the department	Little contact, other than at faculty meetings.	More regular interactions, maybe co-authoring article	Drop by office and if no luck send email about future research interests
	Max Field, Dean of Arts and Sciences	Knows key players in field AND would help with possible committee appointments, but doesn't "get" my work	Doesn't remember my name but pretends he does and smiles at me	Want him to remember me, and see how we might develop ongoing relationship	Figure out something I can "offer" – a contact, a resource, and request meeting with his secretary in next week
Mentor	Kathleen Murphy, Full Professor	Highly regarded, very accessible personally	Sees herself as my tenure mentor, need to verify	Clear relationship, with my expectations on the table, create mutually beneficial relationship	Email her to set up time to chat, ideally in person next month when I am in Berkeley
	Donna Graham, Associate Professor	Very influential	Unaware of shared research interests	Maybe co-author a piece given mutual interests	Draft an abstract to send her

¹ <https://linkedinlearning.jh.edu>. Don't know if you have a LinkedIn Learning Account? It can now be accessed through MyLearning. Go to <https://johnshopkins.csod.com/> and search for "How to Build a Secret Circle of Mentors"

² Go to <https://www.academicimpressions.com/JHU/> and use your JHU single-sign on to login for FREE access to on-demand courses.



Deep Dive: [Johns Hopkins University Faculty Mentoring Program](#) (Canvas Course)

- Mentor and Mentee Journeys
- Guides, best practices, etc
 - Online Trainings
 - Guidelines for Matching
 - Sample Agreement
 - Best Practices (Mentor/Mentee)
 - When and how to change
 - Evaluation recommendations
 - National resources

Future Opportunities: Jennifer Haythornthwaite, faculty at JHU School of Medicine, is building a Mentoring Workshop, to launch in 2026 (Author of [Why Your Mentorship Program Isn't Working](#))

Have additional questions, ideas, or want to learn more? Reach out to JHLADAcademy@jh.edu and visit our website: <https://facultyaffairs.jhu.edu/career/lad/>