



# VITERBI SCHOOL OF ENGINEERING MENTORING INFORMATION SESSION

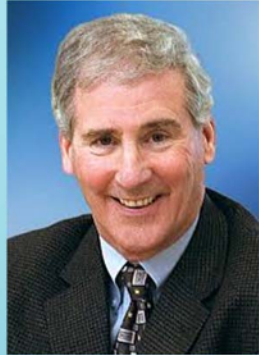
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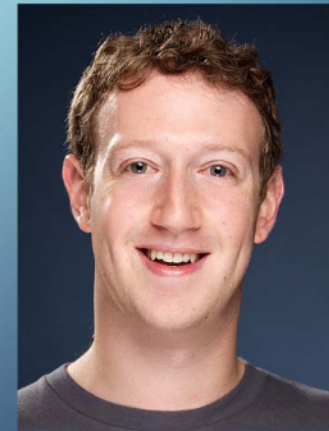
# EVERYONE NEEDS A MENTOR - A MENTEE CAN BECOME A BIGGER GIANT



Bill Campbell



Roger McNamee



# A MENTORING MANIFESTO

- <https://www.insidehighered.com/advice/2013/08/12/essay-how-be-good-faculty-mentor-junior-professors>
- By Kerry Ann Rockquemore
  - President, National Center for Faculty Development & Diversity
- *Productivity, Balance, and Joy Are Learned Habits*
- *Faculty Crave Community, Support, and Accountability*

# A MENTORING MANIFESTO

- ***Change the Conversation***

- Traditional style

- largely instrumental ("how can I win tenure?")
    - A stance of limitation ("how can I meet my department's standards?")
    - Externally referential ("what can I do to please the senior faculty in my department?")

- New style

- The meaning of work ("how can I work at my highest potential?")
    - A stance of possibility ("what do I want?")
    - Internally driven ("what does success look like for me as a whole person?")

# MENTORS AND WHAT CAN THEY HELP?

- Research

- Introduce her to senior/well-established researchers/program managers in her area
- Get her involved with private/invited-only workshops/symposiums/committee
- Help review her proposals or get her involved in proposals whenever is appropriate
- Watch out opportunities for awards and honors

- Teaching

- Discuss class arrangement and when to propose new classes
- Give advice when there is a challenge advising students

# OTHER TOPICS

- Work and life balance
- Students/postdoc
- Two-body problem
- Gender differences
- Family/Children