



Career Stage and Mentoring Support

Career Stage	Development Focus	Means & Outputs	Role of Mentor
Early Career Stage	Moving from novice to competence— Demonstrating ability to establish own programme of research and become an effective teacher	Analysis of strengths and limitations	Model values and practices
		Formal education and research training	Encourage problem-solving skills
		Certification in Teaching & Learning	Help set career and short-term goals
		Socialization experiences (professional organizations)	Guide to experiences that build skills and expand vision
		Career Development Plan	Welcome to identity as a scholar
		Publications 'pipeline'	Help navigate inner workings of College
		Research portfolio	Open doors of opportunity
		Teaching portfolio	Direct to resources
		Editorial Experience	Facilitate networking
		External funding; review experience; refereed publications & presentations	Provide feedback so teaching & research can improve
		Hone team-building, interpersonal skills	Keep focus on meeting institutional benchmarks of success
		Develop collegial network	

Adapted from Angela Barron McBride: Building an Academic Career: Stages, Interdisciplinary Development, and Needed Mentoring 2009