How do I learn more about career advising?

- Consult your department chair
- Contact your school’s Equity Advisor
- Visit the UCI ADVANCE website as well as the Academic Personnel for career development program information

ADVANCE Program
FOR EQUITY AND DIVERSITY

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Career Advising
Through Mentoring

Let’s build a great university together!
Career Advising Through Mentoring

Career advising is integral to creating an inclusive and transparent faculty culture at UC Irvine. For new and continuing faculty, career advising is a consensual partnership; one that is confidential and serves as a constructive resource for career advancement.

Equity Advisors coordinate career advising in their respective schools. Their activities are designed to complement chair and/or department-based advising and include voluntary or assigned pairings with faculty in and outside of their departments as well as specialized panels and workshops.

I’m doing fine, why should I get a mentor?
A mentor is not a remedial requirement. It is an opportunity to get to know people outside your field, to raise your profile in the school, and to see how other departments work. It also gives you a way to get feedback on any delicate issues or plans before approaching your department.

What kind of things do mentors discuss?
The mentor-mentee relationship is whatever you make of it. You might just want to get to know someone outside your department, or you might have serious issues on which you could use input.

Mentee topics might include:
- negotiating workload issues
- balancing family and career
- research and publication guidance
- serving on campus committees
- graduate advising
- timing of research leaves and research funding
- planning ahead for mid-career and tenure
- participating in professional organizations
- understanding CAP
- learning about other departments/programs

How are mentors and mentees matched up?
The Equity Advisors may match mentors and mentees. These pairings continue as long as they are mutually beneficial. Mentees may also request a specific mentor, or request someone with knowledge or experience in a specific area (e.g.: interdisciplinary experience, child care issues, etc.).

What do previous mentees think of the program?
“This was an incredibly useful program for me. I got to meet someone I never would have run into; she gave me all sorts of useful information about her service on CAP, introduced me to other people in her department, and was the perfect sounding board during my tenure process.”

“I was able to immediately have a contact outside my department during my first year at UCI. My mentor provided perspective on how my department functioned versus others in the […] school]… I received objective, yet invested, long-term planning advice about merit, publication, and teaching.”

Am I obligated to follow my mentor’s advice?
The Mentor program is meant to provide advice, assistance and multiple viewpoints on the UCI academic process. You are still responsible for deciding what is best for your career and particular circumstances.

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