Possible issues for discussion in a mentoring session
(based on feedback from mentees and mentors over time)

In addition to simply learning the ropes of academia, there are many additional sources of stress that junior faculty must face.

A few include:

- **Lack of time**
  - Dealing with co-workers and colleagues
  - Job preparation
  - Course development
  - Delivery of professional services
  - Dealing with students
  - Personal/professional balance

- **Unrealistic expectations**
  - Set unreasonable self-expectations
  - Expect high levels of initial success
  - Expect close collegial ties
  - Expect high intellectual stimulation

- **Feeling of isolation**
  - Colleague indifference
  - Chair/Supervisor’s lack of support
  - Unfamiliarity with institutional process and culture
  - Lack of access to information

- **Inadequate feedback and recognition**
  - Poor student feedback or evaluations
  - Lack of clear expectations about performance
  - Little participation in department/unit decisions
  - Salary