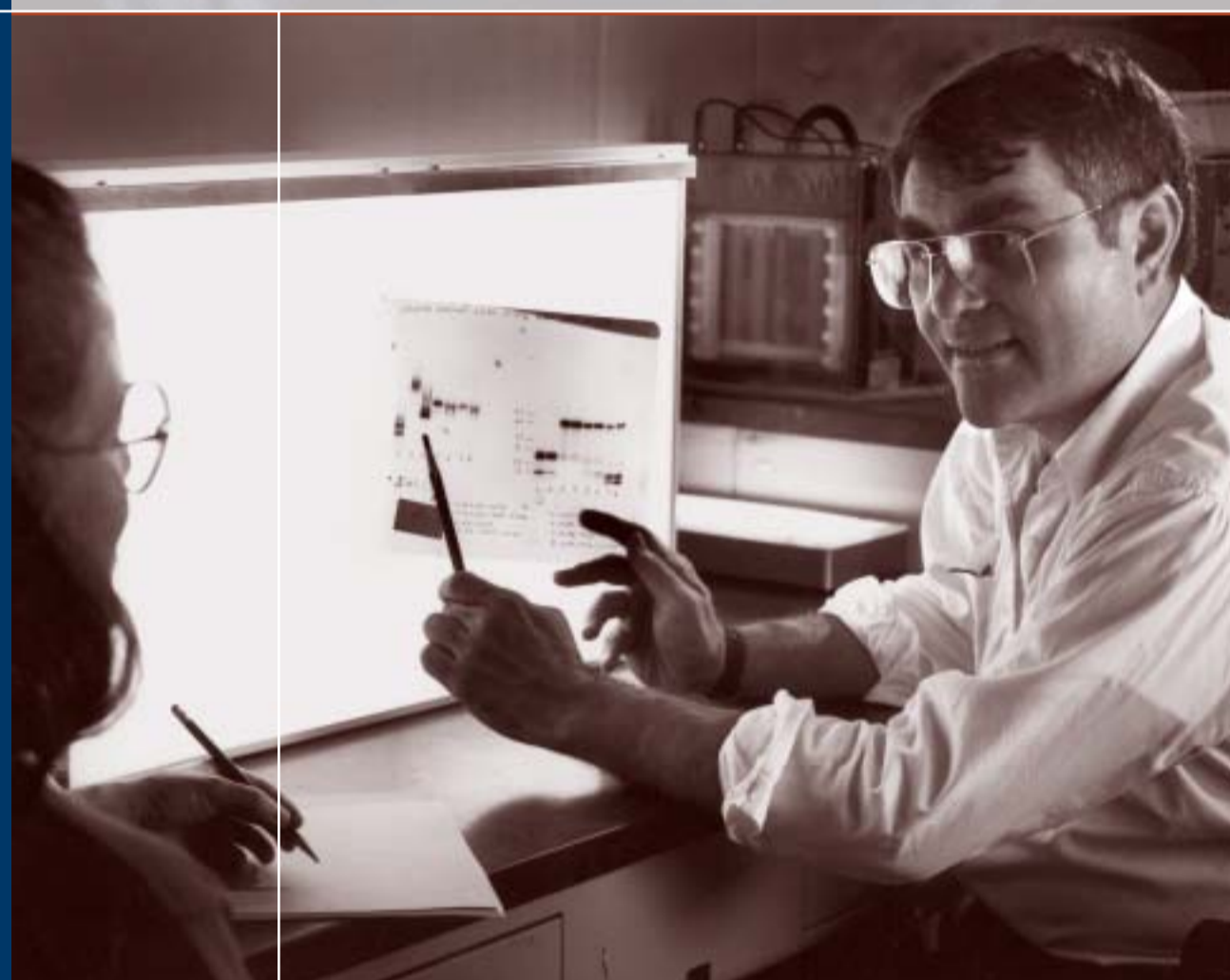


2004 Dean's Award for Excellence in Mentoring



Cultivating a Culture of Mentoring



The Graduate School

Dean's Award for Excellence in Mentoring



Purpose Statement

There is widespread agreement within the academic community that mentoring is an important element of graduate education. First, providing adequate mentoring support for graduate students is a key factor in ensuring that they are well-trained in their disciplines, successfully complete their degrees, and have good career opportunities. Second, students who have mentoring relationships are more productive, more involved in their departments, and more satisfied with their programs. Third, whether acquiring a fresh perspective in a particular field or gaining a reputation for identifying and developing top-notch talent, mentors receive immeasurable benefits from the mentoring relationship. The benefits of mentoring are passed on as good mentors promote a tradition of mentoring practices in their students.

Mentoring is a sustained partnership that is necessarily multifaceted and is enhanced by mutual respect and concern. While a mentor can be defined in many ways, a mentor for graduate students is fundamentally someone who serves as a guide throughout their professional training. Far from being just an advisor, a mentor serves as teacher, advocate, sponsor, and role model as well. When unable to fill a particular role, good mentors have access to a network of helpful resources and exercise the discernment necessary to point students to the appropriate resources at the appropriate times in their careers.

To recognize the considerable efforts and accomplishments of faculty who consistently serve as effective mentors, the Duke University Graduate School has inaugurated its Dean's Award for Excellence in Mentoring. Designed to allow graduate students to identify faculty who embody both the letter and spirit of mentoring, this award will take its place among the University's continuing efforts to cultivate a culture of mentoring.

Criteria

1. Promotes successful completion of students' research and degree programs by monitoring progress and offering honest, constructive feedback when needed or sought
2. Commits to advancing students' long-term professional development—throughout their journey from student to professional—by recognizing and making potential colleagues aware of their natural talents and acquired skills and by integrating students into the broader culture of the discipline
3. Ensures that students master the content and skills of their discipline, including the ability to teach or present that content to professional and non-professional audiences
4. Creates a supportive environment for research and scholarship by fostering mutual respect and demonstrating sincere and active interest in the well-being of the student
5. Maintains accessibility by providing consistently open lines of communication
6. Connects students with the resources necessary to take full advantage of academic and professional opportunities and enables students by helping them to develop their own local and national networks
7. Models a solid record of scholarship marked by excellence in research and teaching skills, research presentation and publication, the ability to obtain funding, and the exercise and nurturing of good mentoring practices
8. Exercises discernment in directing students to appropriate resources and shows a willingness to work collaboratively with other faculty in multiple-mentoring relationships

2004 Dean's Award for Excellence in Mentoring

John H. Aldrich

John Aldrich is the Pfizer-Pratt University Professor of Political Science. He completed his work for the M.A. and Ph.D. in Political Science at the University of Rochester and taught at Michigan State University and the University of Minnesota before joining Duke's Political Science faculty in 1987. A recognized authority on American politics and behavior, formal theory, and methodology, his current projects include studies of various aspects of campaigns and elections, political parties, and Congress. Professor Aldrich served as a fellow at the Center for Advanced study in the Behavioral Sciences and is an elected fellow of the American Academy of Arts and Sciences.

John Aldrich excels in his ability to put students out front, instilling confidence in them by encouraging and helping them to develop their own ideas. He treats his students as academics in the field and goes out of his way to publicize their skills. One of his former students says it best:

"John is perhaps the most humble leading scholar I have ever met. Whereas I am so lucky to have had one of the top political scientists in the country as my advisor, John always made me feel as if the research that I did and my capabilities were valuable and important. If you meet John's graduate students, you will find that they have an intense loyalty to John and that they care immensely about his well-being. This is because John has been—without fail—loyal to us, respectful of us, encouraging of us, and attentive to us."

His interaction with students is characterized by a willingness to look beyond his own research to see the links between different methodologies, area studies, and literatures and by his concerted efforts to break down barriers within his discipline and to unite subfields in collaborative research. The placement of his Ph.D. students in tenure-track positions at excellent institutions attests to the success of his mentoring approach.



2004 Dean's Award for Excellence in Mentoring

Salvatore V. Pizzo

Salvatore Pizzo, known to us as Sal, started his journey at Duke in 1966 as a member of the first class of students to be admitted to the University's Medical Scientist Training Program (MSTP). Dr. Pizzo received the M.D. and Ph.D. degrees in 1973 and, since then, has

devoted his educational and professional life to Duke University. He currently serves as Chairman and Professor of the Department of Pathology and the Director of the Medical Scientist Training Program, a program once described by the Chancellor of the Medical Center as the "flagship of Duke Medicine." His laboratory examines

the role of the fibrinolytic system in tumor progression and studies proteinase regulation to develop improved vaccines against agents such as HIV and hepatitis B. Recent work is directed toward biological agents of mass destruction, such as anthrax. Dr. Pizzo is an elected fellow of the American Association for the Advancement of Science and also received this year's Distinguished Faculty Award.

As one nominator observed, "I think the most telling thing about Sal as a mentor is the fact that when I drop by his office to say hello, he can always be found advising one of his students." With his genuine and generous open-door policy, informative and practical weekly lab meetings, and Friday lunches for first-year MSTP students, Professor Pizzo accurately keeps the pulse of the formidable cadre of students placed in his charge. His sincere care for the development of each trainee as a part of and also outside the bounds of the overall research program sets him apart from his peers.

Also evident to and appreciated by his students is Sal Pizzo's passion for basic science and research. This passion is reflected in the quality of the resources and interactions he has made available to his students to ensure successful acquisition of scientific skills. Dr. Pizzo maintains a laboratory with several highly trained senior faculty, who provide a wealth of experimental experience. He also makes a practice of beginning with a brief discussion and review of the basic science needed to answer any given question in order to continually "polish the foundation of knowledge on which one's science is based." Ultimately, however, Sal's passion is recreated in his students as they continue the cycle of training the next generation of scientists, often serving as chairs of departments and programs at their own institutions.



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Lori A. Setton

In 1995, after receiving both her M.S. and Ph.D. degrees in Mechanical Engineering and Biomechanics from Columbia University, Lori Setton joined Duke's Biomedical Engineering Department as an Assistant Professor and member of the Center for Cellular and Biosurface Engineering. Her research explores the role of mechanical factors in the degeneration and repair of soft tissues of the musculoskeletal system, including the intervertebral disc, articular cartilage and meniscus. Work in the laboratory is focused on material characterization of native and healing biological tissues and tissue-engineered biomaterial constructs.

Professor Setton distinguished herself at the outset of her academic career, receiving the Presidential Early Career Award for Scientists and Engineers. In 2001, she received the Outstanding Research Award from the Pratt School of Engineering. She is currently an Associate Professor and this year was honored with the Mary Milus Yoh and Harold L. Yoh, Jr. Bass Chair.

Dr. Setton clearly made commitments to good mentoring and high standards from the start of her career and has stood by these commitments. Enthusiastic nominations from students spanning her years at Duke—from current students, all the way back to her first graduate student—attest to Lori's unique ability to provide challenges and a high bar for performance in her students, while at the same time offering her unflinching support and guidance. Her intentional nurturing of students' professional development shines through in their comments: "She made sure that we always had tangible goals....Dr. Setton planned many ways for us to become experts in our field and communicate our ideas....Dr. Setton worked to give us confidence that we could function well in the community by making sure we were prepared and our work was of the highest quality." This dedicated leadership has produced students who are involved, invested, and motivated in a laboratory that consistently produces quality research and contributions to the scientific community. More to her credit, her purposeful efforts have given rise to students who seek to emulate her noble commitments in their own careers.

