

Mentor / Mentee Case Study Reaction Paper

Francis is working evenings and nights in the psychology lab because she feels she can work better independently. She also needed some equipment that was always in use during the daytime. However, this pattern of behavior is becoming disruptive to the lab, particularly for her mentor and advisor, Dr. Wise. While Dr. Wise's concerns are well-founded and he is generally practicing good mentoring, both mentor and mentee must work together to solve these issues.

Responsible and ethical research practices require that Dr. Wise and Francis, as mentor and mentee, have a full understanding of and agreement on their responsibilities, roles, and duties as it relates to the psychology lab. Unfortunately, it does not appear the working hours and other appropriate lab behavior—particularly group activities—were discussed prior to this latest pattern of evening and night work by Francis. Dr. Wise, however, is trying to rectify the situation by approaching Francis and explaining why he feels she needs to be present in the daytime; he is providing proper guidance and instruction in how to be a responsible researcher. Francis does not appear willing to seriously consider Dr. Wise's argument, however, insisting on night work.

Both Dr. Wise and Francis need to try to come to some sort of compromise. Dr. Wise should be willing to have Francis work only some daytime hours, while continuing to work at night when she needs to use the instrument. Francis, in return, should agree to interact and discuss behavioral psychology research with other graduate students in the lab during the daytime, and not always avoid her fellow researchers. Of course, Dr. Wise and Francis should have come to a better, fuller understanding of expectations on their mentor-mentee relationship prior to Francis starting work in the psychology lab, which would have hopefully prevented this ethical issue.