

THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

Departmental Research Seminar

Distinguishing Mentorship from Sponsorship By



Prof. Rosalind Chow
Carnegie Mellon University

Date : 26 Mar 2026 (Thu)
Time : 10:30 am – 12 noon
Venue : M714, PolyU

Abstract

Sponsorship has long been considered a subcategory of career-related mentorship. In this talk, I propose a new categorization scheme for the behaviors that fall under mentorship that highlights differences in the person who is acted upon. I redefine mentorship as behaviors that are enacted on a mentee and sponsorship as behaviors that are enacted on observers of a protege. Based on this distinction, I introduce a new measure of sponsorship that will enable researchers to disentangle the career impacts of mentorship from sponsorship.

Prof. Rosalind Chow is an associate professor of organizational behavior and theory at Carnegie Mellon University, where her research, teaching, and writing explore how people navigate and shape the social systems that configure power, status, and inequality. Drawing on social psychological and organizational scholarship, her work illuminates not just how hierarchies sustain inequities in workplaces and communities, but how individuals can thoughtfully use their social connections to elevate others and expand opportunities for those who have been historically marginalized. These lessons are distilled in her book, *The Doors You Can Open* (2025, PublicAffairs), which was shortlisted for The Non-Obvious Book Awards and highlighted as one of The Next Big Ideas Clubs 2025 must-reads.

Prof. Chow draws on her academic expertise in her work as faculty director to several executive leadership programs aimed at helping professionals advance in their careers. Her teaching has also been recognized by Poets & Quants' Best 40 Under 40 Business School Professors. She regularly consults with organizations such as Deloitte, Genentech, Kaiser Permanente, and Google on the design and implementation of leadership programming.

She holds a bachelor's degree in psychology from Columbia University and a Ph.D. in organizational behavior from the Stanford Graduate School of Business. She currently lives in Pittsburgh, PA, with her husband, Jeff Galak, and their two children, Lia and Simon.

All interested are welcome.



THE HONG KONG
POLYTECHNIC UNIVERSITY
香港理工大學

Department of
MANAGEMENT
& **MARKETING**
管理及市場學系