Office of the Vice Provost for Faculty Affairs

Mentoring Faculty

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Faculty Life Cycle

- Viewing Faculty in a Life Cycle
  - Recruiting and Hiring
  - Tenure and Promotion
  - Post Tenure Support
  - Faculty Development and Recognition
  - Retirement Plans
  - Emeritus Status
Mentoring: Departmental Level

– Mentoring Liaison

• Meet with each junior faculty to learn needs.
• Suggest a mentoring match.
• Use emeritus faculty as possible mentors.
• Have a short “lay of the land” talk on expectations.
• Follow up with each junior faculty member; help them to foster relationships with other faculty.
• Allocate responsibility to junior faculty carefully.
Mentoring: Departmental Level

• Junior Faculty Support Committee
  – Discuss the junior person’s overall progress.
  – Suggest ways to enhance scholarship productivity and publications.
  – Discuss teaching experience and suggest mechanisms for improvement.
  – Review teaching and service workloads to make sure they are appropriate.
  – Work with the Chair to develop a strategic plan for the junior faculty member and provide feedback on progress.
  – Create a climate and mechanisms to ensure that the junior person is valued.
Mentoring: Other Strategies

• Junior/Senior Scholarship Exchange / Faculty Workshops
• Mentoring Up
• Dean / Provost Level
  – Create a Mentoring Liaison.
  – Monitor Departmental Practices.
  – Prepare Tenure Guide/ FAQ.
  – Invite junior faculty to meet twice a year.
  – Provide junior/senior research projects.
Mentoring Bottom Line

• Not accidental!

• Intentional, persistent

• Use metrics to assess
Some Resources


• Mary Ann Mason, Eve Mason Eckman, and Marc Goulden, 2003-2006
  “*Mothers on the Fast Track — How a New Generation Can Balance Family and Careers,*”
  “*Do Babies Matter? The Effect of Family Formation on the Lifelong Careers of Academic Men and Women,*”
  “*Do Babies Matter? Part II: Closing the Baby Gap*