



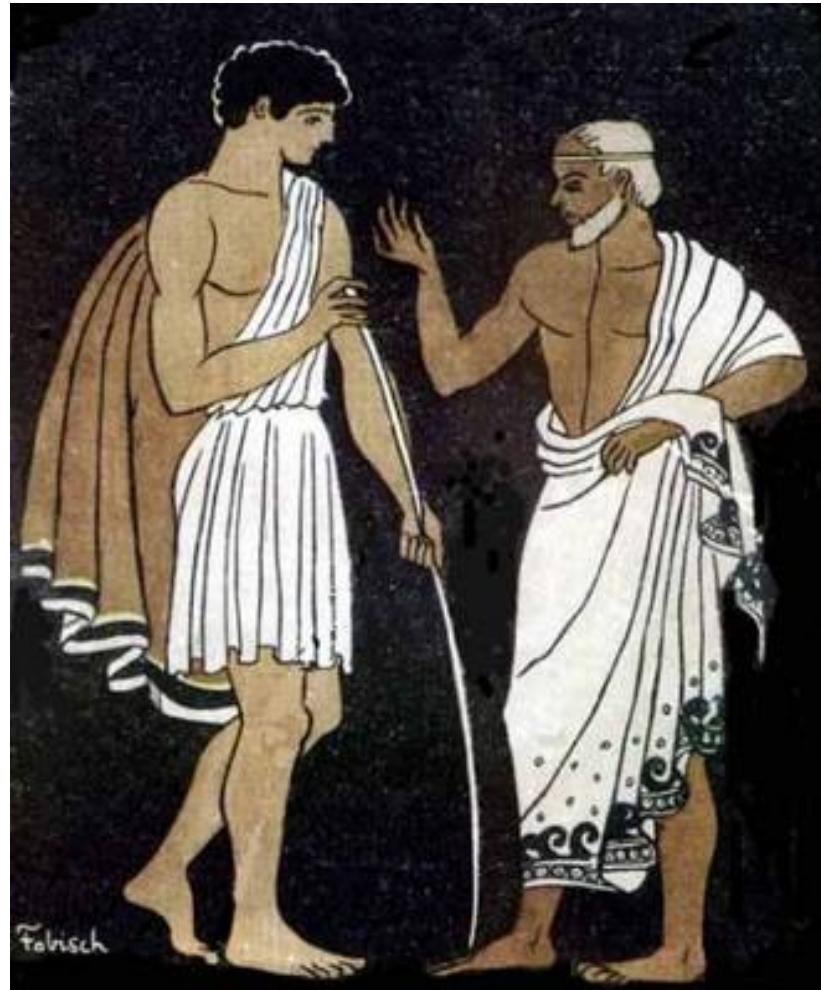
Office of the Vice Provost for Faculty Affairs

Mentoring Faculty



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Mentor and Telemachus



- **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

- Kerry Ann Rockquemore and Tracey Laszloffy, 2008.
The Black Academic's Guide to Winning Tenure — Without Losing Your Soul.
- 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