

# MENTOR PROGRAM

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# ACKNOWLEDGEMENTS

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# DEFINITION OF MENTORING

“Mentoring is a personal relationship in which a more experienced (usually older) faculty member acts as a guide, role-model, and sponsor of a less experienced (usually younger) mentee. Mentors provide mentees with knowledge, advice, challenge, counsel, and support in their pursuit of becoming full members of a profession”

W. Brad Johnson


# DISCUSSION

- Think of one or two of your most effective mentors
- How did that relationship develop?
- Why did the relationship work so well?
- What did YOU do to help make the relationship successful?


# OUTCOMES FOR MENTEES

- Stronger commitment to a career in academe
- Greater sense of ownership and commitment
- Higher rates of retention
- More effective teaching and service to the institution


# OUTCOMES FOR MENTEES

- Better adjustment to the department, the institution, and the job
  - Enhanced scholarly productivity (grants and publications)
  - Higher rates of job and career satisfaction
  - Higher rates of achieving tenure
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# OUTCOMES FOR MENTORS

- Personal satisfaction
  - Personal fulfillment
  - Creative synergy and professional rejuvenation
  - Networking
  - Motivation to remain current
  - Friendship and support
  - Reputation for talent development
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# MENTOR FUNCTIONS

- Introductions to colleagues
  - Encouragement to attend meetings
  - Feedback regarding:
    - Teaching
    - Scholarship
    - Collegial expectations
    - Advising
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# MENTOR FUNCTIONS

- Orientation to College policies and the *Faculty Handbook*
- Guidance on:
  - Campus politics
  - Balancing work and personal responsibilities
  - Managing professional workload
- Counsel on year-end evaluations, tenure and promotion applications
- Inclusion in social activities

# SUGGESTIONS

- Communicate, communicate, communicate
- Ask questions
- Seek feedback
- Be open to suggestions
- Actively pursue the mentor relationship
- Seek advice from others as well
- Let us know what you need